



Impact Report 2025



Contents

Foreword by Sam Downie	2
Mates in Mind	3
Our Year in Numbers	4
2025: A year of delivery	5
Our Supporters	6
Research: Building an evidence base	8
Advocacy and Influencing: Campaigning for Change	9
Looking to the Future	10
2025 Impact Awards	11
Events and Media	13
Fundraising with Mates in Mind	14
Message from Nicola Hodkinson	16
References	17

Cover photograph: Huws Gray Group fundraising event in June.



Foreword by Sam Downie, Managing Director

During 2025, we started the operational delivery of our three-year Strategic Plan built on three key pillars of activity: research, our direct work with organisations and advocacy. I was pleased to witness the progress of our longstanding commitment to building an evidence base for our work. As you will see elsewhere in this Impact Report, we are determined that our programmes will be steeped in knowledge of what really works.

As awareness of the impact of building positive mental health in and through work grows, and evidence on effective interventions is established and shared, we will continue to promote systematic, prevention-first organisational change. This unique proactive approach is at the heart of all that we do.

At Mates in Mind, we have updated how we provide Programme Support to reflect this. By improving how we assess the needs of our larger Supporters, and through driving up self-assessment completion rates, the organisations we work with are able to track the impact our work is having across their organisation. This has also generated new sources of data, improving our ability to measure impact.

As you will read in this report, our work in agriculture has gone from strength to strength, whilst we have also remained close to our roots in the construction sector. New research and partnerships across these sectors have enabled us to better understand the challenges facing these workers and provide evidence on which to create effective interventions which focus on prevention, something we continue to advocate for.

Our growing influence was reflected in our contributions to national conversations on workplace mental health and suicide prevention, and it has been a privilege to represent Mates in Mind across industry events and wider platforms throughout the year.

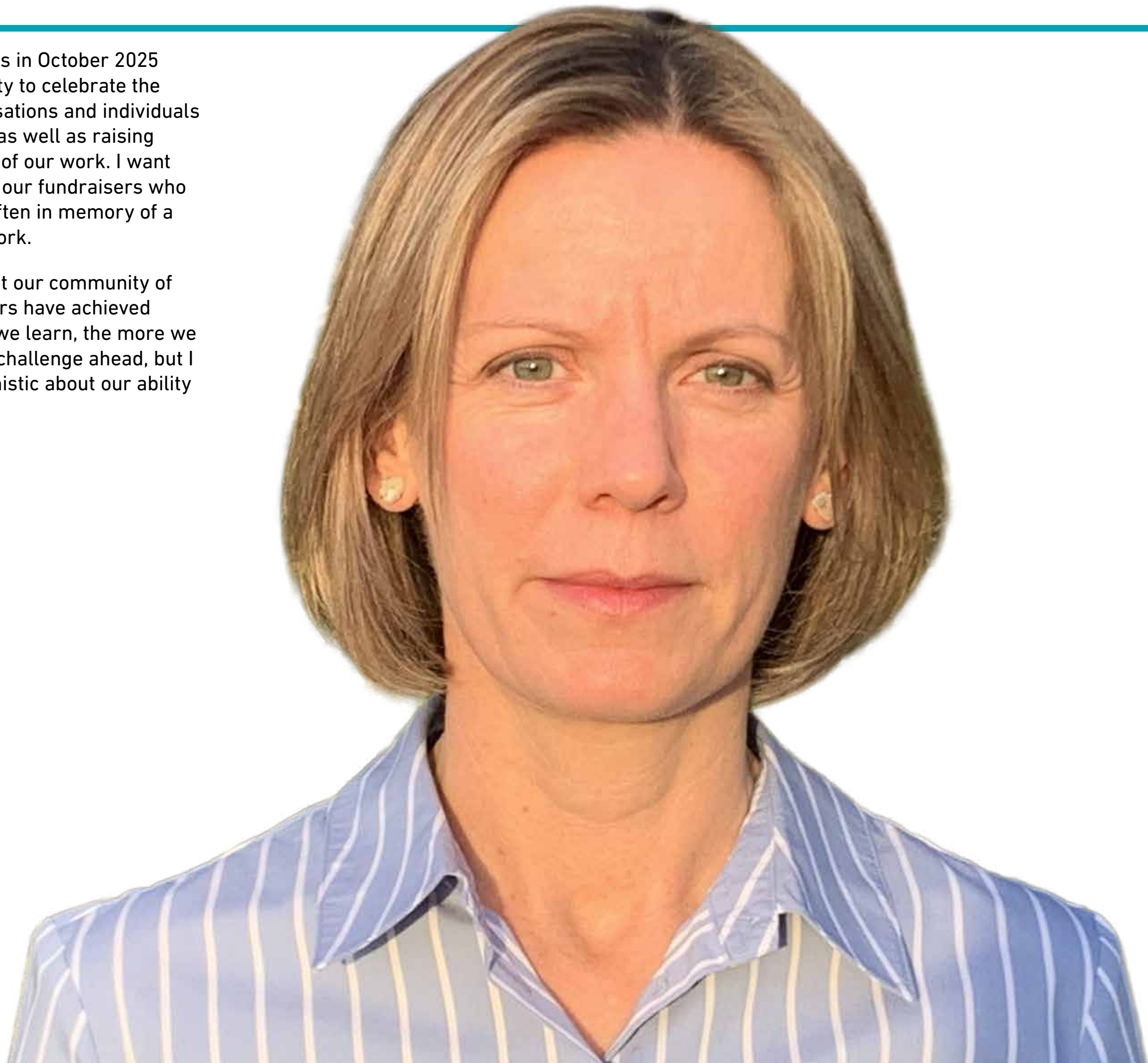
Indications of our growing voice includes Mates in Mind being:

- Named as one of the Innovation Partners in the National Suicide Network of The Royal Foundation of the Prince and Princess of Wales.
- Cited by the Chartered Institute of Building in its work on mental health in the built environment.
- Referenced in the government's landmark report into men's health for our work with the Construction Leadership Council.
- Central to the BSI's development of the new standard BS 30480 Suicide and the Workplace.

As always the Impact Awards in October 2025 were a wonderful opportunity to celebrate the contributions of both organisations and individuals in improving mental health, as well as raising awareness of this issue and of our work. I want to pay a particular tribute to our fundraisers who take on heroic challenges, often in memory of a loved one, to promote our work.

I am incredibly proud of what our community of staff, supporters and partners have achieved together in 2025. The more we learn, the more we understand the scale of the challenge ahead, but I have never been more optimistic about our ability to make a lasting difference.

Sam Downie
Managing Director
Mates in Mind



Mates in Mind

Our Vision

Positive mental health in and through work.

Our Mission

Supporting organisations in higher risk sectors to create environments and cultures that promote positive mental health because everyone matters.



Who We Are

Established in 2017 by the Health in Construction Leadership Group (HCLG) with the support of the British Safety Council, Mates in Mind exists to improve the mental health and wellbeing of workplaces across the UK.

Mates in Mind is a leading UK charity advocating for and addressing the stigma of poor mental health. We work collaboratively with employers across construction, transport and logistics, farming and agriculture, fire and security, and other related industries, to be the change that is needed to improve mental wellbeing in the workplace.

“The charity “Mates in Mind” does an amazing job working across the industry, undertaking proactive and progressive work to help improve mental wellbeing and reduce industry [suicide] numbers. Their knowledge on spotting signs and symptoms is vast, a knowledge and understanding they use to help to educate the industry through numerous targeted courses and communications.”
Chris Rodgers, Head of HSEQ (construction sector)

Why We Do It:

- In March 2025, over 1 million people were waiting to access mental health services.¹
- In 2024/25 there were 1.9 million working people experiencing a work-related illness, of which 964,000 workers were experiencing work-related stress, depression or anxiety.²
- 16.4 million working days were lost due to work-related stress, depression, or anxiety in 2024/25.²
- Stress, depression or anxiety made up 51% of work-related ill health in 2024/25 – up from 46% the previous year.²
- Almost a third of men don't know where to go for advice on men's mental health.³
- Two in five working men (43%) want their employer to offer more mental health support.³
- When asked what would improve your wellbeing, 75% of respondents to a Randstad survey said training about mental health, resilience, and stress management.⁴
- A third of construction workers live with severe levels of anxiety.⁵
- The economic cost of mental ill-health including, business costs of sickness absence, 'presenteeism' and staff turnover, has been estimated to be £110bn in 2022.⁶

Our Year in Numbers

100 new & renewed Supporters	1,097 BEAMATE text users	80 training sessions
6,208 people trained	33,383 downloads from the website	2,582 video viewings
£398,827 fundraised	24,305 social media followers	91,819 website users
27 external events attended	228 external article appearances	9 blog posts

“Organisations like Mates in Mind are so important. They’re helping to change the culture in the industry by breaking down stigma around mental health and giving employers the tools to support their people. From toolbox talks to manager training, their work is about making sure conversations about wellbeing are as normal as conversations about site safety.... Mates in Mind have some really useful training and resources on their website.”
[Angela Woolford,](#)
[External Quality Advisor/](#)
[Technical Officer](#)

2025: A year of delivery

During 2025, Mates in Mind continued to move into new sectors, helping organisations embed our proactive approach to positive mental health and wellbeing.

In January, we helped launch the AgriWellbeing Alliance at LAMMA, the UK’s largest agricultural machinery and technology show. Bringing together partners from across the agricultural sector, the Alliance shares a vision of a farming community where mental health and wellbeing are prioritised, supported and discussed openly.

A key focus of our work has been supporting those who regularly visit farms – such as land agents, contractors and salespeople – who often find themselves becoming ‘accidental counsellors’. Through resources, training and signposting, we are helping equip these individuals, alongside farmers and their families, to better recognise and respond to mental health concerns.



Launch of the AgriWellbeing Alliance.



Prince William meeting with Mates in Mind in 2023. Credit Anthony Charlton, In-Press Photography Ltd.

“Agriculture, with its concerning statistics of serious incidents and mental health challenges, is an industry that we should take every opportunity to support in driving initiatives that embed safety and mental health as a core priority in the agricultural sector.

“We have a great opportunity to do this through listening to and working with our farming families, along with using our broader convening power, to promote awareness, to signpost to those organisations that can provide support and to thrive to build a resilient and healthier farming community for future generations.” Keith Knowles, Crown Estate

Building on this work, we also began delivering Programme Support to the Crown Estate, whose £15 billion portfolio includes 120,000 acres of managed farmland. Through this partnership, we are supporting the Crown Estate’s commitment to helping farming communities thrive and safeguarding livelihoods for future generations.

In February, we partnered with CRASH and, with support from Huws Gray Group, helped provide resources and practical support to homeless and hospice organisations. Together, we contributed to creating safe, dignified and nurturing environments for people at some of the most vulnerable moments in their lives.

On World Mental Health Day (10 October 2025) it was announced that we had been invited by The Royal Foundation of the Prince and Princess of Wales to be part of the new National Suicide Prevention Network as one of their Innovation Partners.

Our funded project is to develop and pilot a digital first approach to mental health training for construction SMEs and sole traders.



Sam Downie and Lindsay Ewer presenting at The Crown Estate.

“The incredible partners who form this network reach those at risk of, or affected by, suicide with their inspirational work. I have had the privilege of meeting all of the founding partners to see firsthand their powerful community-based efforts to offer hope and support to those who need it most. Their efforts reaffirm the urgent mission of the National Suicide Prevention Network: to build a bold, unified national response to the heartbreaking – and preventable – tragedy of suicide.” The Prince of Wales speaking at the launch

During 2025, Mates in Mind was a key player in the development of the BSI’s new standard [BS 30480 Suicide and the Workplace](#), which offers a framework for organisations to address suicide. The standard, which is the first seeking to address this issue globally, was published in November.

Our Supporters

At Mates in Mind, we work with organisations, procurement frameworks, supply chains and policymakers to achieve our vision and reduce the number of workers reaching crisis. Our work has continued to expand in 2025, and our network now reaches across many higher-risk sectors including construction, transport and logistics, energy, fire and security, and farming and agriculture.



Mates in Mind attendance at an FIA Event.

Our growing community of Supporters are leaders in their sectors, providing comprehensive and effective mental health interventions for their workforces. Working in partnership, we are helping more employers create workplaces that proactively have a positive impact on workers' mental health. At the same time, we continue to work to reduce stigma, creating cultures and environments that encourage and support difficult conversations.

"Our people are our greatest strength. Together with Mates in Mind, we are creating safe spaces where individuals feel supported to speak up, seek help, and build resilience." Steve Simper, FIA Mental Health Champion & Trainer.

"By supporting Mates in Mind, we're not only following best practice, we're creating a workplace where mental health is part of everyday conversation." Venesky Brown [resourcing solutions agency]

Supporters: 375

New & renewed in 2025: 100

**Number of employees with
Supporter organisations: 85,314**



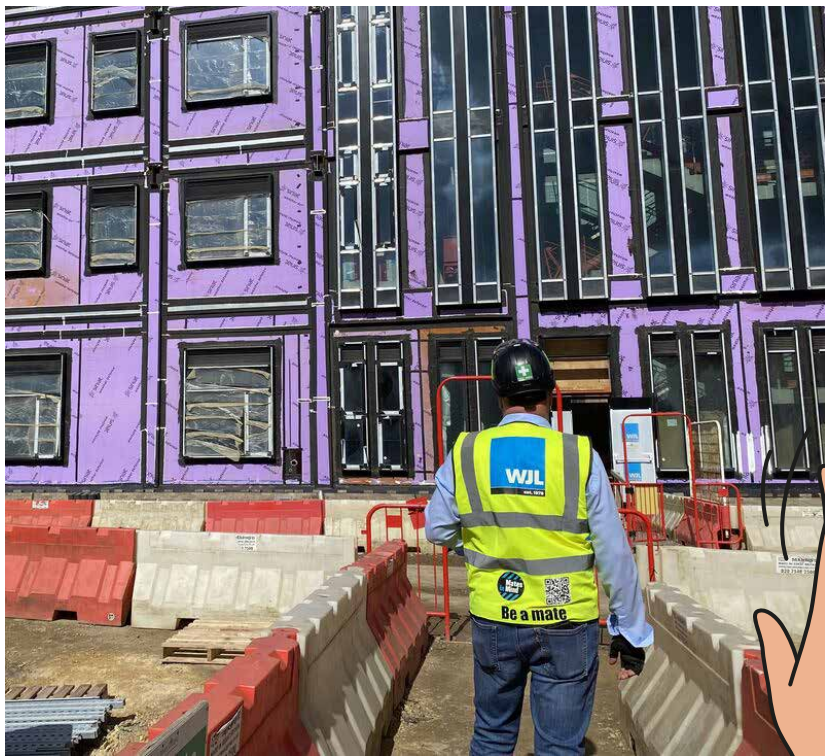
Peter Bray speaking at an FIA Event.

Jones Bros Civil Engineering Ltd case study:

At Jones Bros, we are committed to breaking the stigma around mental health in construction. Over the last year, we've significantly strengthened our support system for mental wellbeing by enhancing our Mental Health First Aider (MHFA) programme and introducing suicide awareness training across our sites. With over 50 active MHFAs now supported by an enhanced information and escalation pack, we're enabling colleagues to identify early signs of distress, offer compassionate support, and escalate concerns appropriately. Our HR department is now spearheading a campaign to deliver suicide awareness training, complementing Mates in Mind's initiatives, and creating a culture of understanding and prevention.

On-site, we've further embedded Mates in Mind and mental health awareness by introducing "Breakfast for All" sessions and group discussions, where teams gather informally to talk openly about wellbeing. These initiatives are captured and recognised through our Incident Prevention Cards (IPCs), which highlight good practice in raising awareness and encouraging participation.

This proactive, structured approach has already improved access to mental health resources, normalised conversations, and provided a clear pathway for support – showing that in our workplace, no one must face mental health challenges alone.



WJL PPE including Mates in Mind.



Our Supporters

Training and Education

Tailored, expert training is an essential pillar of our framework. We are creating environments for long-term cultural change by ensuring Supporters and their workers have the necessary knowledge and confidence when talking about mental health. Our team of experienced trainers offer a wide variety of educational opportunities to help everyone understand their roles and responsibilities in managing workplace wellbeing.

Training outcomes (all-time responses):

- **79%** of attendees felt much more or somewhat more comfortable talking about their own mental health and wellbeing.
- **90%** of attendees felt much more or somewhat more comfortable approaching a colleague if they felt concerned for their wellbeing.
- **69%** felt more aware of externally available support services.
- **80%** felt much more or somewhat more confident identifying and managing stress within their teams following Mates in Mind training.
- **94%** felt the training improved their understanding of the role they play as a manager in supporting the mental health and wellbeing of their team.

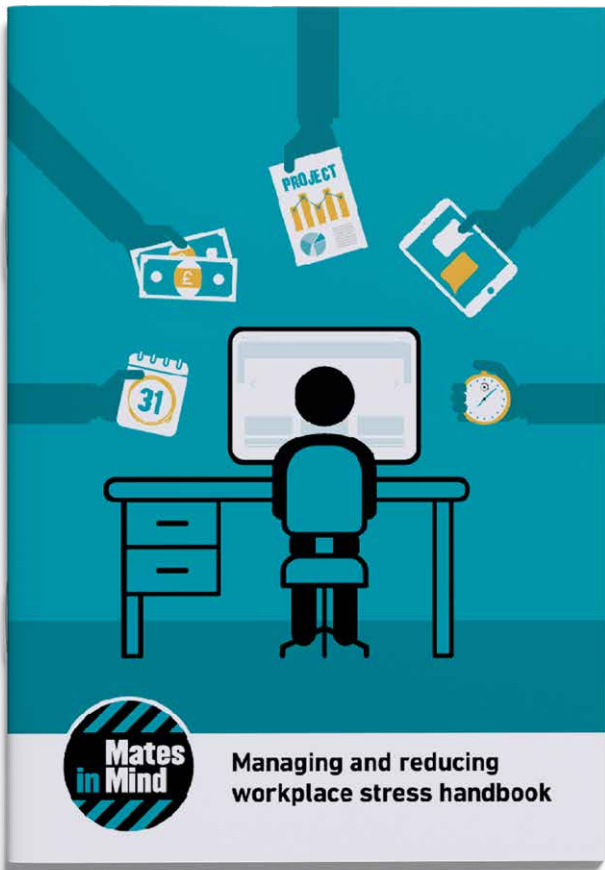
Total number of training sessions delivered: 80

Total number of people trained: 6,208



Lindsay Ewer training session at Freyssinet UK.

“A fantastic presentation from Mates in Mind. ...We all know there is a long way to go with regards to supporting mental health better in the workplace. This webinar was just a starting point for me in understanding how to better do so; addressing the route cause to reduce issues such as workplace stress from arising in the first place.”
Operations Coordinator, SRC North West Ltd.



Managing and reducing stress handbook.

Online Resources

Our online Portal is aligned to our ten core standards and is designed to help Supporters focus on the area(s) of their provision that need(s) improving, as identified in their assessment. The Portal provides mental health resources, templates, toolbox talks, signposting guides and awareness day campaigns, designed to build cultures of openness around wellbeing and mental health. We also make some of our awareness day content available for free on our website, to ensure it is accessible to all organisations that would benefit from it.

“In an ideal world, the answer is simple. Create a workplace culture where understanding, identifying and mitigating stress is at its very core. A culture where there is no stigma around mental health, and conversations about it are normalised and encouraged.”
[extract from a Mates in Mind blog]
Whilst it’s not an ideal world and people and places are complex... This excellent blog from Mates in Mind signposts interventions and toolkits for taking steps towards that ideal. An essential read, highly recommended.”
Chair, MIND Leadership Council

Total items downloaded: 33,383
(55% increase compared to 2024)

Website sessions: 132,852
(29% increase on 2024)

Website active users: 91,636
(30% increase on 2024)

Number of awareness day campaigns: 13



Research: Building an evidence base

At Mates in Mind, we work with researchers, academics and universities to build a robust evidence base, focused on understanding what works and which interventions are effective.

This year we have collaborated on several academic projects, ensuring that our interventions are underpinned by the latest thinking.

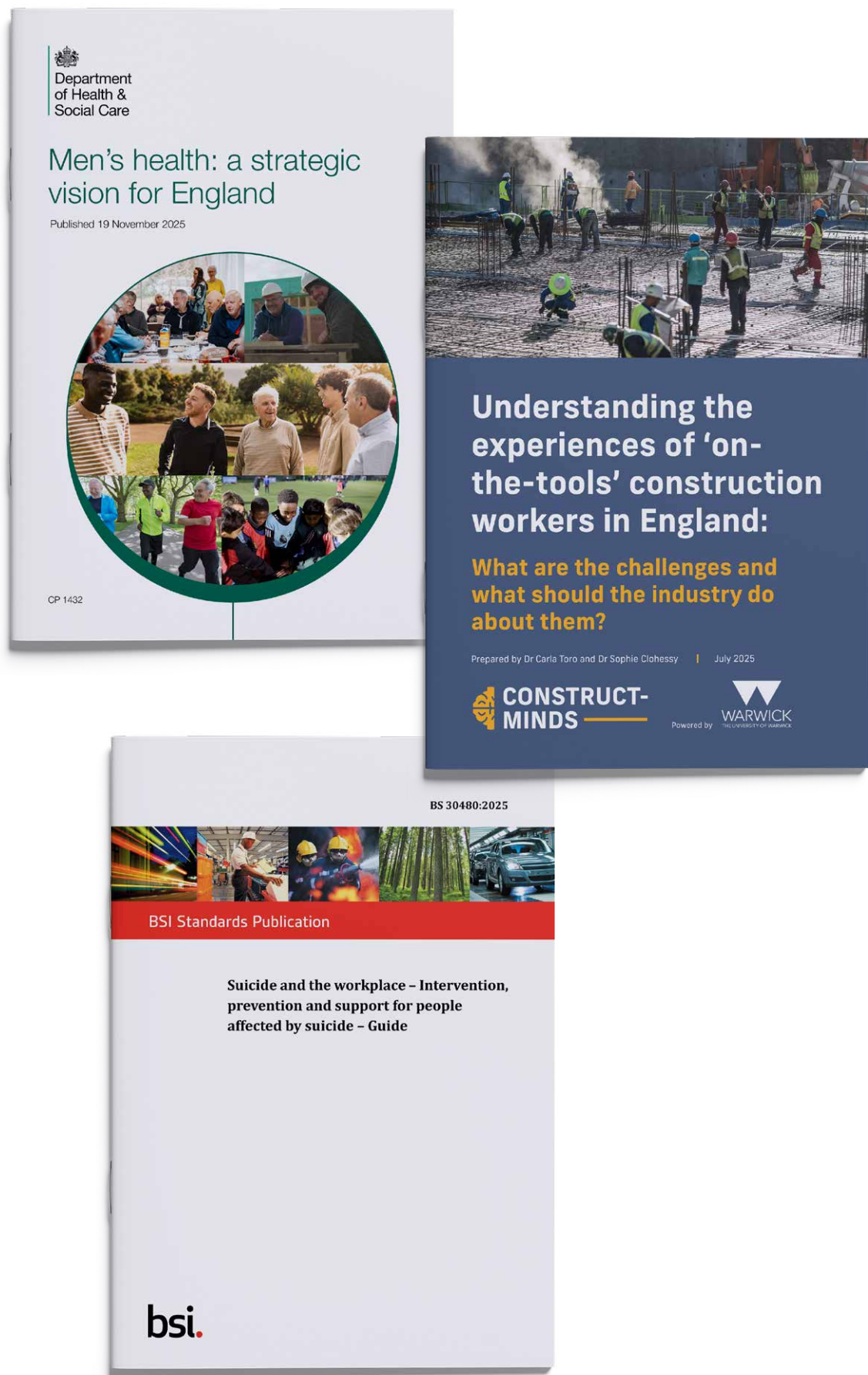


Understanding the Wellbeing Experiences of Young Construction Workers in England

In August 2025, a report was issued on the first phase of the University of Warwick’s research into the challenges faced by young construction workers when entering the industry. The work was supported by the Joint Contracts Tribunal and Mates in Mind.

Based on interviews with construction workers aged 18-25, the research aimed to identify the key factors that these workers see as influencing their wellbeing at work. The research also asked about the availability and accessibility of support, and gathered suggestions for improving workplace wellbeing in construction.

The research improved our understanding of the challenges faced by young construction workers when starting out in the industry, the impact the challenges have on wellbeing and on how long people want to stay working in construction. One of the key findings was that the voices of young construction workers are often overlooked. Our hope is that this work will help to amplify their voices and shine a light on the workplace issues that matter most to them.



AgriWellbeing Alliance – what works

During 2025, Mates in Mind facilitated research led by Harper Adams University into the role of so called ‘accidental counsellors’ (land agents, contractors and agronomists) in supporting the mental health of farmers. The aim was to evaluate the effectiveness of training designed to improve knowledge on mental health.

The research looked at how ‘accidental counsellors’ support farmers with their concerns, the value of training in mental literacy and how the role of ‘accidental counsellors’ can be better supported. As part of this project Mates in Mind led a one-day training workshop for 32 land agents and landowner organisations.

The research also considered the impact on the wellbeing of ‘accidental counsellors’ who are experiencing poor mental health or who have been through a challenging experience. The research confirmed much that was known anecdotally but provides robust evidence for future work.

Construction Leadership Council (CLC) – Mental Health Project

Sam Downie joined the CLC Mental Health Project Steering Group along with industry leaders, academics and representatives from the Department for Business and Trade. In September 2025, the project launched a consultation to help identify the primary root causes for poor mental health in construction.

PhD Fellowship on Suicide in Construction Workers at UCL

Mates in Mind has supported the establishment of a PhD Fellowship in the UCL Division of Psychiatry and the Bartlett School of Sustainable Construction, and welcomed the appointment of Bijayalaxmi Biswal.

Advocacy and Influencing: Campaigning for Change

Working with policymakers

Influencing is one of our three key strategic pillars. Our plan is to develop organisational positions in key policy areas so that we can effectively advocate for change in policy and procurement.

Influencing change across construction

In May 2025, the Chartered Institute of Building (CIOB) published an update to its 2020 report on Mental Health in the Built Environment. The report seeks to understand whether progress has been made since 2020 and the prevalence of poor mental health in the industry. The report also looks at the proactive steps that businesses can take to help their employees manage their mental health.

During 2025, we also helped shape two major pieces of policy work around mental health and wellbeing. In November, the government published Men’s health: a strategic vision for England. Following our response to the call for evidence, the report cites Mates in Mind’s work with The Construction Leadership Council, a joint venture between the Department for Business and Trade, construction sector organisations and Warwick University. The strategy notes that “male-dominated industries are an ideal setting to reach and engage with men, and there is opportunity to use the workplace to influence behaviour change and promote good health through targeted programmes.” It goes on to say that this project “takes a prevention lens to identify and prevent the primary root causes of mental health affecting construction workers.”

“We are still losing far too many people working in construction to suicide and behind every number is a family, a friend, a colleague whose life has been cut short. That is simply not good enough. This Code is about facing up to that reality and taking action early, so people get the support they need before it reaches crisis point.

“As we build the homes and infrastructure our country needs, we must also look after the people making that possible. Through the Department for Business and Trade, we are working with industry to drive real change, improving conditions on site, tackling stigma and making construction a place where everyone feels safe, supported and able to speak up.” Minister McDonald (Minister for Industry and Co-Chair of the Construction Leadership Council)

Influencing change across all workplaces

Mates in Mind was also a key player in the development of the BSI’s new Standard BS 30480 Suicide and the Workplace, which offers a framework for organisations to address suicide. This is the first Standard seeking to globally address this issue.

BSI brought together a large group of stakeholders across society, including from the Department for Health and Social Care, social enterprises, businesses and charities to develop the Standard. Given our interest and expertise in suicide prevention in higher-risk sectors, and as acknowledged in the introduction to the Standard itself, we were closely involved in the development of this Standard.

Over the 18-month development period Mates in Mind was represented on the oversight Steering Committee and the drafting Committee – which was also led by Mates in Mind Ambassador Peter Kelly. Sam Downie continues to sit on the Communications and Engagement Group for the BSI Suicide Standard. This has also led to Mates in Mind being part of co-creating a group with BSI and others (including the CIOB) to create a specific guide for construction targeting SMEs and micro businesses that are too small to engage with the full standard.



Recheal Valderama speaking at a London Construction Programme event.

“Mates in Mind – thank you so much for the incredible work you do and for being such a powerful voice in this space.”

David Fullerton,
Professional Security



Looking to the Future

In November 2025, Sam Downie, Managing Director and Martin Lockham, Head of Engagement presented Mates in Mind’s new strategic plan and budget to the Board. The plan builds on our three interconnected pillars of Supporters, Research, and Advocacy and influencing, providing a clear framework for the next phase of our development.

It sets out three key organisational priorities for 2026:

- 1. **Grow and balance our income** – ensuring long-term financial resilience by strengthening Supporter subscriptions, unlocking new consistent fundraising opportunities and securing project funding.
- 2. **Evidence our real impact** – moving beyond reach to demonstrate meaningful organisational change and outcomes informed by recognised standards and supported by meaningful worker insights and experiences.
- 3. **Strengthen our influence** – using evidence and real-world stories to shape industry practice, inform public policy, and build a stronger case for wider public and donor support.

The strategy recognises that Mates in Mind is operating in an increasingly active and crowded landscape of organisations addressing mental health at work. However, while many focus on awareness, training or crisis response, few promote systematic, prevention-first organisational change. Our proactive prevention approach gives Mates in Mind a distinctive role.

As set out throughout this Impact Report, through a combination of new partnerships, speaking opportunities, media engagement and content development we are increasingly recognised as a leading voice in workplace mental health.

This provides Mates in Mind with a clear and important role in working with organisations to build cultures with psychosocial safety at their heart.



Martin Lockham and Recheal Valderama at the FORS annual conference.

2025 Impact Awards

The Mates in Mind Impact Awards recognise and celebrate our Supporters’ contributions to improving mental health within their workplaces and across the wider sector. For the Mates in Mind team and Board of Trustees, this is a highlight of the year, providing a powerful opportunity to reflect on and celebrate the collective impact being achieved.



2025 Impact Awards.

Our 2025 Winners:

Impact through Funds Raised: recognises the organisation or individual who has gone above and beyond in their fundraising efforts for Mates in Mind.

Winners: The B1M; Civils and Lintels*; Dornan Group.

Impact through Storytelling: recognises someone whose fundraising journey has gone far beyond the physical challenge – they have opened up, shared their story and shown the raw, human side of mental health.

Winner: John Pemberton, Bilfinger.

Highly Commended: Lee Castle, Broomsticks Housekeeping Services Ltd*.

Impact through Reach: recognises the individual or organisation whose fundraising or awareness efforts have reached and inspired the most people.

Winner: Chris Rodgers*.

Highly commended: Donna Tappin*.

Impact through Supporter Fundraising: is for someone who has actively engaged with the Mates in Mind Supporter Programme – making real efforts to improve mental health in their organisation and raised funds to help us continue our mission.



Chris Rodgers running a half marathon in full PPE.



**Please read Lee, Chris, Donna and Civil & Lintel’s stories in the Fundraising section further down this report.*

2025 Impact Awards

Winner: Marlborough Highways.

Highly commended: Dornan Group.

Impact through Innovation: recognises an organisation that has taken their engagement with Mates in Mind to the next level, embedding mental health into their culture in fresh and creative ways.

Winner: Venesky-Brown.

Highly commended: Jones Bros Civil Engineering Ltd.

Impact through Change Agents: recognises an organisation that is creating lasting culture change by empowering its people to lead the way.

Winner: Murphy Group.

Highly commended: Mace Group.

Impact through Leadership: recognises a leader – or leadership team – who are genuinely driving change. They do not just talk about mental health; they prioritise it in every decision they make.

Winner: Beard Construction.

Highly commended: ADT Workplace; Fire Industry Association.

Impact through Supply Chain: recognises a Champion organisation that has used their position to uplift others – extending mental health support to smaller businesses across their supply chain.

Winner: Seddon.

Impact through Collaboration: recognises individuals or organisations who have walked their own path, while choosing to stand alongside us on ours.

Winner: Harker Project.

Highly commended: the B1M.

The Wiles Award: is presented by the Wiles family. It was established by Mates in Mind in memory of Chris Wiles, who worked in construction for 30 years. In 2019, he died by suicide. This is a special award which recognises an individual who champions positive mental health, actively supports others, and helps to reduce the stigma surrounding mental health at work.

Winner: Steve Walsh,

Mace Dragos Joint Venture.

Highly commended: Chris Wood, Marlborough Highways.

From Our Patron – Michelle Wiles:

“I attended the Mates in Mind Impact Awards in October with my son, Tom and daughter, Chloe. It was such a great day, reinforcing how important these awards are for individuals, organisations and communities far and wide. Tom, Chloe and I were overwhelmed to meet everyone who attended this special event, and to have the opportunity to present ‘The Wiles Award’ in memory of Chris.

The award recognises those who go above and beyond in their efforts to help others, champion the importance of positive mental health, and spot the signs when someone could be struggling, which could save a life.

Now, in the fifth consecutive year of the ‘Wiles Award,’ it was an honour to share this moment and award Steve Walsh, Mace Dragos Joint Venture, the winner, with a high commendation to Chris Wood, Marlborough Highways.

I would like to take this opportunity to thank every individual who took the time to nominate themselves or others, helping to spread the message that awareness and prevention are key to addressing the stigma of mental health in the workplace.”



2025 Impact Award winners and attendees.



Events and Media

Influencing remains a core pillar of our work, and throughout 2025 we continued to expand our presence across sector events and media platforms to shape the conversation on workplace mental health and wellbeing.



Sam Downie speaking at UKCW.

Sector Engagement (Events & Conferences)

Throughout 2025, Mates in Mind continued to strengthen its visibility and influence across key sectors, through events and conferences.

In total, we contributed to 27 events across construction, agriculture and related industries, reflecting our growing role as a trusted voice in prevention-first approaches to mental health at work.

Key highlights included speaking engagements at Digital Construction Week, the Construction Mental Health Summit, UK Construction Week, and the Westminster Employment Forum. We also contributed to sector-specific events including LAMMA, the Institute of Quarrying CPD Day, and IOSH Rural Industries Group, demonstrating the breadth of our reach across both construction and rural industries.

Across these platforms, our focus remained consistent: to encourage practical, preventative approaches to workplace mental health and support organisations to embed lasting cultural change.

Toal events attended: 27



Laura Howdill meeting George Clarke at UKCW.

Media and Podcast Engagement

“Thank you so much, Mates in Mind – it was an honour to have your insight in our podcast series. Your leadership on mental health in the construction and home improvement sectors continues to drive vital conversations and real change. We’re proud to stand alongside you in supporting the wellbeing of the workforce.” National Home Improvement Council UK

Alongside our events programme, we continued to grow our media and podcast presence, contributing to 6 podcast appearances throughout the year.

These included Procore, CITB and Elevate, where we discussed themes including whole-person wellbeing, suicide prevention in construction, and the role of employers in protecting mental health in the workplace.

Our growing visibility across these platforms, reflects increasing recognition of Mates in Mind as a leading voice in workplace mental health.

Podcast appearances: 6

External article appearances: 228



Fundraising with Mates in Mind

Throughout 2025, our fundraisers once again demonstrated extraordinary commitment, taking on a wide range of challenges and events in support of Mates in Mind. From individual efforts to team initiatives, each one helped to raise vital funds and, just as importantly, awareness of workplace mental health.

Fundraising Total:
£398,827 (52% increase on 2024)

Our fundraising guide was downloaded 118 times in 2025.

Fundraising plays a critical role in enabling our work. It helps us develop and deliver programmes that support organisations to embed positive mental health practices, invest in research that strengthens the evidence base for what works, and extend our reach into new sectors and communities. It is a key enabler of our prevention-first approach.

The energy, creativity and personal commitment of our fundraisers continue to make a tangible difference, allowing us to reach more organisations, influence more workplaces, and ultimately support more people across the UK.



Huws Gray & Hirebase fundraising walk along Hadrian's Wall.

Chris Rodgers

During 2025, Chris heroically undertook to run 500 miles for 500 lives, to raise awareness of mental ill-health in construction and to fundraise for Mates in Mind. Throughout the challenge, Chris was dressed in full construction personal protective equipment (PPE) including overalls, safety boots, safety glasses and a hard hat, whilst carrying a two-foot flag.

Chris was inspired to take on this extraordinary challenge after experiencing mental ill-health himself and learning of the high suicide rate among male construction workers in the UK. Chris began his epic challenge on 1 January and finished it on 10 September – World Suicide Prevention Day.

Chris smashed his £10,000 target.



Chris Rodgers running 500 miles for 500 lives.



100 miles fundraising challenge.



Fundraising with Mates in Mind

Lee Castle

In May 2025, Lee, the Operations Director at Broomsticks, raised £1,300 for Mates in Mind by walking and wild camping along the Cape Wrath Trail. The Trail is an unofficial and magnificently wild long-distance route from Fort William to Cape Wrath, the most northerly point of mainland Scotland.

Lee undertook the 230-mile trail completely alone, in unpredictable conditions, documenting his journey and the toll it took on his mental and physical health, over the 11 days of his walk.

Before joining Broomsticks, Lee was a long-distance HGV driver and from his time in transport and logistics, and more recently in construction, he felt he could relate to the issues that affect mental health and wellbeing in the industry.

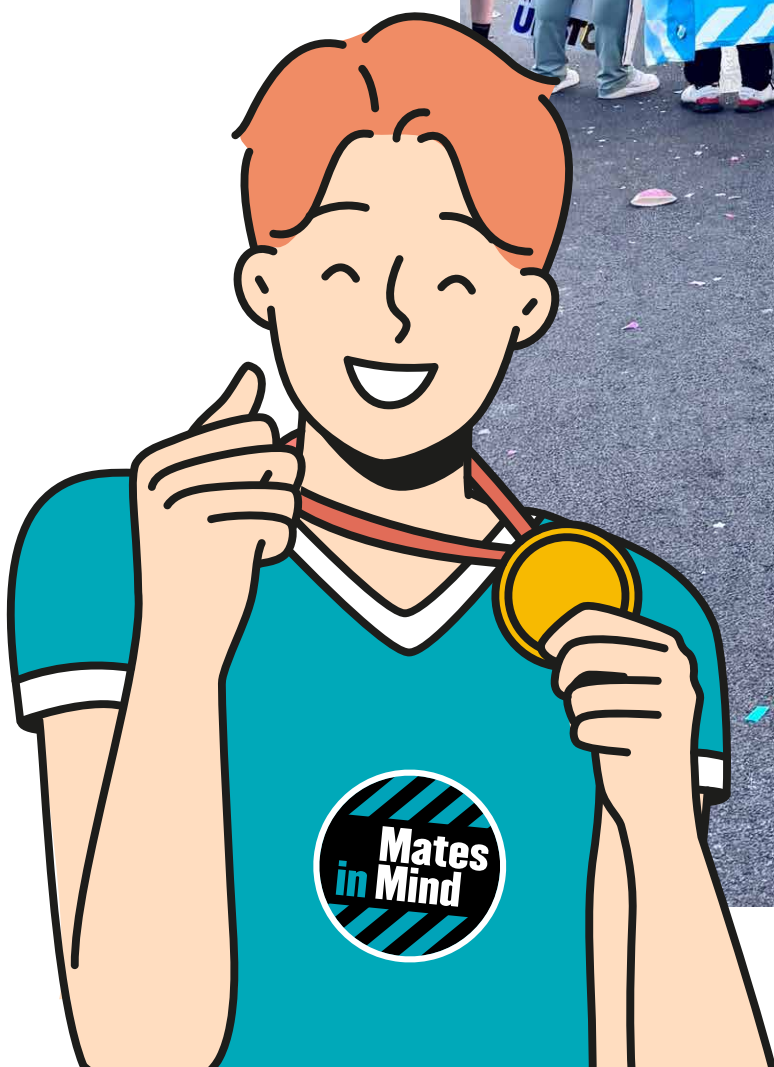


Lee on his 230-mile fundraising challenge.

Donna Tappin

Donna ran the 2025 London Marathon to raise money for Mates in Mind in memory of her friend Chris. She said of him that “he was one of the strongest and most laid-back people I’ve ever known. Nothing seemed to faze him until February 2019, when everything changed. In April 2019 Chris took the devastating decision to end his life. At 53 years old, I’m taking on this challenge for Chris and everyone struggling in silence.”

Donna exceeded her £1,000 target, raising over £3,000 for her efforts.



Donna after running the 2025 London Marathon.

Civils and Lintels

Civils and Lintels (C&L), a national supplier of building materials to housebuilders, groundworkers, civil engineers and commercial contractors raised £32,278 for Mates in Mind in 2025. The money was raised through numerous fundraising events organised by the staff at C&L. Allan Wright, the managing director, said that supporting Mates in Mind was a natural fit for C&L: “with its commitment to addressing issues around mental health within the construction sector Mates in Mind has a clear synergy, not only with our own team but also with those with whom we’re working every day.”

Message from Nicola Hodkinson, Chair of Trustees

2026 is my first year as Chair of Trustees at Mates in Mind and I would like to start by thanking Kevin Myers for the impact he achieved during his two years in tenure. Under Kevin's leadership the charity continued to grow, building on firm foundations and expanding into new areas.

Reading this report, I have been struck by the breadth and momentum of what has been achieved during 2025. Mates in Mind has continued to mature as an organisation, strengthening its position, deepening its evidence base, and extending its reach and relevance across new and established sectors.

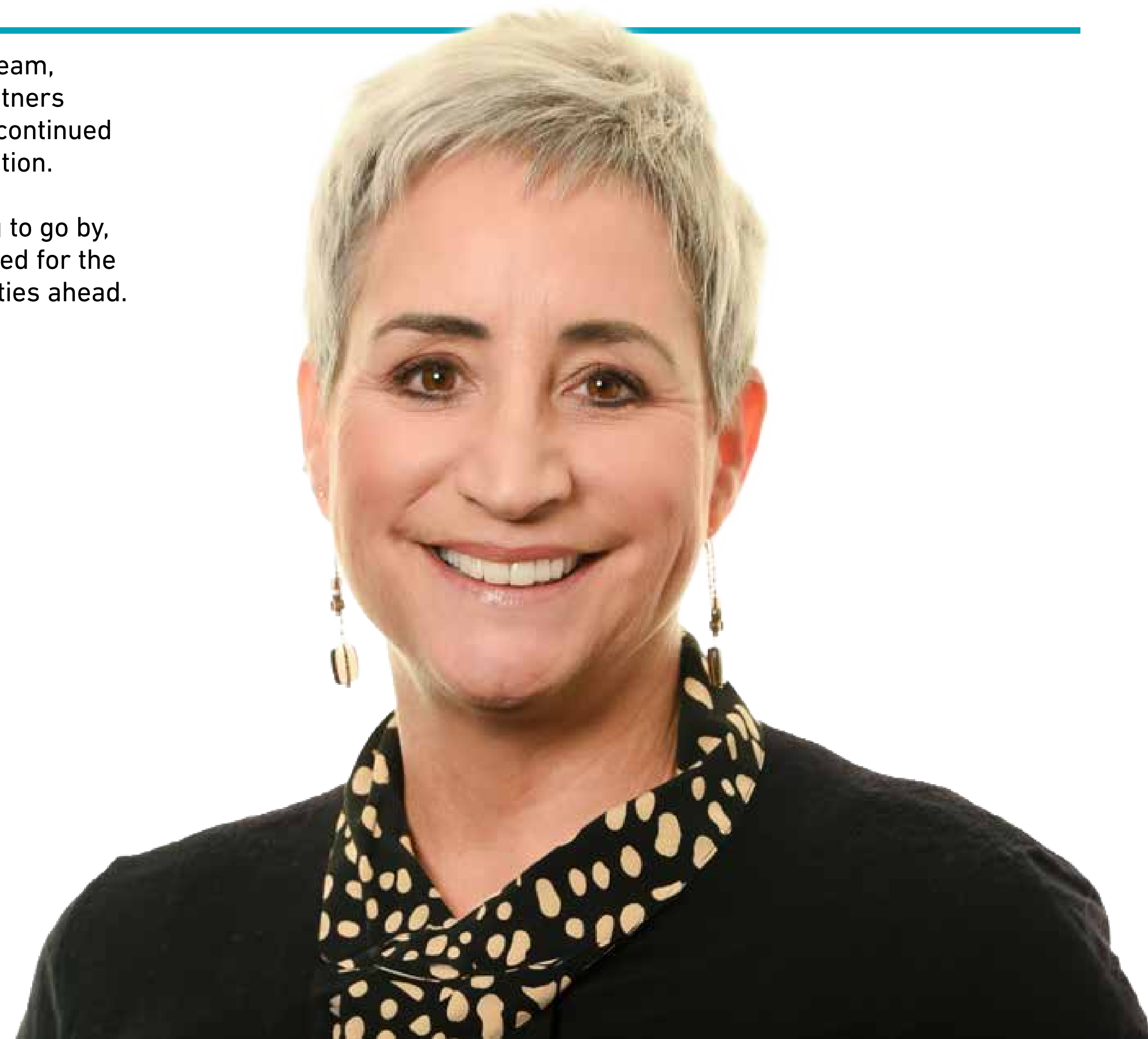
Towards the end of the year the Board of Trustees reviewed and approved Mates in Mind's new strategic plan. This provides a clear and focused direction for the organisation as it moves into its next phase of development and delivery.

As we look ahead to our tenth anniversary in 2027, we can be rightly proud of what has been achieved – ten years of empowering organisations across the UK to tackle the silence surrounding mental ill-health and embedding a positive culture change within these workplaces.

I would like to thank our team, Trustees, Supporters, partners and fundraisers for their continued commitment and contribution.

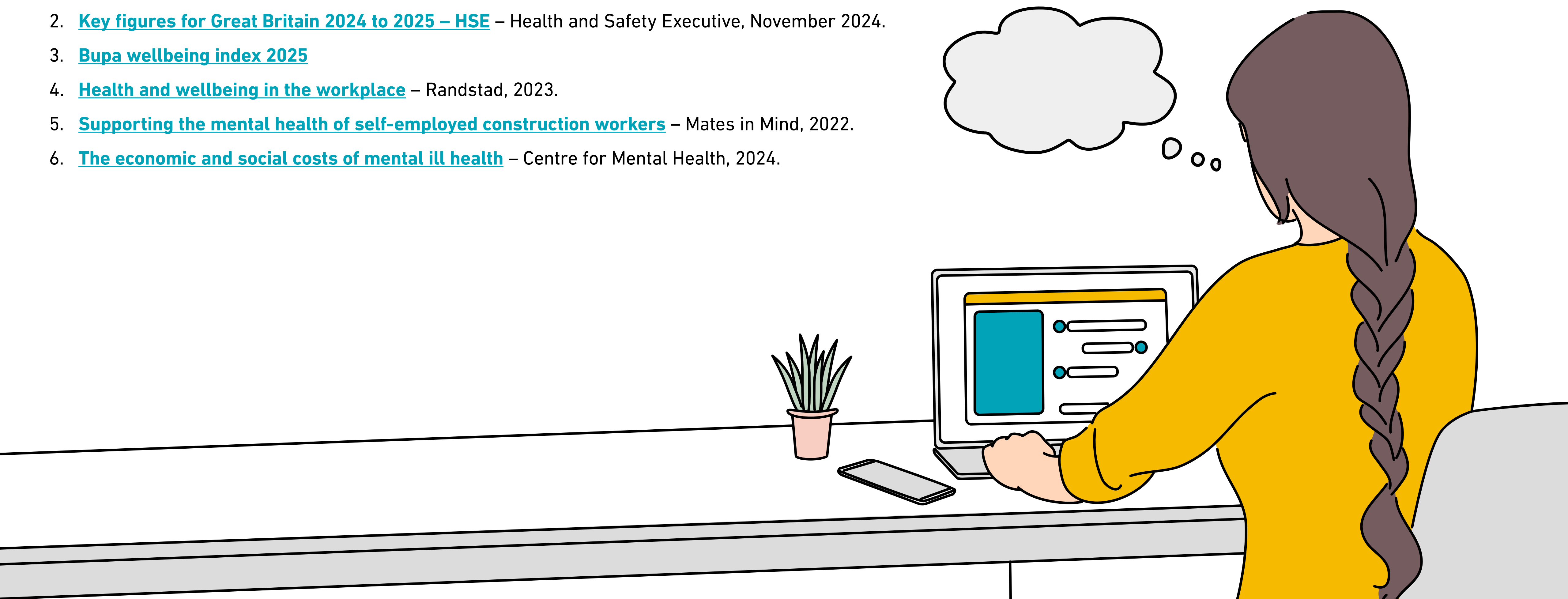
If the last year is anything to go by, Mates in Mind is well placed for the challenges and opportunities ahead.

Nicola Hodkinson
Chair of Trustees
Mates in Mind



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