

# Impact Report 2023

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## Foreword from Steve Hails

### Chair of Trustees during 2023



Well, that didn't quite go to plan!! When I signed off the 2022 Impact Report I advised of my impending resignation as Chair after six years, but it seems time just got the better of us and I had the pleasure of remaining in post for a further year. And what a year it has been.

Against the tragic backdrop of continued high suicide rates across the construction industry, our focus has continued to mature and remains focussed on providing support to assist in creating working environments which allow and encourage individuals to thrive whilst at work. Our message continues to resonate, and our reach extended even further during 2023, including with a national billboard campaign and the launch of our BeAMate text service.

The programme for apprentices has extended north and a huge thank you to CITB NW and the Scottish Building Federation for their support in making this happen. Apprentices are the future lifeblood of our industry, and we must give them the tools to allow them to positively influence their future workplaces.

More broadly our partnerships with influential groups have flourished. We have been privileged to work with experts across numerous areas including with the Construction Industry Tier 1 Group, the British Security Industry Association, the Fire Industry Association and with our many new and existing Supporters.

Credit: Anthony Charlton, In-Press Photography Ltd



In September I was delighted to accompany our Managing Director, Sarah Meek, on a site visit to meet with HRH The Prince of Wales and discuss the challenges we continue to face, but also the opportunities that good mental health at work can present. It was heartening to hear His Royal Highness speak so passionately about our work and the future potential and we look forward to exploring future partnerships with the Royal Foundation to build upon these early discussions.

In December I tuned in to the Health and Social Care Committee's Men's Health Inquiry where Sarah was invited to give evidence.

2023 has been our biggest fundraising year to-date and I'd like to personally thank all those that have undertaken personal or team challenges and for everyone that have made Mates in Mind their charity of choice. Your continued support cannot be underestimated and, rest assured, it is making a difference.

Our Board of Trustees saw a change in the British Safety Council representatives as Sean Sadler and Ian Bucknell replaced Mike Robinson and Arun Muttreja. I'd like to openly thank Mike and Arun for their invaluable contributions over the years.

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**I am proud to have been a part of the Mates in Mind journey  
and I look forward to huge success for the charity in the future.**

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The charity will soon embark on another significant change as our Managing Director, Sarah Meek, moves on to her next career challenge. From a personal perspective and on behalf of the Board of Trustees I wish to thank Sarah for her unwavering passion and drive to bring Mates in Mind to the prominent position it is today.

Despite what I said last year, I now step down from my position as Chair after more than seven years and I hand over to Kevin Myers, a hugely experienced industry professional, a passionate supporter of the charity and my confidante over the years.

I refer you all to the 2022 Impact Report to see my specific notes of thanks - they remain as valid today as they were last year but, to anyone that has supported Mates in Mind in any capacity over the years, thank you!

I am proud to have been a part of the Mates in Mind journey and I look forward to huge success for the charity in the future.



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## Message from Sarah Meek

### Managing Director during 2023



As we continue to adjust to life following the pandemic, the cost-of-living situation for many individuals and the impact it has had on businesses has been felt across the industries that we work with. For anyone facing financial worries and uncertainty, they may notice how their sleep and mental wellbeing is impacted and it is important to recognise these signs and to seek support. Throughout 2023, we have provided signposting to organisations that can help address the range of issues that someone may need support with, and the charity's 'BeAMate' anonymous text service has seen an increase in those reaching out.

The opportunities that we have had throughout 2023 to raise the profile of the charity, working together with others through collaboration, and to highlight the issues facing those working in the industry, whilst influencing how these can be addressed has been outstanding and, on a level, never previously seen.



It was my pleasure to host a visit by HRH The Prince of Wales to talk more about the mental health challenges facing those working in construction and bring together some of our Supporters from across the supply chain to share their first-hand experience in a round table discussion with Prince William on World Mental Health Day.

Being invited to appear as a witness giving evidence to a Health and Social Care Select Committee was also both a privilege and a fantastic chance to raise

the importance of a holistic approach to mental health, starting with prevention and proactive steps in any workplace. We do not want people to reach a point of crisis and be considering what action to take next. We advocate for early intervention, peer to peer support and the importance of culture and leadership. Interest in this joined up approach has taken us to many panels, conferences, webinars and articles throughout 2023 and I truly believe that a change is on the way – to address the issues that contribute to mental ill-health and proactively work together as an industry to be the difference.

Looking back, I am so proud that the often-seen reliance on safety nets with simply reactive measures in place, appears to be widening out to look more proactively, including how SMEs in the supply chain can access awareness training, and to identify risks that cause them additional pressures. Our work with procurement frameworks, with apprentices and new entrants coming through colleges as the line managers and business owners of the future, mean that we are tackling the issue from multiple points and I believe that, in the near future, they will join up and create a consistent movement towards more supportive workplaces.

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**We cannot do it without you... whether fundraising or raising awareness, sharing your experience or recommending us to others – working together we can achieve more and make the difference.**

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Going forwards into 2024, we will be focussing on giving back to the industry through a broadened range of our charitable activities supported through a strengthened fundraising ambition. A recognition of greater collaboration, on new entrants and increasing our community of Supporter organisations that are able to access our support and resources will all remain a core part of our charitable focus, but we cannot do it without you... whether fundraising or raising awareness, sharing your experience or recommending us to others – working together we can achieve more and make the difference.

Credit: Anthony Charlton, In-Press Photography Ltd





I would like to take this opportunity to say thank you to Steve Hails who stepped down as the Chair of Mates in Mind at the end of 2023. His support, commitment and dedication to raising awareness and improving mental health across construction and related industries has been outstanding. Initially through the Health in Construction Leadership Group (HCLG), Steve has been involved as Chair of the charity since 2016 and continues to provide an influential voice within the industry and a strong lead on our direction as a charity, remaining proactive and meeting the needs of organisations of any size. Steve stays as a Trustee on the Board of Mates in Mind and has been succeeded by Kevin Myers as Chair.

Finally, following on from our impact since being established as a charity in 2017, our tremendous achievements in 2023 give us a wonderful foundation to grow from. We are excited to see what the next chapter brings and will never tire of our commitment to creating the much-needed change, in raising awareness of the importance of a holistic approach to mental health, starting with prevention and working with organisations that want to make the difference for their teams.

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## Message from Michelle Wiles

### Patron



As Patron for Mates in Mind, I am honoured to be part of a charity that has shown incredible progress and impact in 2023. It fills me with immense pride in the dedicated work of everyone at Mates in Mind and all their supporters for their commitment towards breaking the silence surrounding poor mental health in the construction and other related industries.

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**I want to emphasise a crucial aspect of our mission – an environment where no one should feel afraid to ask for help or share their struggles within the workplace.**


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I want to emphasise a crucial aspect of our mission – an environment where no one should feel afraid to ask for help or share their struggles within the workplace. Recognising that everyone faces challenges is imperative, and reaching out for support is a strength, not a weakness.

At the prestigious Impact Awards in May 2023, which I attended alongside my children Chloe and Tom, I had the honour of presenting the Wiles Award to Luke Coggan in memory of my husband, Chris Wiles. Luke's dedication to raising awareness of stress at work and advocating for suicide prevention is commendable. His remarkable efforts are a testament to the impact that individuals can have when they go above and beyond to address mental health challenges in the workplace. I also extend my heartfelt gratitude to all the other nominees who, through their dedication, have continued to shine a light on the critical importance of mental health awareness in the workplace.

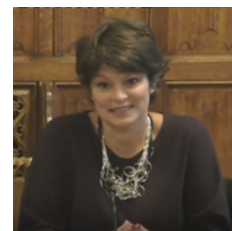
Equally significant was HRH The Prince of Wales's visit to one of our Supporter sites, where he gained insight into mental health across the construction industry. Prince William's presence emphasised the critical need for a preventative and supportive mental health strategy, elevating our mission to a broader audience. This visit was testament to the growing influence and recognition that Mates in Mind is gaining, serving as a beacon of hope for continued progress in the years to come.






This recognition carries profound significance with the personal journey I've been on since the loss of my husband, Chris, in April 2019. Chris's story, shared on Mates in Mind YouTube as "Chris's Story," has reached over 130,000 views. It serves as a poignant reminder of the urgency of our mission, urging us to continue breaking the silence and stigma surrounding mental health struggles.

I also thank Sarah Meek for her courageous testimony at the Health and Social Care Committee's Men's Mental and Physical Health Inquiry in Parliament. She has brought the charity to a platform to share Chris's story and expanded our reach to a broader audience, emphasising the impactful work of Mates in Mind.



As we look forward to 2024, the awareness and prevention message is critical. Let Chris's legacy be a powerful reminder of the importance of early intervention and support. No one should be afraid to tell someone that they are struggling. Please know that you can talk, and there is someone who understands your struggles; reach out to a manager or someone you trust; you are not a failure; there is always a solution.



## About Mates in Mind

**Our Vision:** Positive mental health in and through work.

**Our Mission:** Supporting organisations to create environments and cultures that promote positive mental health, because everyone matters.

### What we do

Mates in Mind is a leading UK charity raising awareness and addressing the stigma of poor mental health. We work collaboratively with employers across construction, transport and logistics, manufacturing, fire and security and other related industries, to be the change that is needed to improve mental wellbeing in the workplace. Ensuring all teams are supported through a proactive prevention strategy which raises awareness, improves understanding and the confidence to address the stigma of mental ill-health, and creates supportive workplaces throughout the sectors in which we work.

We do this through:

- Campaigning for change.
- Building a community.
- Empowering a culture change.
- Raising awareness with future line managers and business owners.
- Providing emergency support.



## Why we do this work

**Trigger Warning:** the bullet points below mention suicide.

- Stress, depression or anxiety accounted for 49% of work-related ill-health and 54% of all working days lost due to ill-health in 2022/23[1].
- An estimated 17.1 million working days were lost due to work-related stress, depression, or anxiety in 2022/23. This is over half of all working days lost due to work-related ill-health[2].
- The percentage of workers taking time off work due to unmanageable stress or mental health conditions in the last 12 months was 28% in construction, 27% in logistics, 22% in manufacturing, and 18% in rail[3].
- A third of construction workers live with severe levels of anxiety[4].
- In 2021, there were 6,319 suicides registered in the UK[5], of which 507 were in construction alone[6].
- Drivers of large goods vehicles had a suicide rate 20% higher than the national average[7].
- Four in five suicides are by men, with suicide the biggest cause of death for men under 35[8].
- 2 in 3 UK tradespeople have misused drugs and/or alcohol to mitigate symptoms of mental ill-health[9].
- Over half of UK employees (and notably 57% of Millennials) do not feel comfortable disclosing mental health or psychological conditions to their employers[10].
- Mental ill-health costs employers in the private sector £45bn annually[11].
- Analysis shows that employers that proactively invest in mental health support for their workforce can make significant gains, with an average £5 return for every £1 spent on wellbeing support[12].

However, as can be seen through our impact below, some organisations are having a great impact in this area – transforming their own workplaces, raising awareness, removing the stigma and empowering their supply chains. Our goal is to engage more organisations to transform their own workplaces.



## Impact

### Campaigning for change

We use our evidence, experience and voice to influence and embed system change across government and workplaces in order to address the devastating suicide and mental ill-health statistics in construction and related sectors, as detailed above.

We advocate for:

- **A proactive, prevention strategy** – empowering employers and employees with the guidance, skills, resources and confidence to change their workplace culture and identify contributory risks.
- **A holistic strategy** – rather than focusing on a tick box approach to mental health or prioritising crisis support at the point of need – we educate, train and support employers and their employees across the whole workforce to ensure there is a continuous and comprehensive solution in place, so that no-one reaches crisis point and mental health awareness becomes everyone's issue.
- **Removing the stigma** – too many people are afraid to talk about mental health at work. An open and supportive workplace culture with proactive steps to support people early can overcome that.





Influencing key stakeholders can be seen through providing evidence from research, responding to Government consultations and inquiries, convening roundtables bringing together experts and policymakers, attending high-level meetings including ministers, providing keynote speakers at industry events etc. Examples of the impact of this include:

- The Department of Health and Social Care included our services in the [Suicide Prevention Strategy 2023-28](#) (published September 2023).

“Mates in Mind is developing positive workplace mental wellbeing, including in industries with large male populations such as construction.” Department of Health and Social Care’s policy paper ‘Suicide prevention in England: 5-year cross-sector strategy’

- The Health and Social Care Committee invited Mates in Mind to provide [oral evidence](#) (December 2023) to the Men’s Health Inquiry following the submission of our [inquiry response](#) (September 2023).

“That was one of the most interesting sessions that we have had in a long time.” Chair of the Health and Social Care Committee concluding the oral session of the Men’s Health Inquiry at which Sarah Meek gave evidence.

“Sarah, have you ever been asked to work with the UK Parliament? ... We would be a ripe environment, with lots of stress and lots of people who don’t look after themselves, in an organisation that just wants to get on with doing what it is doing.” Chair of the Health and Social Care Committee concluding the oral session of the Men’s Health Inquiry at which Sarah Meek gave evidence.

- The Department for Work and Pensions ‘Occupational Health: Working Better’ consultation on ‘Plans to boost UK employment through widening access to high-quality health support in the workplace’, response submitted (October 2023).
- Prince William visited a construction site in West London, hosted by Mates in Mind and one of our company Supporters, Mace, in September, to discuss the prevalence of suicide in the construction industry, and highlight the crucial need to focus on prevention, rather than crisis management, when it comes to mental health support. Read the full [story](#) (in the news section of our website).



Credit: Anthony Charlton, In-Press Photography Ltd

There are four ongoing campaigns in which we actively participate:

- Tier 1 Health and Safety Leadership Group – activity during 2023 included: the production of a proposal and launch of discussions around future strategic changes within the industry based on collaboration within the group, and prevention/support to SMEs across the supply chain, academically underpinned by the University of Warwick.
- The Health in Construction Leadership Group is committed to eradicating the thousands of cases of ill-health and disease caused every year as a result of exposure to health hazards during construction work, as well as to address the growing incidence of mental ill-health in the construction workforce. The group's focus is on the key areas of promoting good mental health, the prevention of respiratory disease and the prevention of musculoskeletal disorders.
- As a founder member of the Health and Safety Executive's Working Minds Campaign which calls for change across Britain's workplaces. The campaign aims to help over a million businesses recognise the signs of work-related stress.
- Get Construction Talking raises awareness of mental health in construction across the World, aiming to break the stigma, get millions talking, and raise \$1M for five charities (including Mates in Mind) working to improve mental health in construction.





## Building a community

We work with key stakeholders, including contractors, procurement frameworks, supply chains and policymakers, working together to drive the much-needed strategic change to strive for a goal that no-one is made mentally unwell through their work.

### a. Supporters

Right now, there are countless workers across the UK facing personal mental health challenges who need a supportive working environment for them to work effectively, or to seek help without judgement or stigma as required in order to openly share their situation.

Our network of Supporters are helping us to change the lives of those working in the construction industry and related sectors. They are doing great work in this area - transforming their own workplaces, raising awareness, removing the stigma and empowering their supply chains. For example, in 2023 we were honoured to be asked by Tarmac to partner on their festive film “The most wonderful time of the year?”. This impactful film raised awareness of the fact that it is not always easy to spot someone who has mental health concerns, where the simple art of asking ‘Are you okay?’ can make a difference and potentially save a life.



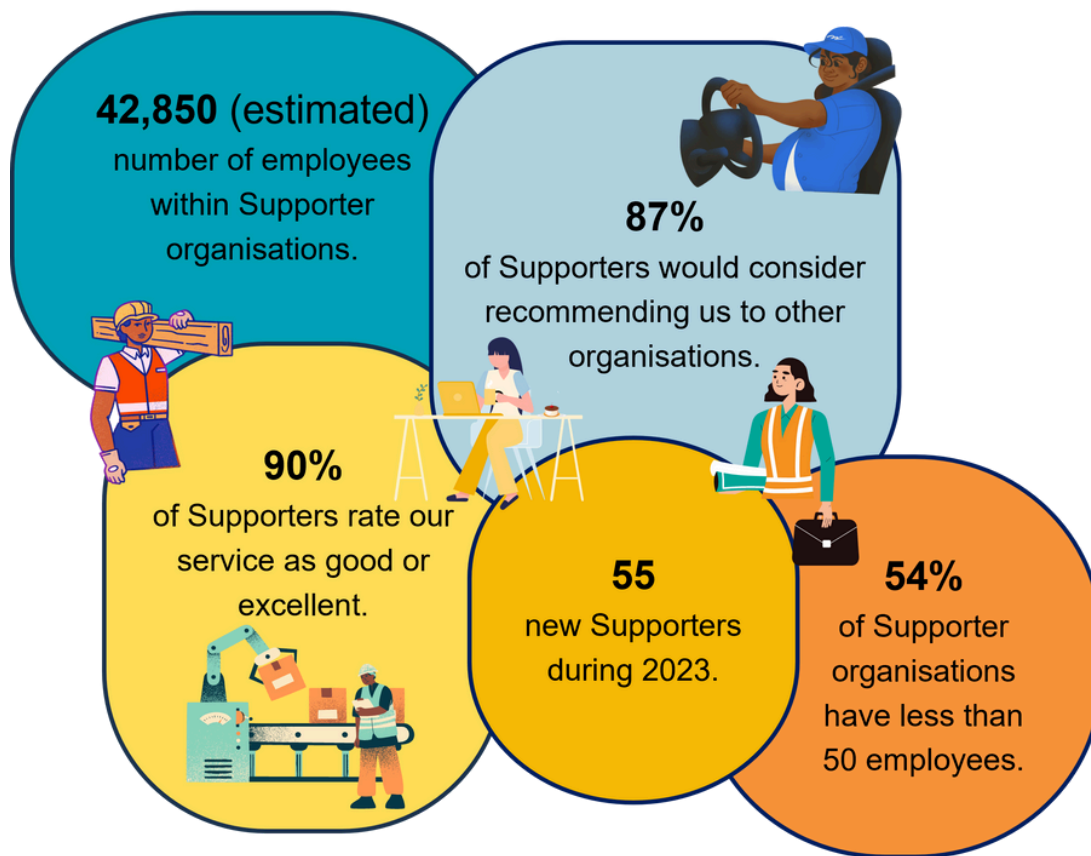
“We’re proud to have partnered with Mates in Mind on this film. The charity does so much to provide support and advice to those across the industry who may not be feeling themselves... This is a delicate subject matter which we wanted to tackle in a way which conveys that no matter what someone might be facing, they’re not alone and there is support out there.” Phil Bason, Tarmac’s Health Manager.

“This is so powerful.... I applaud Tarmac and Mates in Mind on this project. I come from a family of men working in construction. I am sure there have been moments my Dad could’ve done with someone checking on him.”

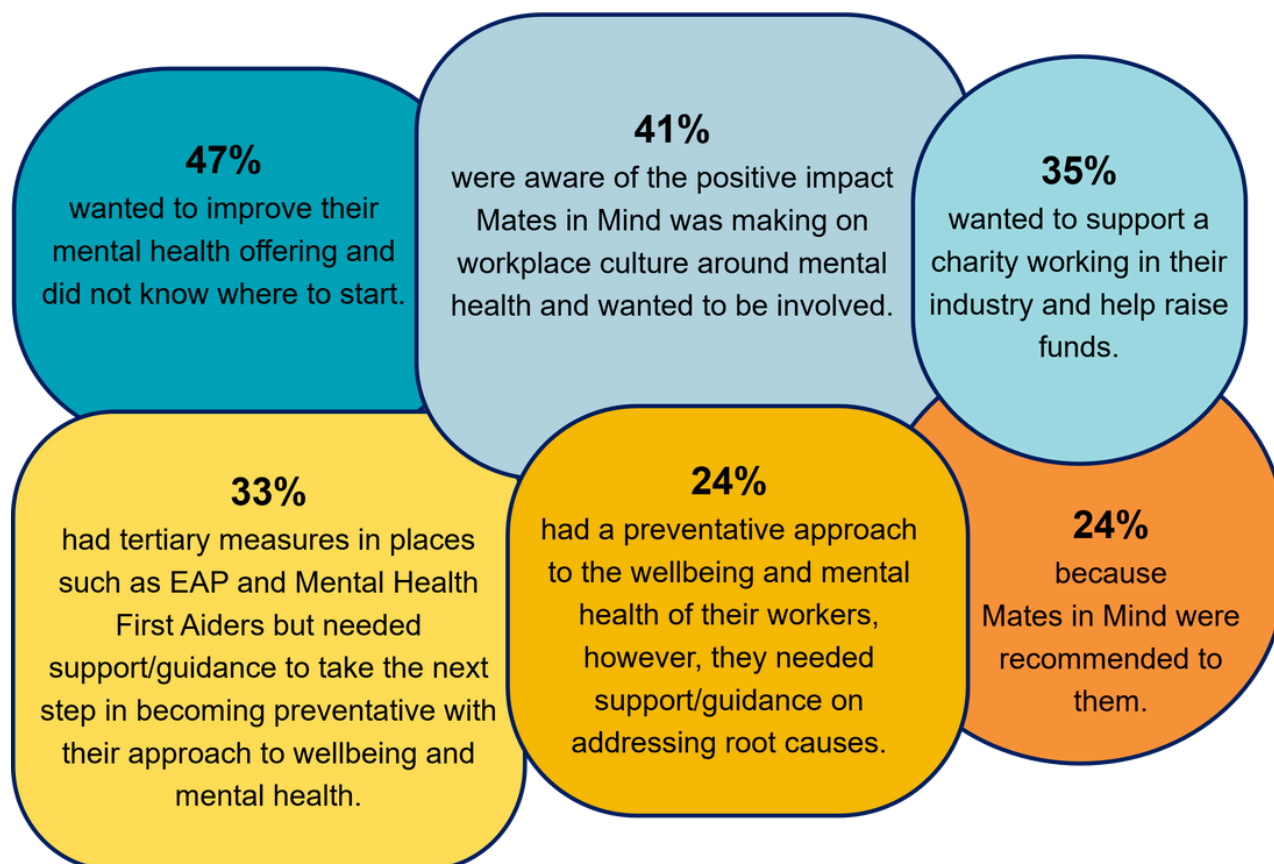
“Wow, very powerful message. Well done Tarmac and Mates in Mind.”

“Very powerful video Tarmac & Mates in Mind #itsokaytonotbeokay. Those vital first few words are important. If you ever hear someone say them to you, please give that person the time to listen.”

However, there is still too much variation and inconsistency across the sectors, with support focused on when someone reaches crisis, rather than looking to identify and mitigate the contributing factors. This is why we aim to work with more organisations to ensure more people are not made ill through their work and our Supporters are at the heart of our community.

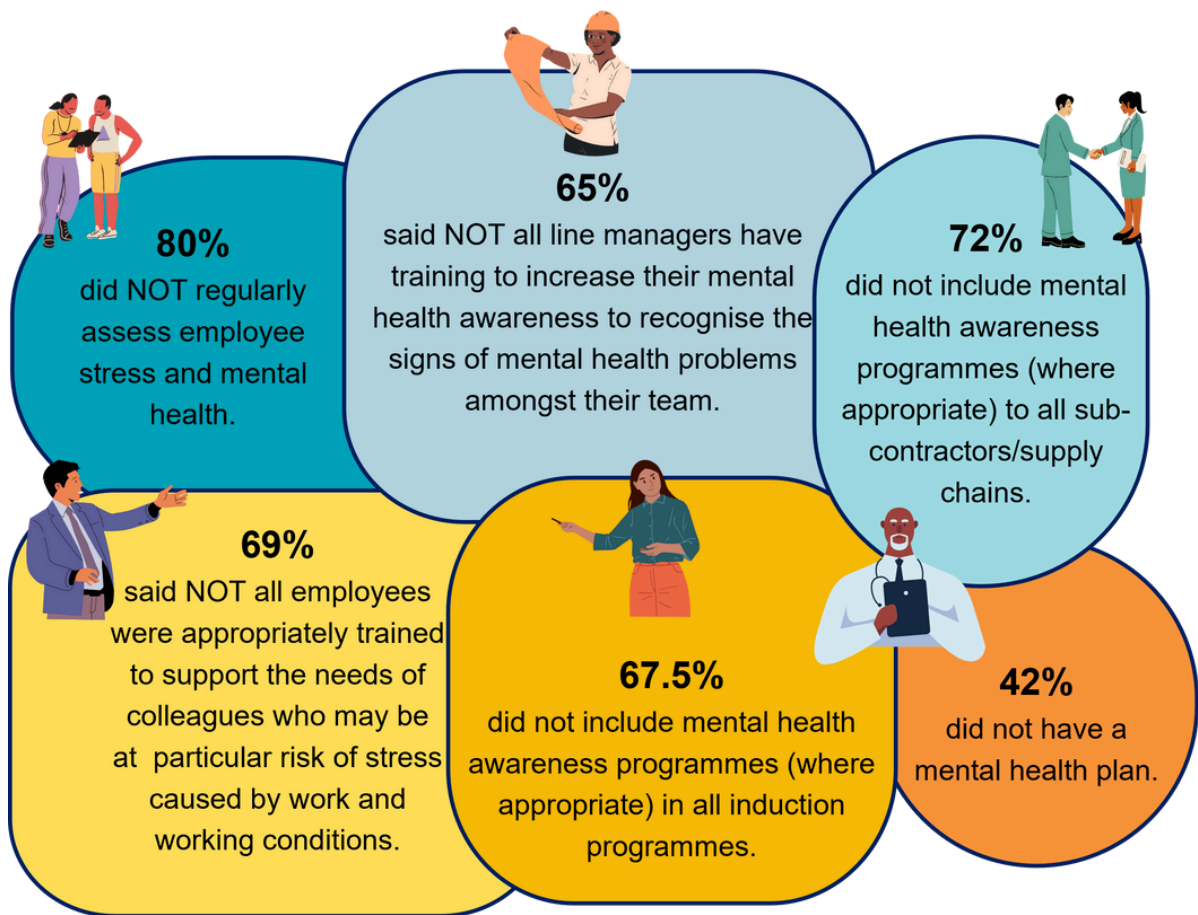


What were your main motivations for becoming part of the Mates in Mind community?





In their initial assessment survey at the start of their journey, Supporters said:



“Mental health matters in the construction industry, and CopperStone is proud to be a Supporter of Mates in Mind. ... Mates in Mind is a great organisation and it's wonderful to see how it has been embraced across the industry. .... They're doing great, much needed work in the construction sector.” Copperstone Projects Ltd

“Supporting Mates in Mind is always an absolute pleasure. We are delighted to support such a worthy cause.”  
Xmo Strata Ltd

“The work you do is very important and we're proud to support you.” Civils & Lintels

“We are early in the journey but so far am impressed with what resources we have.” Supporter

“Continue the excellent work you do! Reach ever further into the construction sector.” Supporter



**b. Partners**

We provide clear information to employers about the available support and guidance on mental health and wellbeing, and how they can address this within their organisations. In addition to our influencing and Supporter partners mentioned above, we work with organisations of all sizes across the UK, as well as a number of key trade bodies, including:



Also:  
London Construction Programme

Credit: Anthony Charlton, In-Press Photography Ltd



## c. Impact Awards

The Mates in Mind Impact Awards are an annual event which aims to celebrate our Supporters' contributions to improving mental health within their workplaces and across the wider sector. In 2023, the winners were:

### The Wiles award: Luke Coggon



“ Luke won the award for his “Thinking Differently’ Presentation where I speak about my own personal experiences of suffering with poor mental health during my younger years growing up with a physical disability that I have had since birth and coming into the Construction industry with a disability, I also cover mental health in the Construction industry stats, what causes it and self-help coping strategies during my presentation.” ”

“ Luke has delivered the presentation to numerous organisations and sites since then. When asked about his motivation to do this, he said: “I have 2 strong reasons for being so passionate and driven to make a lasting positive change, I lost one of my best friends to suicide when I was 18, before I got into the industry and knew how much work is needed and how many people need help, I also lost my Mum at the beginning of 2021 to Pancreatic Cancer and I am just so determined to keep going in her memory.” Luke Coggon Impact Award Submission. ”

### Best overall workplace mental health programme award: Balfour Beatty

“We know mental health challenges can affect anyone at any time, and so our ongoing reactive support includes our Employee Assistance Programme, as well as training courses for Manage the Conversation and Start the Conversation [both courses are provided by Mates in Mind], which have together reached over 12,000 colleagues in our organisation. Our team of 536 Mental Health First Aiders, supported by Mates in Mind’s Listen, Support, Signpost programme, provide front-line reactive mental health support. ... We introduced wellbeing-focused questions in our employee survey, and in 2022 94% of people said they felt cared for at Balfour Beatty.” Balfour Beatty’s Impact Award submission.





## Best commitment to raising mental health awareness through fundraising award: Keylite



“Working with Mates in Mind has helped our business and our customers to make sense of what options and support are available to employers such as builders’ merchants and construction companies wishing to promote improved mental health within their workforce. The partnership between Mates in Mind and Keylite has provided the opportunity for the brand to be recognised as they truly are, passionate about making a difference.” Keylite’s Impact Award submission.

## Individual award for workplace mental health lead: Kris Kelly, ADT Workplace

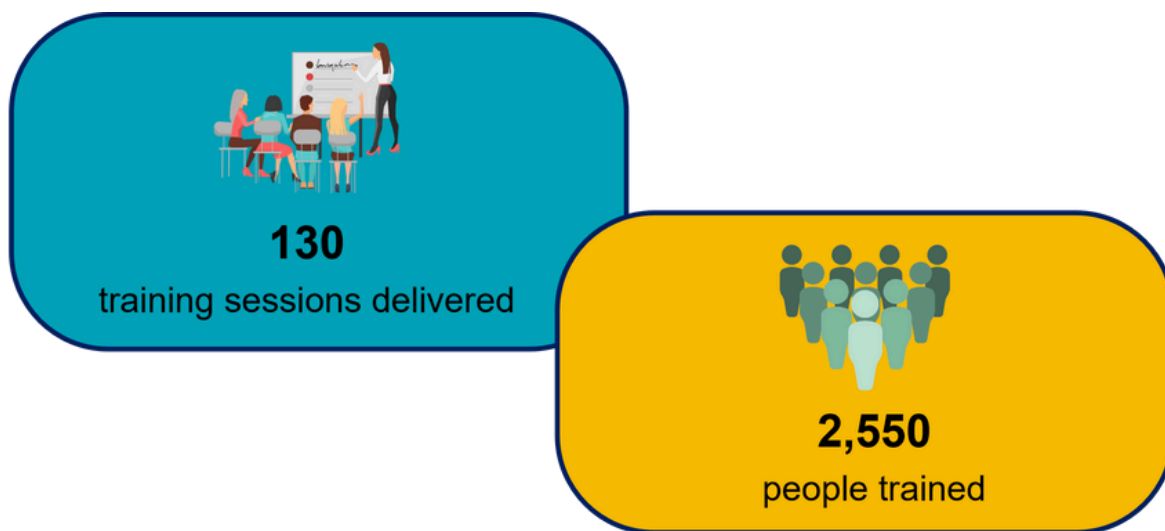
## Best workplace mental health team award: ADT Workplace

“Prior to engaging with Mates in Mind, our understanding of how to tackle mental health in the workplace was limited and we only had a basic support programme in place. Through encouragement from Mates in Mind, in 2020 we set up a dedicated Wellbeing Team, comprising team members from varying roles across the business. This team increased by two in 2022, giving us further resource/experience to help us better support colleagues. ... As a result of the team’s ongoing success, the business has recognised the value and importance of the wellbeing programme over the past two years. The Board of Directors has committed to an increased health and safety budget, and ongoing financial support to keep the employee wellbeing programme running, so we can introduce further initiatives throughout 2023.” ADT Workplace’s Impact Award submission.

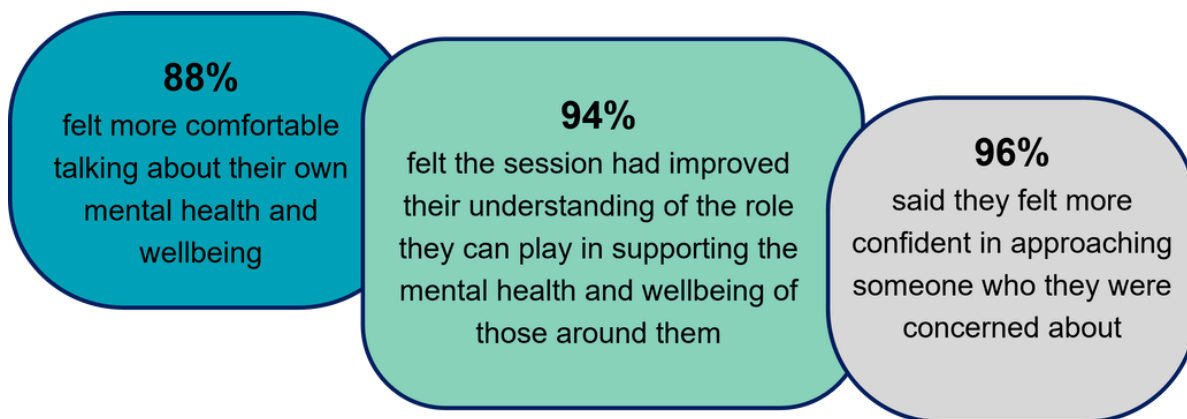


## Empowering a culture change

We start with an assessment of the maturity of mental health in the workplace, and use these findings to empower, educate, train and support employers, their managers and the wider workforce (including apprentices) to build a proactive prevention strategy and create an open and supportive workplace culture, featuring practical steps to identify issues and support people early. Through providing a continuous and comprehensive solution that is visible across the organisation, it raises awareness, improves understanding and the confidence to address the stigma of mental ill-health.



### Start the Conversation training outcomes in 2023:



“Excellent course the trainer was lovely.” Course participant

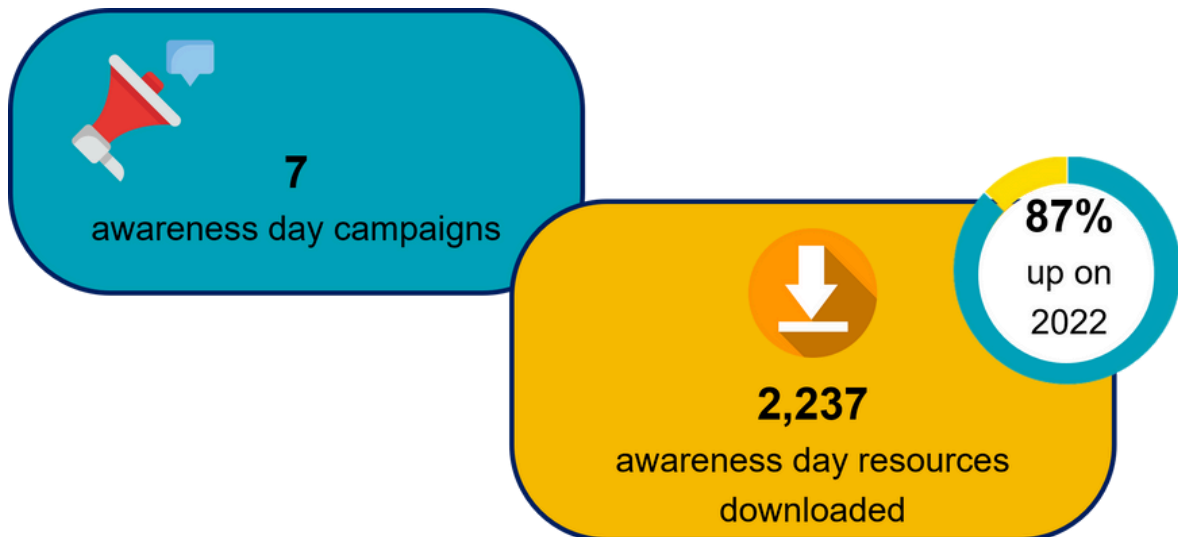
“Great slides, good points and communication, improved my awareness.” Course participant

“It was really lovely to have an environment facilitated where people shared their experiences and felt safe to open up.”  
Course participant

“I attended a course yesterday delivered by Mates in Mind. Start the Conversation, the aim of the day and the course title. And start conversations we did what an eye opener, having completed my mental health first aid training this was the perfect addition. I now have the tools to hopefully increase awareness within the workplace so we all have a better understanding of mental health. With stats like this how can this not be a priority for employers and employees to act and become more aware of mental health and how it affects both employer and employee.”

Course participant

## Raising Awareness resources



“We love this and will be rolling out to our learners!!”

“Let's have this poster displayed in the welfare rooms.”

“Thanks to Mates in Mind for your valuable resources which have supported us in having conversations with our teams this week.”

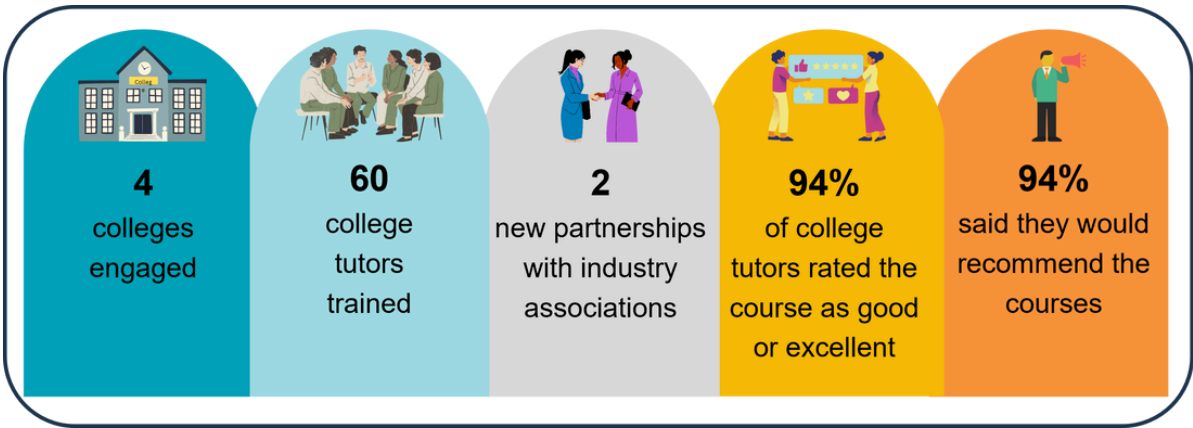
“It has never been more important that we all work together to eradicate the stigma and silence around mental health, and vitally, that we start the conversation. Our friends at Mates in Mind have a number of free resources available should you be ready to start the conversation in your own organisation.”



## Raising awareness with future line managers and business owner

We use a train the college tutor model to deliver our academically evaluated, evidence-based apprenticeship and student programme as part of the ongoing curriculum, to ensure young people have the skills to look after their own mental health at the start and throughout their careers as line managers and business owners of the future within the construction (and related) industry(ies).

### Through our pilot with CITB in the North West:



### Distance travelled:

Question	Pre-course response*	Post-course response*
If asked, could you explain what mental health is to another person?	54%	100%
Could you spot the signs of someone who was struggling with a mental health issue?	50%	83%
Would you feel confident approaching someone you felt was struggling with a mental health issue?	58%	89%

\*indicates the number of tutors answering ‘yes’ to the question

“Very interesting, well presented and clearly by someone who has in depth knowledge.”

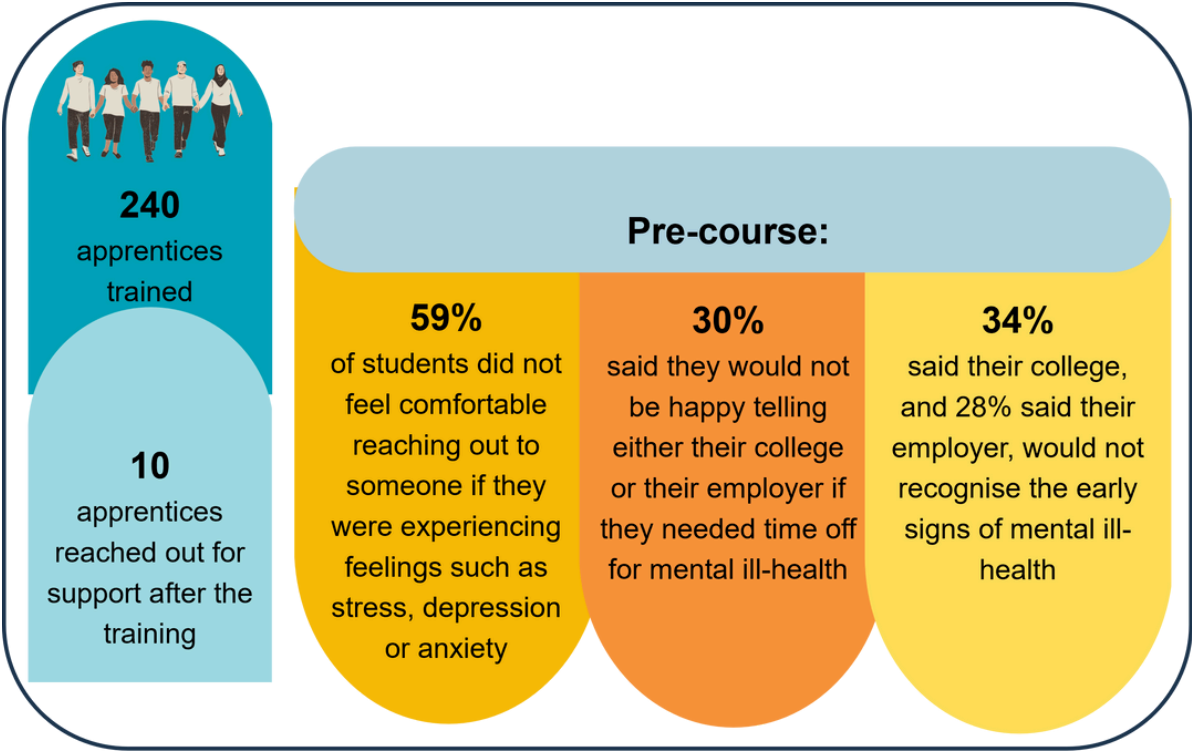
“Very open and honest safe space to discuss. Also, very informative in terms of statistics etc.”

“Good informative course I believe I will benefit from attending this session with my work and personal life.”

“A very good session, got a better understanding and knowledge of how to deal with mental illness.”



Apprentices:



Distance travelled:

Question	Pre-course response*	Post-course response*
If asked, could you explain what mental health is to another person?	17%	65%
Could you spot the signs of someone who was struggling with a mental health issue?	64%	71%

\*indicates the number of tutors answering 'yes' to the question

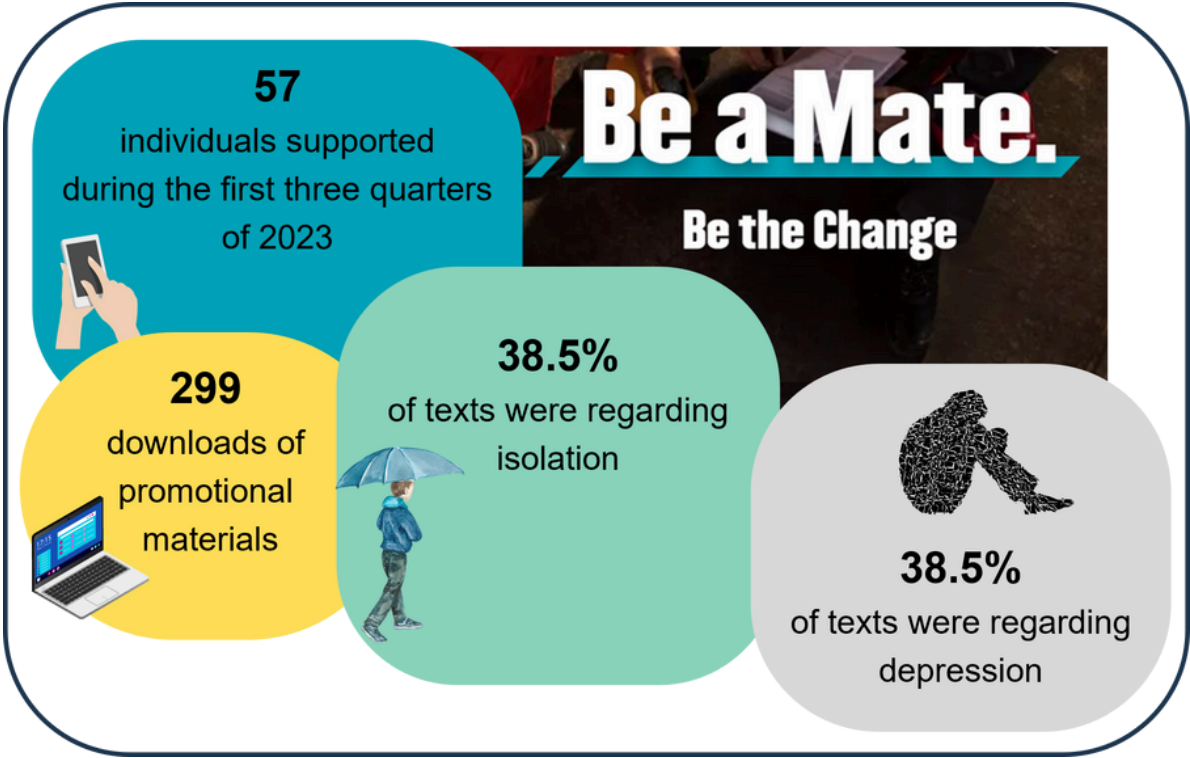
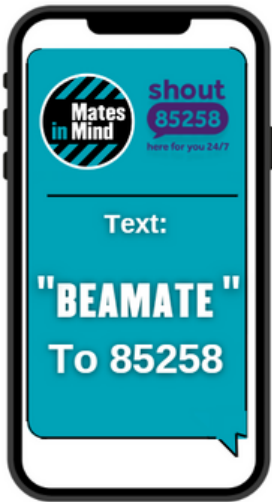
Colleges engaged and supporting organisations:



TRAFFORD &  
STOCKPORT  
COLLEGE GROUP

# Providing emergency support

Our aim is to ensure that no-one reaches crisis point and mental health awareness becomes everyone's issue. However, we recognise that people might not always feel comfortable starting a conversation when they are ready, so, in order to provide a solution to this, in 2023 we launched a free, confidential text service with our partners at Shout, which is available 24/7. Text 'BeAMate' to 85258.





## Events

As part of our charitable mission to reach as many people within our targeted industries as possible, we attend a number of both private and public events each year to generate awareness and understanding of mental health within the workplace. In 2023, these included (but not limited to) being charity partner at award ceremonies, presenting or being a panel member during key sector conferences/exhibitions, attending Supporter conferences/events and/or partner fundraising activities, for example:



We also worked with: BP, RHS Tatton Park

We were also proud to have been involved with the Constructing Minds Show Garden which won the Best Show Garden award at RHS Tatton and received coverage on the BBC when the garden was relocated to Clatterbridge Hospital. The garden helped to start conversations during the event, and one large construction firm is considering introducing green spaces on their sites to provide space to breathe and talk.





“This part of Nebosh conference was excellent the way Sarah Meek explained and showed data and video was very helpful to know how mental stress impact our organisation and controlling measures should place.”  
Event attendee

“Sarah is really driving the importance of mental health within the industry and it’s great to see everything Mates in Mind are doing.” Event attendee

“A pleasure to meet Sarah Meek, who does such valuable work as CEO of Mates in Mind (particularly in a week that shows a disturbing increase in fatalities in construction).” Charity awards attendee

## Fundraising

There have been some amazing individual and team based fundraising challenges during 2023 and we would like to say a huge “Thank you” to everyone who took part. Whether you climbed 1,352 metres, walked 1,257 miles, ran 4 miles every 4 hours over a 48-hour period, or jumped 10,000 feet; cycled 130 miles in one day as a team, or 2,280 miles over 273 days alone; or played golf, bid on some amazing items or ran a bake-off competition, then you have our heartfelt thanks for raising vital funds. It is your hard work, dedication and support that helps us reach more people as we continue to raise awareness, improve understanding and address the stigma of mental ill-health within the workplace.

It is through the work of all our fundraisers that we are able to impact so many lives, however, we would like to make a special thank you to:

- Demolisten: launched in 2023 by Ben Chambers to support mental health in the demolition industry with all fundraising monies coming to Mates in Mind.
- Get Construction Talking: raises awareness of mental health in construction across the world, aiming to break the stigma, get millions talking, and raise \$1M for charities (including Mates in Mind) working to improve mental health in construction.
- Civils and Lintels: year-long campaign of fundraising including sky diving, collectively walking 1,200 miles, shaved heads, raffles and cake sales to name a few.



**Worshipful Company  
of Builders' Merchants**





**Thank you to everyone who fundraised for  
Mates in Mind in 2023**





## Sean's Fundraising Challenge

In 2023 Sean undertook a gruelling, and at times lonely, 101-day, 1,257 mile walk from Land's End to John O'Groats to raise awareness of mental health and funds for Mates in Mind.

In a previous role as a health and safety specialist, Sean had worked with several organisations that had mentioned Mates in Mind, "I'd always heard great things on the work done and support provided across industries. So, it was a no brainer. I decided to walk for you".

During his walk he got talking to someone about what he was doing, "It was a really strange moment because in an instant, he went from being this really burly guy to this emotional teary guy, talking about how his friend had taken his own life over getting into debt. And I guess that's a big thing that resonated for me that people are getting stressed out at work."

Read [Sean's fundraising story](#) on our website.



## Gary's Fundraising Challenge

Gary undertook the enormous mental and physical challenge of walking up, and down, Ben Nevis whilst wearing a 15kg weight vest in September 2023. His motivation was to raise awareness of the issue of mental health in the construction industry and to raise money for Mates in Mind.

Having experienced mental ill-health in 2019 Gary came up with the idea of the weighted vest which provided a physical representation of the weight we carry around in our minds, and climbing the mountain represented the uphill struggles we can experience in our daily lives.

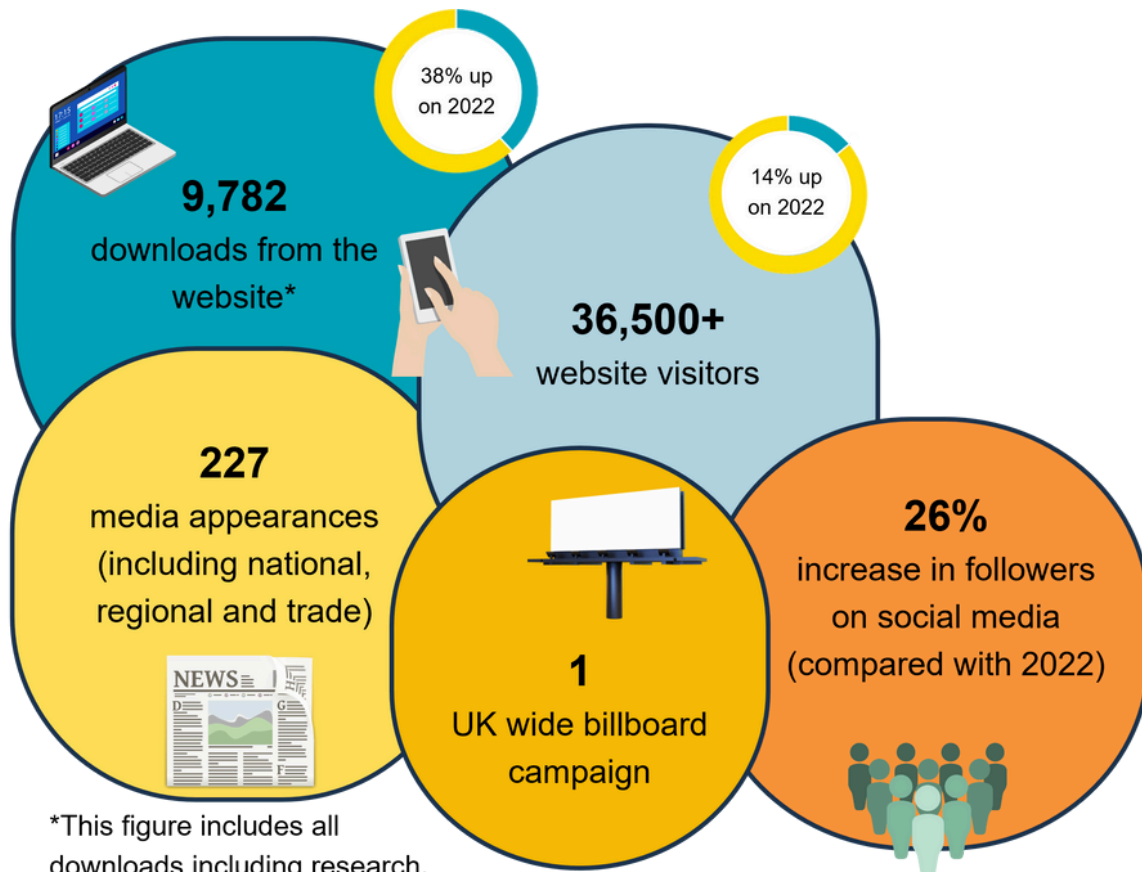
"I didn't conquer Ben Nevis, nobody conquers the mountain, it isn't about that. It is about conquering our limitations which we set ourselves in our own mind. It's about matching a burning desire with the faith and the belief in yourself that you're gonna do it, that thought will outweigh any calls of 'impossible'."

Read [Gary's fundraising story](#) on our website.



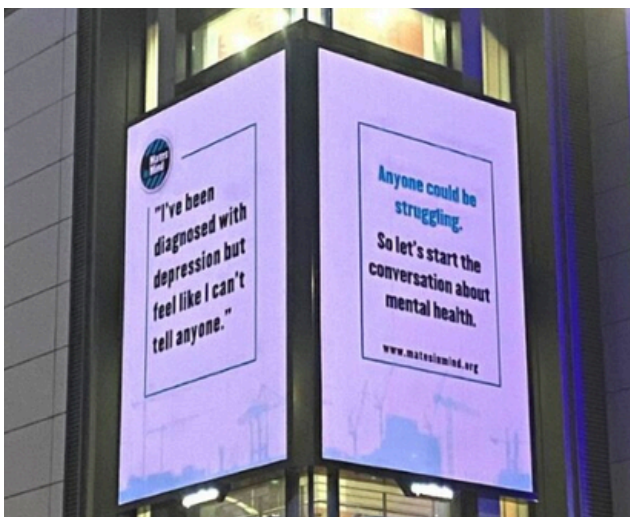
## Communications

In order to support our charitable vision, mission and objectives we shared timely and relevant content across all of our digital channels, and engaged with the media, to maximise our reach and engagement and therefore helped to raise awareness and understanding of mental health.



\*This figure includes all downloads including research, fundraising packs, awareness days as previously mentioned in this report.

“Thanks to Mates in Mind for your valuable resources which have supported us in having conversations with our teams this week.” HSE Director





## Plans for 2024

Going forward, Mates in Mind will continue to work to improve policy, practice and systems to ensure that no one is made ill through their work and that everyone working in our key sectors across the UK is able to access positive mental wellbeing in the workplace.

We will do this through focusing on the areas we advocate for: a holistic, proactive, prevention strategy and removing the stigma of mental health. We will do this by working with Government to ensure that policies protect the mental wellbeing of all workers; working with large organisations and trade bodies to ensure support is available not only to their own employees but also to their supply chains; and working with individual organisations of all sizes, including SMEs and sole traders. We will work with all employers, employees, training providers and professional bodies to ensure that everyone, including apprentices and new entrants, are given the skills, knowledge and tools to spot the signs of mental ill-health both in themselves and others, and to provide an open and supportive workplace culture.

We will also engage our new and existing Supporters, provide more training and mental health programmes, look to expand our work into more related sectors, and work with the media to ensure that mental wellbeing is on everyone's agenda, that no one is afraid to talk about it, in order to address the stigma that still surrounds it.

However, in order to achieve this, we will need to focus more on raising funds through fundraising, donations and grants. If you believe in our mission and are able to support our work, please see the next section on how you can Be A Mate and Be The Change.

## Next Steps

### Be A Mate. Be The Change



If anything in this report has resonated with you, please remember you are not alone. You can find a list of support services at: <https://bit.ly/MinMhelp>

If you would like to join our community and be part of the movement to improve the mental health and wellbeing of workplaces across the UK, please visit our [website](#) to find out more about:

- [Becoming a Supporter](#)
- [Fundraising for us](#)
- [Making a donation](#)
- [Contacting Us](#)
- Or contact us by phone, email or social media:

- ☎ 020 3510 5018
- ✉ [support@matesinmind.org](mailto:support@matesinmind.org)
- 🐦 [@matesinmind](https://twitter.com/matesinmind)
- 📘 [/MatesinMind](https://www.facebook.com/MatesinMind)
- 📷 [@matesinmind](https://www.instagram.com/matesinmind)
- 📺 [@matesinmind](https://www.youtube.com/matesinmind)

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**Disclaimer:**

Mental illness is diagnosed by a health care professional such as a doctor. This guide does not provide medical advice or replace a professional health crisis intervention in the work place.

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