



Working in Partnership

Building Mental Health in Construction



Who are the Tier 1 HSLG?

- During COVID-19 a group of likeminded H&S Directors formed a group to figure out how to tackle the pandemic.
- The group supported the production of the CLC's Site Operating Procedures providing industry guidance on how to manage COVID-19.
- The group was informally known as the Tier 1 H&S Leadership Group.
- Since forming, the group have remained together and have worked on various subjects to improve HS&W in the construction industry.
- The group works closely with the HSE, CLC, Build UK and other key industry stakeholders.



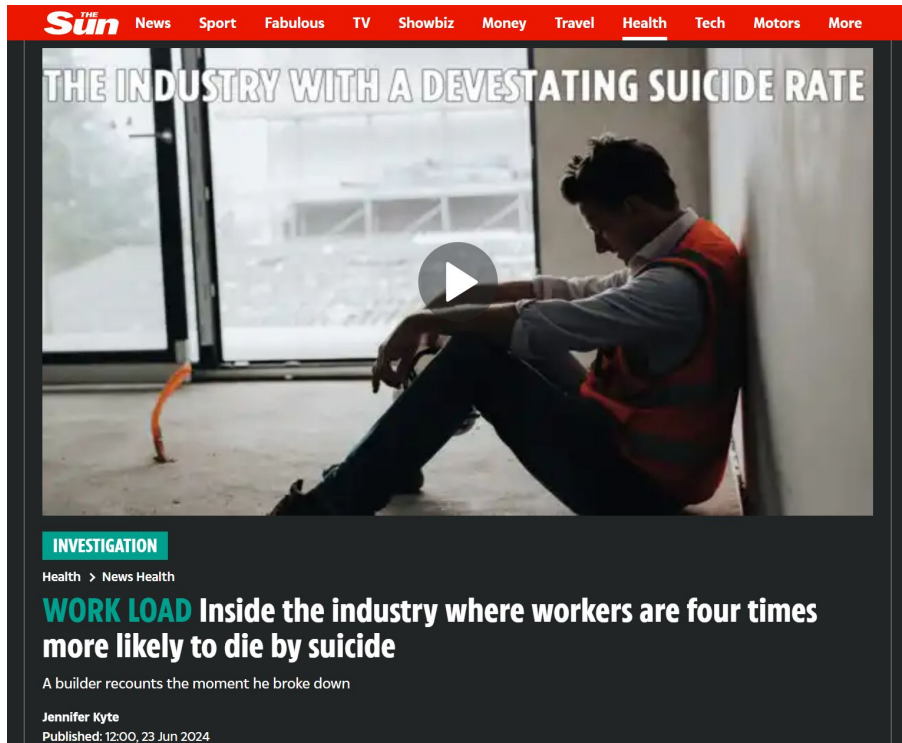
Holistic Mental Health partners



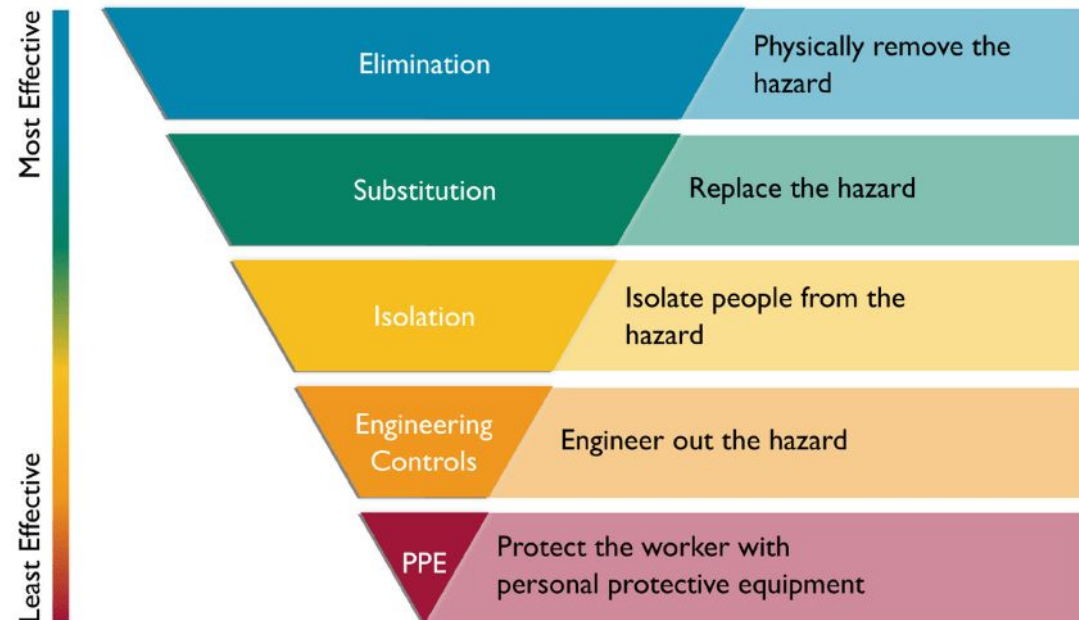
We know we need to do more to support our people.

Whilst we have made progress in raising awareness and providing more reactive support for individuals it hasn't improved our statistics.

We need to maintain our focus on supporting individuals, but critically, target reducing the root causes.



Hierarchy of Controls



Our vision: To create *systemic and sustainable change* to promote great mental health.

Our industry is complex, dynamic and unique. There are some industry attributes that may impact mental health and we want to change and some we may want to support more effectively. Let's identify those we want to change and add more support for those we that need it.

Industry attributes
*we may want to target
for change:*

Connection to leadership and clients
Payment
Local employment
Employment terms

Attributes that we may
be able to *support more
effectively:*

Dynamic workforce
Environment exposed to the elements
Working away from home
Industry diversity (i.e neuro-diversity)



Timeline

High level
survey on
mental
health
models in
the
workplace

Sub-group for KPI &
process
Industry press
release
Engagement of
academics, HCLG,
CLC & HSE
Apply for academic
funding and ethics
approval

Request to
University of
Warwick ethics
approval to
proceed with
focus
group/evaluation

University of
Warwick
discussions for
focus group plan

Feedback to
Tier 1 group
and agree
next steps
for strategic
industry
change

Outline proposal
to Tier 1 H&S
leadership group
re: collaboration
to deliver
strategic industry
change

Discussions
commence
with DoH
regarding
link with
Suicide
Prevention
Strategy

Focus
Groups
ongoing
Evaluation
of findings
& compile
recommen
dations
in priority

Campaign
findings
and
commit
to action

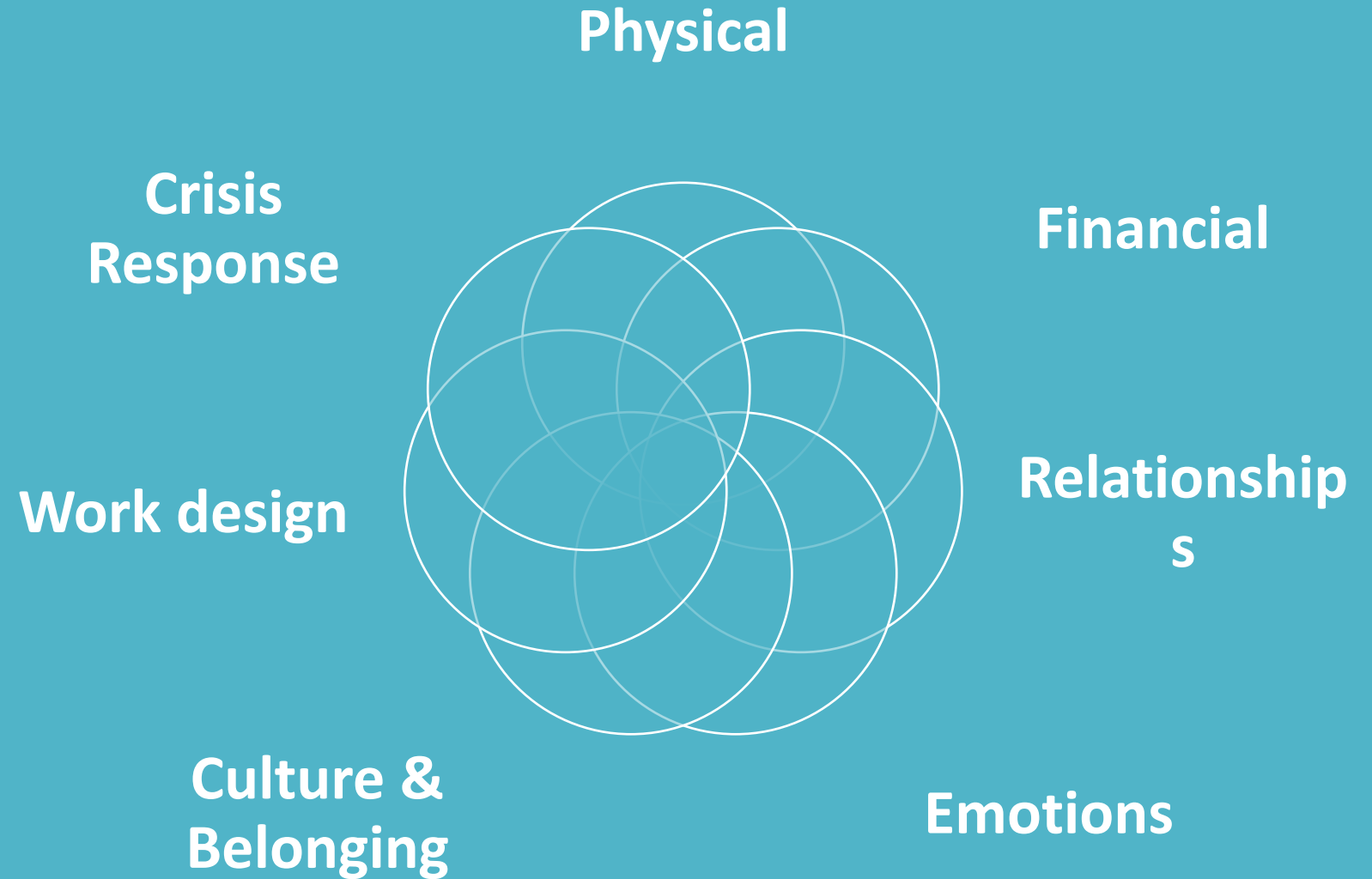


We need to ensure we gain broad insight

- Global evidence base - Academic research
- Focus group research – early insights
- Case studies - National Grid Wellbeing Hub



7 Dimensions of Support



Our plan is to....

- 1) Invest in quantitative analysis (led by the University of Warwick) to ask our people what will help.
- 2) Review broader qualitative research and identify **SYSTEMIC CAUSES**
- 3) Build learning into industry guidance
- 4) Engage on solutions with clients, client agents and contractors
- 5) Identify solutions we can promote to government with an industry voice via the Construction Leadership Council





Let's talk.



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Be a mate.
Be the change.

