



# Compelled to Act

Collaboration is key if we are to create a construction sector where work is good for workers.

Positive mental health in and through work.

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





# What do we mean by mental health?

**‘Mental health is a state of well-being in which an individual can realise his or her own potential, cope with the normal stresses of life, work productively and make a contribution to the community.’**



**Who comes to  
mind when you  
think of Mental  
Health and  
Work?**

**Home**



**Work**

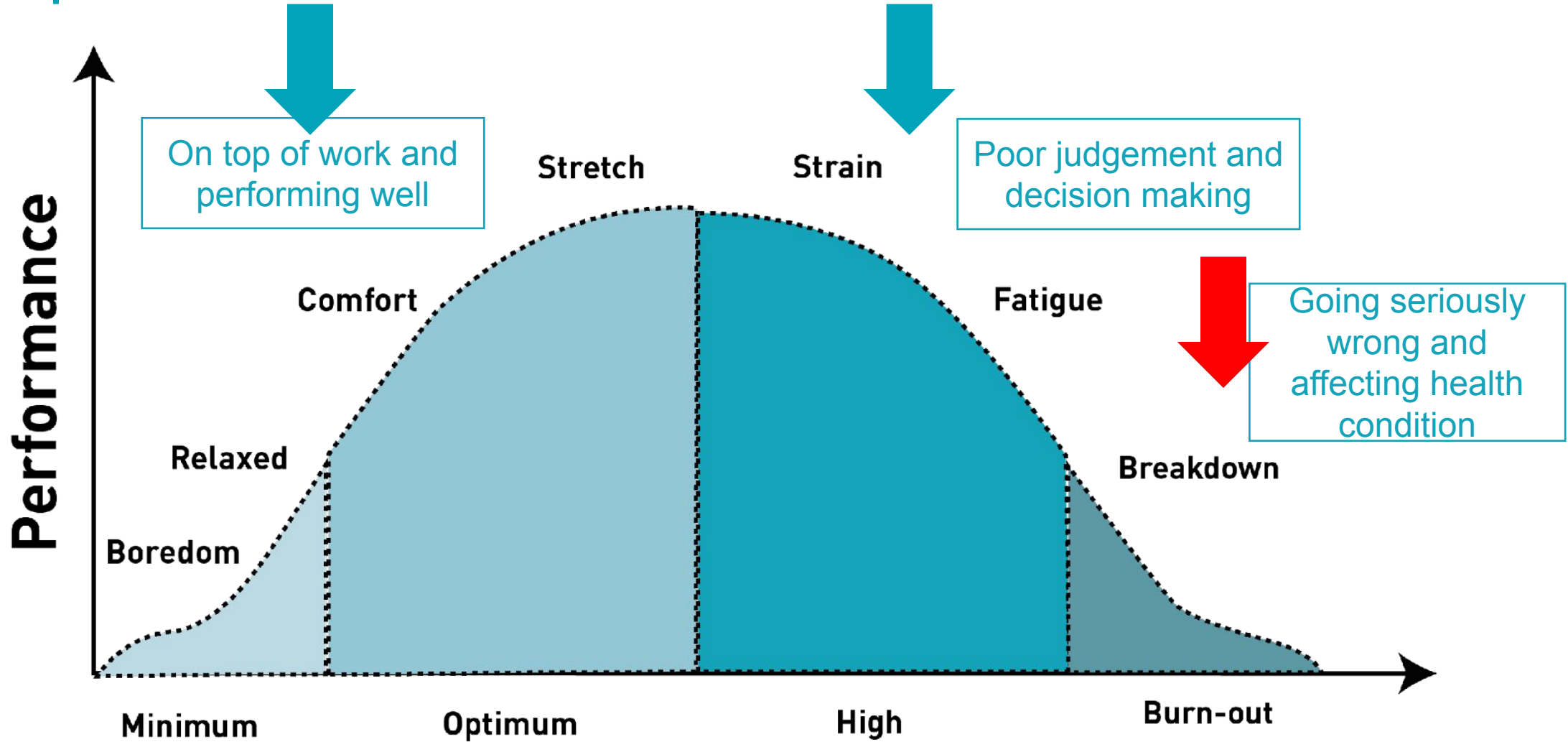


**Personal  
Characteristics**





# Stress graph



Changing employment models

Demographic shifts

Geopolitical instability

Digital transformation

**What's the  
future of  
work?**



“My ministers will legislate to modernise the Mental Health Act, so it is fit for the twenty first century”

(Prime Minister’s Office, ‘Oral Statement to Parliament: The King’s Speech 2024’, Gov UK, 2024)

# Legislation





Health and Safety Executive  
Prevent, Promote, Protect, Support

Labour Inspectorates' role in  
protecting migrant workers,  
psycho-social issues and  
gender equality.

(IALI focus on mental health in  
construction)

# Inspection



ISO 45003 –  
Psycho-Social Risk

BSI Suicide Prevention  
Standard

**Standards**



Thriving at Work: The  
Independent Review of  
Mental Health and Employers  
(Paul Farmer and Dennis Stevenson  
(2017)

The Good Work Framework  
(World Economic Forum White  
Paper May 2022)

7 Dimensions Framework  
(CLC, University of Warwick, and  
Mates in Mind)

# Frameworks



Is the future of mental health at work ...

# Individualise d Support?



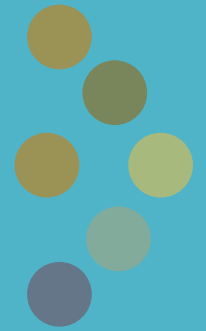
# Personalised Support

- Informed by individual strengths and vulnerabilities
- Informed by changing demands in work role
- Tailored to the individual at a point in time
- Evidence based/Data-driven
- Colleague communicated
- Provided by expert partners

**Personalised support**



**Role demands**



**Strengths and Vulnerabilities**



Does the future of mental health at work include...

Building relationships with those entering the workforce?

Maintaining relationships with those leaving the workforce?

# Personalised Support



Is the future of mental health at work going to...

Respond to the change in how people are working now?

Acknowledge the shifting boundary between work and the rest of life?

Reach beyond work to support people in their life outside work?

Breedvelt JJF, Yap J, Eising DD, Ebert DD, Smit F, Thorpe L, Kousoulis AA. Promoting and Protecting Mental Health: A Delphi Consensus Study for Actionable Public Mental Health Messages. Am J Health Promot. 2021 Nov;35(8):1114-1120. doi: 10.1177/0890117121998536. Epub 2021 Sep 24. PMID: 34558995.

# Personalise d Support





What challenges might be presented by having more information about individuals, within a changed employment relationship?

# Ethical Employers





## 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.

**Advocacy  
&  
Influencing**

Setting standards

**Sector  
Developmen  
t**

Case Studies

**Effective  
Interventio  
ns**

Research

People

Systems and Processes

Supporter Subscriptions, Fundraising/Donations, Grants/Trusts

BSC Group Central Services



# Sector wide approach:

