



# Spotlight on... mental health

The Considerate Constructors Scheme's '**Spotlight on...**' initiative focuses on different areas associated with improving the image of construction, and raises awareness among registered sites, companies and suppliers about the issues and how to help.

Through taking action to tackle the topics highlighted, everyone within the industry can play an important role in making a difference, and ultimately improving the image of construction.



# Spotlight on... mental health

**Spotlight on... mental health** aims to raise awareness of how mental health can affect anyone regardless of age, gender, religion or ethnicity and can cause both personal and work-related stress, anxiety and depression.

With increasing pressures and demands on the industry's historically predominant male workforce, men may dismiss stress, anxiety or depression. They could be less likely to talk about problems or recognise serious issues that are impacting upon or caused by their work environments.

The Good Day at Work Annual Report for 2014/2015 focuses on mental health and wellbeing in the workplace. The report discovered that:

- 1 in 4 people will experience a mental health problem in any year – poor mental health can affect anyone
- 9 out of 10 people who experience mental health problems say they face stigma and discrimination as a result
- Stigma is a huge challenge in the workplace; 40% of employers view workers with mental health problems as a 'significant risk'
- 8 in 10 employers have no mental health policy
- Stress has forced 1 in 5 workers to call in sick; 90% did not feel able to tell their boss the real reason why

## How the issue is being tackled

The issue of mental health is often addressed as part of the larger topic of the health and wellbeing of the workforce. Most construction organisations will have policies and procedures with regard to supporting and encouraging employees and employers to recognise the problem, offer support and guidance, and ensure that people do not feel ashamed or embarrassed.

Many sites operate an open door policy, display literature such as posters and leaflets and arrange visits to site by specialist nurses. Toolbox talks are also used to inform and educate the workforce about mental health issues and offer support to any workers affected. Some construction companies make contact with charities such as CALM and MIND to arrange for talks to be given to the workforce.

## What to do now

Please visit the Scheme's website [www.ccscheme.org.uk](http://www.ccscheme.org.uk) and the Best Practice Hub [www.ccsbestpractice.org.uk](http://www.ccsbestpractice.org.uk) to find a wealth of advice and useful information, case studies and links to other organisations and bodies which will enable you to find out more about dealing with mental health issues in the industry.

The Scheme will update the websites as new information and case studies are identified. If you would like to share how you tackle mental health issues, please contact the Scheme by emailing [enquiries@ccscheme.org.uk](mailto:enquiries@ccscheme.org.uk)