



Spotlight on...
mental health

**CONSIDERATE
CONSTRUCTORS
SCHEME**

Case Study: BAM Construction

Raising awareness about mental health

At BAM, we care about the health and wellbeing of all of our employees and we take the topic of mental health very seriously. We want all of our staff to know that help is available to them. We offer a free Employee Assistance Programme (EAP) with a 24/7 helpline to help staff better manage their work and personal lives.

Through this programme, staff can obtain practical information, referrals to local services and counselling on a wide range of issues. Our employees can also access this support, information and help online and the service offers face to face and telephone counselling if this is needed.

We also have a dedicated Health and Wellbeing Portal available which provides a range of information to help promote healthier, more balanced and productive lifestyles. We have launched a Health and Wellbeing section on the intranet which offers information about mental health, advice and links to external agencies. We also support of employees by providing access to the following initiatives:

- Cycle to work scheme
- Subsidised gym membership
- Range of activities and events arranged through sports and social clubs
- Partnering with national charities to offer range of active volunteering and fundraising opportunities

HEALTHY MIND AMBASSADOR PROGRAMME

We have created the Healthy Mind Ambassador Programme, an ongoing campaign which was launched around four years ago to change the culture and to raise awareness. In the last two years, we have trained a number of Healthy Mind Ambassadors across our business who champion the issue of mental health, create awareness and encourage open dialogues and conversations regarding mental health to reduce any stigma attached to mental health issues. The Ambassadors can signpost employees to help and support and assist employees with any issues our employees might face in the workplace. We are training our own employees via a train the trainer course to allow us to train up new Healthy Mind Ambassadors.

We are also rolling out Mental Health First Aid training across the business and offering line manager training to increase awareness and to train our managers in how to support employees living with mental health issues or supporting loved ones living with such issues.

CREATING AWARENESS

We take part and promote national campaigns around mental health awareness, including the Time to Talk campaign, which encourages our employees to take time out of their busy day and have a real conversation about mental health. We have also introduced toolbox talks addressing mental health issues to educate the workforce about the topic of mental health.

We are also encouraging more people, especially senior management, to be case studies on this subject and to discuss their experiences of mental health problems to raise further awareness.

SITE INITIATIVES

In regards to site, our project teams take part in a variety of initiatives aimed at addressing issues around mental health as mentioned above. These include training to become a Mental Health First Aider, creating planting projects to promote the benefits that planting and gardening can bring to people's mental health and taking part in awareness raising campaigns and videos.