



Spotlight on...
mental health

**CONSIDERATE
CONSTRUCTORS
SCHEME**

Case Study: Balfour Beatty

Preventing poor mental health in construction

Balfour Beatty is a leading international infrastructure group. We finance, develop, build and maintain efficient infrastructure that underpins daily life, supports communities and enables economic growth. Our teams operate across the full infrastructure life cycle and leads construction services to deliver large, nationally critical infrastructure through to local and regional projects.

IMPROVING MENTAL HEALTH

At Balfour Beatty, we believe nothing is more important than the physical and mental health of everyone who works for Balfour Beatty or with us. We strive to protect our workforce and recognise that a healthy workforce is a happier and more productive one. With this in mind, we are fully committed to protecting both the physical and mental health of our people.

As part of our commitment to supporting our workforce, Balfour Beatty is working in partnership with Mates in Mind. Mates in Mind is a programme delivered to the UK construction industry. It has created a flexible and joined-up approach to break the silence and stigma surrounding mental health in construction. Mates in Mind promotes a culture of positive wellbeing and provides construction firms with a tiered training framework to build understanding, knowledge and confidence in tackling mental health throughout businesses.

Following our partnership with Mates in Mind, Balfour Beatty has trained 980 of its UK workforce and supply chain in mental health first aid. We are committed to reaching 75% of our workforce by the end of 2020.

THE MADISON

At The Madison, we have asked all of our subcontractors to complete a toolbox talk on mental health awareness to remind operatives of our commitment to health, safety and wellbeing. We also display posters all over our welfare facilities, including our office and site canteen. These posters are a reminder to operatives of the numbers to call and who to speak to if they feel they might be suffering from a mental health issue. We also discuss the issue of mental health at site inductions, so when operatives first come onto site, they are aware of who the mental health first aiders on site are, their numbers and photographs.

In addition, we try to create a very positive site in any way we can. We recognise that work is such a huge part of our operative's lives. Operatives often have to work late and wake up early, which can be a huge influence on their mental health.

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We are very aware of this and try our best to create a nice environment whilst they are on their breaks. We have chess boards on the canteen tables where operatives can enjoy a game of chess whilst eating lunch. We also have a seating area outside where they can go for lunch and relax.

We have also held a 'Start the Conversation' that discusses facts and figures regarding mental health within the construction industry and the helplines to call.

