

Annual Report 2019



Acknowledgements

Mates in Mind would like to acknowledge the following, not only for their contributions to our Annual Report but also for their contributions to our charity's second year of action. It is only with the support we have received from the following organisations, groups and individuals that Mates in Mind has transformed the workplace mental health of so many across the industry.

Board of Trustees

Steve Hails (Chair), Heather Bryant, Kevin Myers, Fiona Malcolm, Samantha Peters, Mike Robinson

Advisory panel

Dr John Ballard, Prof Stephen Bevan, Laura Cameron, Dr Max Henderson, Chris McTear

Business Champions

Balfour Beatty, DE Group, Galliford Try, Mineral Products Association, RSE Group, Sellafield, Tarmac, Tideway and TRlbuild .

Founding Partners

We are grateful to the British Safety Council and the Health in Construction Leadership Group for their ongoing direct contributions to our charity and our programme of work.

Volunteers

The many people who have volunteered to support us over the last year have been a huge help to our small team in driving change. Whether on an ad-hoc or on-going basis, we would like to thank all those who have given their time, energy and expertise in order to further our cause.

Fundraisers

Our fundraisers are an essential part of our growing community of support. Without the individuals and organisations who consistently raise awareness and funds in aid of our charity, we would not be able to continue supporting individuals across the UK and improving workplace mental health.

Images

We would like to thank all those who captured and provided us with the images of support used in this report.

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A note from our Chairman and Managing Director

As we enter 2020, Mates in Mind is successfully building on the firm foundations of our charity's initial impact. Together with our growing community of engaged Supporters and partners, we are embedding a long-lasting change to secure a healthy environment for every workplace.

This Annual Report reflects a year of considerable growth for Mates in Mind, in both our reach and in the long-term impact our work is having. It recognises the thriving community of organisations and individuals whose support has made this possible and looks to the work needed for us to achieve our charitable mission.

From starting the conversation with 340 Supporter organisations to providing workforces across fifteen sectors with the skills, clarity and confidence to take on the complex challenge of improving the mental wellbeing of their workforces. Our work throughout the last year centred around improving the education and awareness around mental health to over 230,000 workers, fortifying our core belief that there is no health without mental health.

We have started to see a material change in workplace mental wellbeing. But there is still much to do, and we continue to enhance our approach and resources to make our programme as accessible as possible and to meet the evolving needs of the UK's workplaces.

From enhancing our website, hosting a suite of up-to-date resources and communications materials, to delivering elements of our awareness programme at key industry

events and with fundraising partners, we have matured our approach to improving awareness around mental health.

Working alongside key industry partners, we have remained committed to initiatives supporting the hardest to reach groups in our workforces. Be this within the construction sector supply chain, addressing the challenge of mental ill-health amongst SMEs, or supporting specific concerns around young people's mental health through our work with apprentices. We are proud to have driven crucial action addressing one of the biggest issues facing employers today.

As Mates in Mind's programme has begun to expand with greater understanding and research, we introduced the Supporter Assessment Tool, expanded our consultancy support, created helpful resources and developed new training courses - such as our recently launched Listen, Support, Signpost programme, aimed at enhancing how companies support their mental health champions.

We have begun crucial work to transform the way that mental health is tackled in the UK, keeping a joined-up approach to health and sustainability at the heart of our workforces.

A look at our last year only shows how much can be achieved when entire industries take notice, and then action. We are excited to watch Mates in Mind's next year of action unfold and with it the expansion of our partnerships, programme and capabilities as a charity.

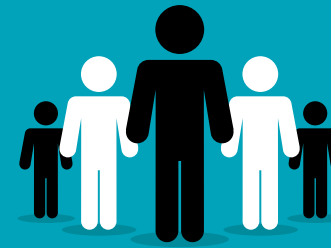


Steve Hails
Chair of the Board of Trustees



James Rudoni
Managing Director, Mates in Mind

Mental health across UK workplaces – the challenge



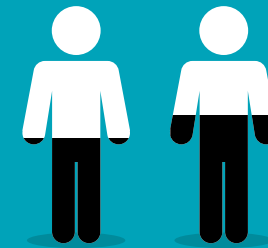
3 out of 5

employees experience mental health issues because of work



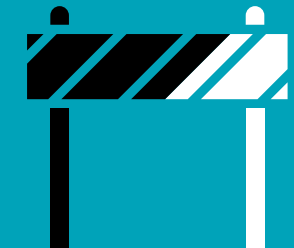
33-42 bn

Poor mental health costs UK employers over £33 billion – £42 billion each year



44% 54%

Stress, depression or anxiety accounted for 44% of all work-related ill health cases and 54% of all working days lost due to ill health in 2018/19



70%

of managers still believe that there are barriers to providing support for the mental wellbeing of those they manage



12.8 million

working days were lost during the year



6,507

The Office for National Statistics (ONS) reported that in 2018, there were 6,507 suicides registered in the UK

Our mission

Mates in Mind is a leading UK charity which enables organisations, of any size, to improve their workforces' mental wellbeing. We do this by providing the skills, clarity and confidence to employers on how to raise awareness, improve understanding and address the stigma of mental ill-health.

We work to support the relief of those who are struggling with mental illness or distress.

As well as advancing the education and understanding of employers, other organisations and the general public around mental health- because we know that there is no health without mental health.

Working alongside our partners, sector leaders and growing community of Supporters, we are delivering effective change across UK workplaces.

We are supporting organisations to help individuals across their workforces, including the hardest to reach groups. Our work enables organisations to proactively take action, using a bespoke programme and a holistic approach, to positively transform their workplace.

Our programme of support is based upon a joined-up approach to mental health. It enables organisations to improve their awareness and understanding of the topic through a range of training courses, communications materials and tools, as well as the dedicated support and guidance which employers need to embed long-lasting change.

Through our approach we are enabling workforces to understand how, when and where they can get support, we are tackling the stigma around it too.

Mates in Mind are empowering organisations to create mentally healthy and sustainable workplaces where their people can thrive.

Let's talk

Mates in Mind works with you to:



Our achievements to date



9 Number of business champions

331



Number of supporters

221,364



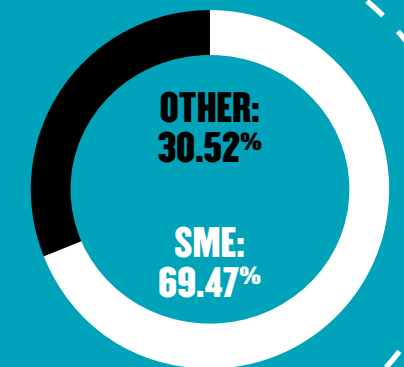
Number of employees reached

690



Numbers of days of training delivered (to date)

The proportion of SME vs large organisation supporters



72

Number of events supported



USERS:
114,534

Number of visits to the website

Tackling mental ill-health in construction

When Mates in Mind was launched in 2017, our work was prompted by calls from the construction industry to address the pressing challenge of mental ill-health within the sector.

Although mental ill-health is a pervasive challenge across all UK workplaces, its negative impacts within the construction industry had become undeniable.

In 2017, Randstad reporting showed that 34% of construction workers surveyed have experienced a mental health condition in the last 12 months, and that 73% felt that their employers do not recognise the early signs of mental health problems.

The confronting human cost of mental ill-health could not be ignored with suicide rates amongst construction workers more than 3 times higher the national average.

Following a summit hosted by the Health in Construction Leadership Group, attending CEOs and leaders from across construction sector, voted overwhelmingly to improve the mental wellbeing of the industry.

Mates in Mind was the product of this vote and has since been reaching out across the UK construction sector, with our vital message.

Since our establishment, Mates in Mind has been focussed on addressing the stark and shocking impact that mental ill-health is having on the sector. We have empowered hundreds of organisations to tackle the issue and embed positive steps towards creating mentally healthy workplaces.



Successes in our industry

During our first two years of action, we enabled hundreds of organisations within construction to transform the mental health culture of their workplaces.

Through our tailored programme, we supported organisations of all sizes to start vital conversations about mental health.

Due to our successes within the construction sector, we have gained recognition across a range of industries.

As a result of this, Mates in Mind have expanded our focus to include workers in industries beyond construction, enabling all UK workplaces to drive a positive change.

However, whilst we are delighted to be supporting organisations across additional sectors, we remain committed to supporting construction and achieving our initial target of reaching 75% of the industry by 2025.

Mates in Mind will continue its mission to transform the construction sector, spreading our message and providing the ongoing support needed for organisations to act.

Supporter story – RSE

The founder and Managing Director of RSE, Russell Stilwell, battled serious mental illness in 2010 – it reached a point where he almost lost his business, his home and his family.

As a result of facing his own adversity and experiences, Russell has invested to realign his business – values mental health & wellbeing on par with safety culture already existing within the business.

Russell leads his business and continues to manage his own mental and physical wellbeing.

Following our work with RSE, the impacts of recognising and taking action to improve the mental health of the workforce have been brilliant.

- A significant decrease in stress-related absence (2 weeks absence)
- Increased retention rate: proportion of staff leaving after one year
- 9% increase in staff feeling that RSE was supportive to some extent in relation to mental health – up from 66% in 2018 to 75% in 2019.

Supporter story – Tideway

Following our work with our Business Champion Tideway, there was a profound improvement in workforce feedback around the mental health support available to them. When surveyed, Tideway found that:

- 84% of people responded positively to how Tideway is addressing mental health – seeing this as an aspect of H&S management that is being done well
- 12% rise in the number of staff who felt that they could approach their boss with a mental health problem – up from 64% in 2017 to 76% in 2018
- 87% agreed that their manager cares about their health and wellbeing to any extent
- Nearly three-quarters of respondents (72%) agreed with the statement “My employer treats mental health issues in a sensitive way”
- 73% rated their own mental health as ‘Good’ or ‘Very good’, and similarly site workers were more likely to rate ‘Good’ or ‘Very Good’.

Expanding into new industry

As our support, guidance and resources have been acknowledged across various sectors in the UK, we have been delighted to work alongside new sectors ranging from transport and logistics, to catering and agriculture.

Whether organisations joining our Supporter community are just getting started, developing their existing approach, or even aiming to lead the way in tackling mental ill-health, we appreciate every organisation is different.

Our whole-organisation approach enabling our Supporters in a number of industries to address the unique needs and concerns of their workplace. Taking into account the size of the organisation, recognising any existing provision they have to address mental health, and aiming to produce an ideal approach for employers, we are supporting employers to begin their journey with mental health awareness.

FORS is able to reach out across the fleet transport industry, which has a particular issue with the mental health of its employees, especially HGV drivers and warehouse workers. Addressing this issue in the workplace is vital not only to those affected but also to the business performance of its member companies. By ensuring we take this issue seriously, by encouraging openness and being able to signpost professional services to help, we will make the logistics industry a more attractive profession to join, grow and thrive in, which in turn can only benefit UK PLC.

Mates in Mind has been key to helping FORS understand the issue of mental health in the workplace and the services they can provide to FORS members will be of great benefit. Their proactive approach in offering their help and presenting to the FORS Governance & Standards Advisory Group impressed, and FORS were delighted to make Mates in Mind Associate Members which means its member companies can easily access Mates in Mind services. FORS has also become an official supporter of Mates in Mind and it is recommended that other organisations follow suit.

Gordon Sutherland
Traffic and Road Logistics Managers, FORS

Since joining the Mates in Mind team last year, it is clear to see that the joined-up approach that our charity takes to tackling mental ill-health, is bringing about a change within organisations cultures that benefit them and their employees in the long term.

As I have witnessed our work grow from its origins within construction, into several new industries, we have witnessed a demand for an approach to mental health which is more than just ticking boxes.

By supporting organisations to make sustained and positive change, we help them to embed the prioritisation of good mental health into the way they work – understanding that there is no health without mental health.

Martin Lockham
Growth Development Manager, Mates in Mind

At Maersk, we aim is to create a culture where everyone feels able to speak out and to provide support for employees when needed – no one should have to suffer in silence.

For this reason, we are partnering with Mates in Mind to improve the mental health of our workforce.

We have invested in a range of mental health support ranging from training up mental health first aiders, to carrying out training for our managers on how to identify and support individuals with mental health issues.

Ruth
Maersk

Our fundraising community

Our fundraising community are crucial to the work we do here at Mates in Mind. From the football tournaments, to bake sales to the mountain climbing, fundraisers big or small- all the organisations and individuals who take time out of their lives in order to raise vital funds to enable us to continue improving mental health across UK workplaces, we thank you.



What some of our Supporters say

Steve Martin, XMO Strata
Director, XMO Strata

"Mates in Mind has generated some extremely articulate advocacy, presenting sensible, grounded attitudes to these issues in a way that overcomes the reserve and suspicion that has prevented effective strategies being deployed in the past.

The individuals involved in Mates in Mind, and the people supporting it, are high calibre folks who've brought a no-nonsense and assertive voice to the issue, speaking to ordinary people in a way that they can understand and relate to, cutting through the stigmatised approach of previous years.

We've always been strong advocates of health and safety and once our attention had been drawn to the hidden issue of mental health – amongst men, in particular – there was never any doubt that we'd focus resources on it. Mates in Mind has provided insightful leadership and inspirational advocacy on this important issue and at Xmo Strata, we're committed and enthusiastic supporters of its work."

Rob Tansey
Group HR Director, Barratt Developments PLC

We started working with Mates in Mind because they focus on mental health in the construction industry. They understand how our sector works and how we can best help and support our employees.

It's given us real expertise and insight into how we should be improving mental health in our business. This includes the way we talk about it as well as how we can work with colleagues to create a better environment.

The training has given our managers the confidence to look for the signs that someone is struggling. It shows them how they can start those conversations with their teams, and then gives guidance so employees can get the support they need.

Jodi Turpin
Catsurveys

"As an organisation, we recognise the fact that mental health and physical health are intrinsically linked and simply cannot co-exist without each other. We don't need to be experts to talk about mental health; we just need the confidence to start the conversation and Mates in Mind are champions of this message.

Through the support we have received from Mates in Mind, and the commitment to mental health we've been able to demonstrate to our team, partnering with this charity is one of the best things we've done for Catsurveys as a whole.

By using the resources provided by Mates in Mind we have been able to raise awareness on mental health issues and the stigmas associated with them through the entirety of our team. Our management team have benefitted from the organisation tools provided, and it is clear from the feedback we've received from our staff that employee satisfaction and wellbeing has increased.

Communication concerning mental health has improved and we've seen a reduction in absence due to stress-related illnesses and mental health conditions. We are proud to have created a supportive and open culture that encourages and normalises mental health discussions in the workplace."



Supporting young apprentices

In 2018 we were delighted to be granted the B&CE's Mowlem Award, to improve of the mental health of young apprentices across the construction and related industries.

When young apprentices enter the workplace, there is awareness that they are at heightened risk in terms of their safety.

But often, the risk in regard to their mental health is not considered. However, we know that supporting young people to manage their mental health will have a huge impact on businesses in regard to improving the long-term mental health of an organisation.

With the support of B&CE's Mowlem grant, we sought to develop a training course to raise awareness of mental health in construction apprentices as part of the wider Mates in Mind programme.

The initiative aimed to increase awareness of mental health and confidence amongst apprentices in knowing where to seek support themselves, and how to reach in and manage that difficult conversation. Through our work, we wanted to create a legacy for apprentices futures, as approximately 35% of apprentices go on to run their own business.

In order to deliver an effective programme for this historically hard-to-reach group, we surveyed a group of apprentices from across the UK about mental health both before and after the delivery of a pilot apprentices training course around the topic.

The course had an overwhelmingly positive response from both the employers who facilitated our delivery and the apprentices who participated – and the results showed a significant improvement in a number of the measures of understanding and confidence around the topic.

Michael
Associate, Tutor

"The training with the apprentices ... ran very well. They were receptive to the training with personal experiences of their own and I have posted the feedback to you. From experience, I know it is appreciated when delegates come up to me afterwards to shake my hand. This is a great initiative because the apprentices are just starting their career and I expect as a result of their training they will be supporting the mental health of themselves and their teams for the next 40-50 years."

Male apprentice
Employer, Swindon

"Extremely beneficial. Should be more widely shared within organisations. Education enables people to feel they can talk about how they are actually feeling."

Female apprentice
Employer, Swindon

"Excellent – great delivery. Engaging with a good mix of interaction and videos / visual aids."

Male apprentice
College, Preston

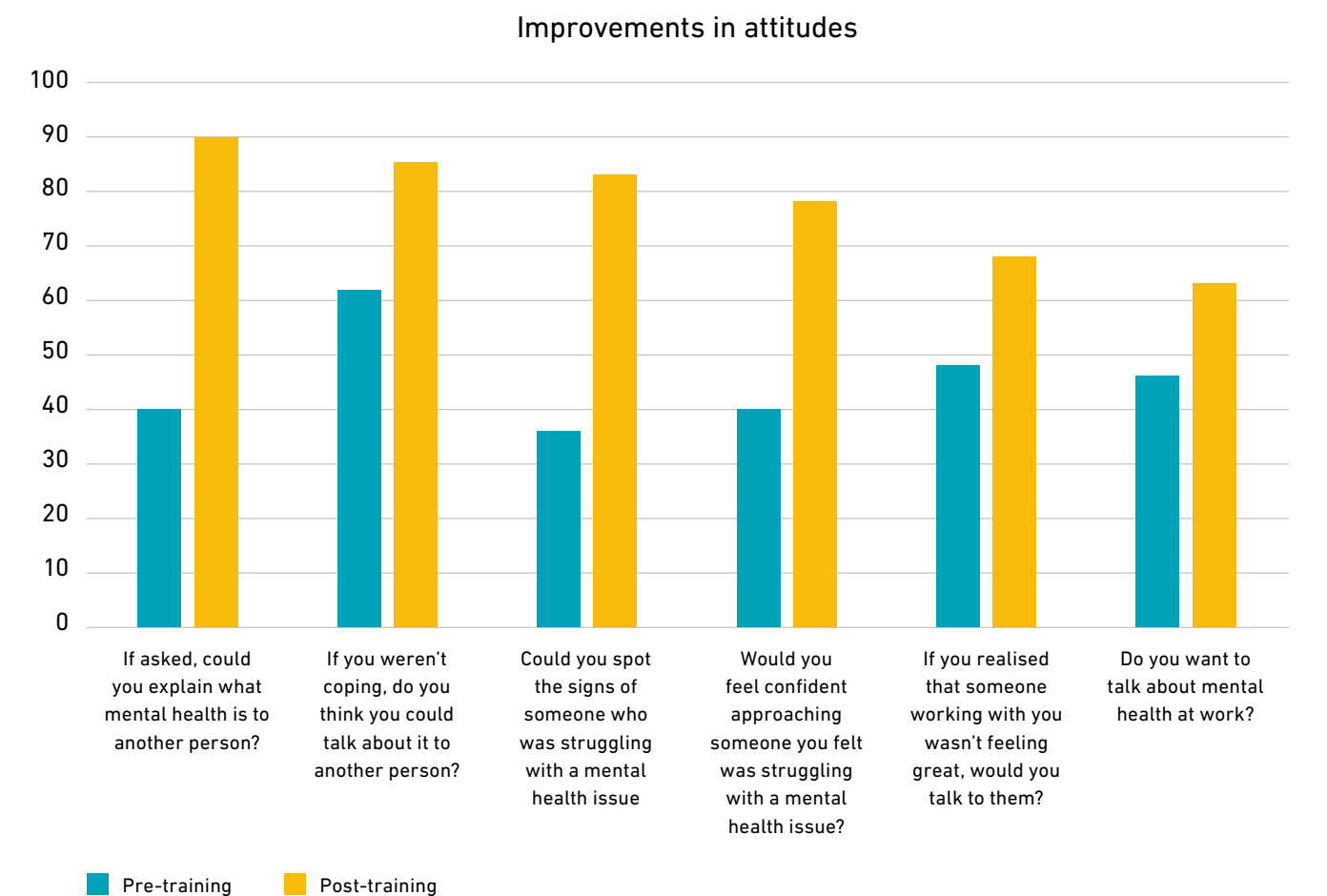
"I have a few behaviours described today are apparent at my work. This course was well informed and presentation that was easy enough to follow and personalised to me."



Improving awareness, understanding and attitudes

On average across all the courses delivered, we saw a positive shift in the apprentice's attitudes (confidence, awareness and understanding) towards the following measures before and after the training was delivered.

Measure	Pre-training	Post-training
If asked, could you explain what mental health is to another person?	40	90
If you weren't coping do you think you could talk about it to another person?	62	85
Could you spot the signs of someone who was struggling with a mental health issue?	36	83
Would you feel confident approaching someone you felt was struggling with a mental health issue?	40	78



Working in partnership with industry

Throughout our second year of action, our partnerships with key groups and organisations from across various sectors has enabled Mates in Mind to push the reach of our voice further, offering our services and support to organisations across the country.

Our partner organisations have helped us to continue shaping the conversation around mental health.

During the last year Mates in Mind have been lucky enough to be provided a platform at numerous industry events, where we addressed the challenge of mental ill-health with diverse audiences, raising awareness about the issue and our joined-up approach to tackling it.

Additionally, we are pleased to be working alongside a range of committed associations from across the construction industry and beyond. The support of these associations has been crucial in reaching out to a broader spectrum of individuals, supporting us to start conversations with those coming from the to reach groups.

Mates in Mind's community of fundraising partners have consistently enabled us to continue driving change across UK workplaces. In addition to the brilliant individuals and groups who raise funds and awareness for us, the generous corporate donations of our industry partners have made our mission to break the silence and stigma around mental health possible.



What our partners say

Tideway's vision is to deliver the project with 'transformational' health and wellbeing performance, which includes focussing on mental health as equally as we would physical health. We partnered with Mates in Mind as we believed they had the same focus, intent and drive to address the stigma of poor mental health and improve positive mental wellbeing in the UK construction industry. We proudly became one of the founding business champions of the charity.

The training programme Mates in Mind delivers and the support they offer has been embedded across the Tideway project which, in turn, has influenced the way we think and act about mental health. There is still some work to be done, however, the upskilling of the workforce on understanding mental health has proven invaluable to us and also influenced what we as a project can do proactively as well as reactively.

Rhoda Smith
HSW Learning & Development Lead, Tideway

"Mates in Mind offer genuine support to the construction industry by ensuring that they understand the business. They value the importance of recognising the needs within the industry, by prioritising the shortfalls then offering a bespoke programme to meet the needs of an organisation and their workers. As partners we are given excellent help and advice to effectively reach out to people who are experiencing depression, anxiety or stress in the workplace".

"By working collaboratively with major construction companies who are also committed to driving change across the industry, together we can reinforce the importance of wellbeing. UKATA members deliver asbestos training to thousands of workers across the construction industry each year and Mates in Mind has given us the tools to advise them how to promote positive mental wellbeing and where to access help"

Craig Evans
Chief Operating Officer, UKATA

"Over more recent years, mental health in the workplace has gained more awareness which is good news as we all need to develop a culture of openness on this subject.

Joining Mates in Mind was one step we at ARCA have taken. With Mates in Mind focussing on the construction industry, which the asbestos industry is part of, it seemed a good fit for our association. We followed this by appointing and training a mental health first aider.

As an association we will continue to build awareness and promote positive mental wellbeing to staff, as well as to our member businesses and how Mates in Mind can support them"

Steve Sadley
Chief Executive, Asbestos Removal Contractors Association

Looking to the future

Since our establishment, Mates in Mind has grown exponentially, learning a series of important lessons during our initial two years, from which we have evolved both our thinking and approach to tackling mental ill-health.

Over the next year we are striving to provide the most tailored and high-quality support and guidance possible to the organisations we work with, enabling every workplace we partner with to undergo positive transformation.

As we move forward into the next phase of our charity work, we are utilising additional features of our programme, including our Assessment Tool. This tool enables our Supporters to better identify and mitigate drivers of work-related stressors, producing an even more tailored approach to tackling mental ill-health in the workplace.

Additionally, during the next 12 months we are also pleased to be launching our new Listen, Support, Signpost (LSS) programme. The LSS is has been developed to help organisations to create a bespoke programme or optimise an existing approach to mental health. The two-part programme, focusses around collaborative work with Mates in Mind, providing organisations with guidance and recommendations around managing the programme, and then providing the training and support necessary to implement it with workplace mental health champions.

Furthermore, Mates in Mind are excited to expanding our reach into new sectors across the UK. As we begin to partner, particularly with organisations from across the transport and logistics sector, we look forward to utilising our ever-growing evidence base to enable even more of the UKs workforce to drive the change we need.

As our services evolve, our ever-growing suite of tools and materials has developed with them. At the start of 2020 we launched our new Site Pack materials. The pack includes a range of our branded materials and support literature, these packs are enabling Supporter organisations to start the conversation and raise awareness about mental health in the workplace.

Over the next year we will be striving

Looking to the next 12 months and beyond, we will be working closely in partnership with our friends at the British Safety Council to develop our programme of support. Together we will work to make the tools, guidance and support we offer around mental health and wellbeing more easily accessible to our Supporters.

Acknowledgements

A note from the Mates in Mind team

Mates in Mind would like to acknowledge the following for their contributions to our work in improving mental ill-health in work, and to this this Annual Report.

We know that it is only with the support we have received from the following organisations, groups and individuals that Mates in Mind has reached workforces across the country, embedding long-lasting change, and evolving company cultures to enable organisations and their employees to thrive.

Thank you for your ongoing support, and helping us to spread our message and grow our reach to continue transforming workplace.

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