

HOW CAN EMPLOYERS SUPPORT THEIR WORKFORCE?



Employers need to shift the culture in their workplace where talking about mental health is welcomed and normal. It is all our responsibility to make change and make more people aware that it is ok to speak out.

To help instigate change within the home building sector we are asking employers to get behind our mental health awareness campaign by introducing some small changes to your business that could make a big difference to the lives of your employees. HBF is working with Building Mental Health and the Lighthouse Construction Industry Charity to provide resources and training to support employees.

Get involved now and be part of the solution by visiting www.hbf.co.uk/mentalhealth or get in touch with us directly on the details below.

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London, SE1 9PL

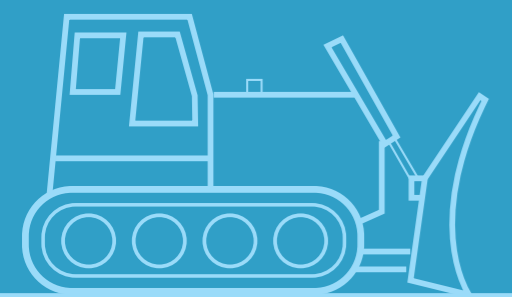
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 @HomeBuildersFed
 Home Builders Federation

All statistics taken from the HSE "Construction statistics in Great Britain, 2018" report available at: www.hse.gov.uk/statistics/industry/construction.pdf

For those that do not feel comfortable discussing their feelings or personal circumstances, a construction industry helpline app has been created to give individuals information, advice and guidance on how to relieve the long term effects of stress, anxiety or depression.

To find out more and to access the app visit: www.constructionindustryhelpline.com/our-app



Construction
Industry Helpline
0345 605 1956



LET'S DRAW THE LINE ON MENTAL HEALTH IN THE HOME BUILDING INDUSTRY

The UK is facing huge mental health challenges at work with over 1.5 million people diagnosed with long term mental health problems and 15% of people in work are dealing with symptoms of existing mental health conditions.

Construction is one of the industries most affected by poor mental health. There are also impacts for employers with an annual cost of between £33-42 billion coming from sickness, absence and staff turnover due to mental health.

The Home Builders Federation is here to help employers understand mental health issues and how they can support their employees.



55%
of workers have experienced mental health issues in their lives.

A construction worker is more likely to die of suicide than a fall from height.

Every year over **400** construction workers take their own lives.

x3
The risk of suicide among male labourers, particularly those working in construction roles, is 3 times higher than the male national average.

35%
Males working in skilled trades have a 35% higher risk of suicide than the male national average. The highest being from building finishing trades.

400,000
working days are lost annually due to stress, anxiety and depression.

Almost half of women working in the sector are dealing with poor mental health.

42%
have resigned due to workplace stress.

88%
of those working in the sector believe more support needs to be given.

OVER 2,000 workers are injured and cannot return to their original jobs.

9 out of 10 people say they will face stigma or discrimination if they speak about their mental health.

73%
of employees in the sector do not recognise the early signs of mental health problems.

Only 11% of the top 100 companies in the UK have disclosed information about supporting employee's mental health in their annual reports.

Stress, depression or anxiety account for a **fifth** of all work-related illness.

Only 11% of employees discuss mental health problems with their line manager and half would not discuss it at all.

Construction Industry Helpline
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**Time to CHANGE
Time to TALK**