Coronavirus Guidance Webinar
22nd May, 2020
All slides and a recording of the webinar are available on the website later this afternoon

- CBI Update
- Safeguarding Mental Health – Marc Preston
- Building Mental Health & Lighthouse Club – Martin Coyd
- Q&A
Safeguarding Mental Health

Marc Preston
Safeguarding Mental Health

Date 22\textsuperscript{nd} May 2020 12:00 noon
Marc Preston  BA (Hons) MRICS MCIOB MBACP
Well-being and Covid-19

What are we going to cover?

• Causes of stress and anxiety
• What is stress
• What is anxiety
• Top tips for keeping a good state of well-being
• Positive Psychology
• Upon meeting your future self
• Mental Health First Aid for the isolated
• Well Being for the working Isolated
• Resources
Well-being and Covid-19

What creates stress?

• Being under lots of pressure
• Facing big changes
• Worrying about something
• Not having much or any control over the outcome of a situation
• Having responsibilities that you're finding overwhelming
• Not having enough work, activities or change in your life
• Times of uncertainty
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We all know what it's like to feel stressed, but it's not easy to pin down exactly what stress means. When we say things like "this is stressful" or "I'm stressed", we might be talking about:

• **Situations or events that put pressure on us** – for example, times where we have lots to do and think about, or don't have much control over what happens.

• **Our reaction to being placed under pressure** – the feelings we get when we have demands placed on us that we find difficult to cope with.

"It's overwhelming. Sometimes you can't see beyond the thick fog of stress."
Anxiety is a persistent feeling of worry, fear or nervousness.

Many people feel anxious at times, especially when faced with stressful events and changes to our lives, it’s a natural human response when we perceive that we are in danger.

If these continuous feelings of anxiety impact your ability to carry out life as normal, you could have an anxiety disorder.
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When you are stressed, your body responds as though you are in danger. It makes hormones that speed up your heart, make you breathe faster, and give you a burst of energy.

This is called the fight-or-flight stress response
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TOP TIPS

Best practice from, Mates in Mind, NHS MIND, MHFE. EVERY MIND MATTERS
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✓ Regular exercise is one of the best ways to manage stress. Walking is a great way to get started.

✓ Write. It can help to write about the things that are bothering you.

✓ Let your feelings out. Talk, laugh, cry, and express anger when you need to with someone you trust.

✓ Do something you enjoy. A hobby can help you relax. Volunteer work or work that helps others can be a great stress reliever.
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✓ Learn ways to relax your body. This can include breathing exercises, muscle relaxation exercises, yoga, or other relaxing exercise

✓ Focus on the present. Try meditation, imagery exercises or Listen to relaxing music

✓ Try to look for the humour in life even when this can be a hard thing to do. Laughter releases hormones which help make us feel and think in a more positive and hopeful way, de-stressing us for a time
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- You can only do your best- you are not alone

- Do things you enjoy
- Find time to relax
- Implement new daily routine– Remember the weekend still exists

- Look after your sleep- keep regular hours, put down the pick me ups (caffeine, alcohol close to bedtime), no scary movies, relaxation apps, breathing and calming exercises
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- Stay connected
- Talk about worries

- Look after your body
- Stay on top of difficult feelings
- Keep your mind active - study, newspaper quizzes

- Stick to the facts – no conspiracy theories
- Don’t stay glued to the news
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✓ Daily targets

✓ Routine – Wake up at normal time, keep your regular habits, cleaning, bathing etc

✓ Rest

✓ Distinguish at end of workday – Bath, change of clothes

✓ Separate Work and Relaxation space

Take Advice on financial options

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✓ Muscle relaxation exercises

✓ Individual Planning

✓ Practice Mindfulness

✓ Learn something new - study music, hobby

✓ Socialise virtually – video conferencing not just for work
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Taking care of your mind as well as your body is really important while staying at home because of coronavirus (COVID-19).

You may feel bored, frustrated or lonely. You may also be low, worried or anxious, or concerned about your finances, your health or those close to you.

It's important to remember that it is OK to feel this way and that everyone reacts differently. Remember, this situation is temporary and, for most of us, these difficult feelings will pass. Staying at home may be difficult, but you are helping to protect yourself and others by doing it.
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What Positive Psychology Focuses on in a Nutshell
Positive psychology focuses on the positive events and influences in life, including:

1. Positive experiences (like happiness, joy, inspiration, and love).

2. Positive states and traits (like gratitude, resilience, forgiveness, and compassion).

3. Positive institutions (applying positive principles within entire organizations and institutions).
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Positive Psychology

0. The importance of a positive mindset and outlook, including hope and optimism about the future.
1. Learning gratitude.
2. Learning to empathize.
3. Learning to deal with setback, failure, and struggle. Learning the skills of resilience and grit.
4. Learning how to forgive.
5. Learning to help and serve. Understanding the real meaning and purpose of being kind, helpful, and a positive community member.
6. Learning and developing positive habits.
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Meet your future self

What would you like your future self to say about how you were at this period of time?
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MENTAL HEALTH FIRST AID – For remote and other workers

- A- Approach – Make sure contact details are clear and accessible
- L- Listen- Try where possible to use video calls, Whatsapp, Face time, zoom, House Party, so facial expression etc can be seen
- G- Give support in the same way as if you were together
- E- Encourage them to get professional help through the company EAP or charitable agency, dial 111, Samaritans, local authority
- E- Encourage other support strategies
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Good well-being Practices for remote working

1. Agree ways of working
2. Keep employees aware of the bigger picture
3. Set expectations – trust the team
4. Make sure team members have support and equipment
5. Have a virtual daily huddle
6. Keep rhythm of regular 1-to-1 meetings
7. Share information and encourage this from others
Good well-being Practices for remote working (2)

8. Tailor feed back
9. Listen closely and read between the lines
10. Help foster relationships
11. Discourage presenteeism
12. Offer support on well-being
13. Know when to step away from the desk
14. Be Kind – Be realistic
15. Be mindful of H&S, risk assessments, right equipment, review homeworking policy, insurances etc.
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Once you choose hope, anything's possible.
Christopher Reeve
Well-being and Covid-19

#Mental Health Matters

**KINDNESS MATTERS – WHY?**

Releases the “love hormone” OXYTOCIN “The helpers high” causes the release of a chemical called nitric oxide, which dilates the blood vessels. This reduces blood pressure and, therefore, oxytocin is known as a “cardioprotective” hormone.

When we practice random **acts of kindness**, it releases positivity: We feel better and the recipients of our **acts** feel better, which then makes them more likely to be kind to other people. ... **Kindness reduces stress**

*Psychology Today* “kindness is linked inextricably to happiness and contentment—at both psychological & spiritual levels. Over a decade ago, in a study of Japanese undergraduates, researcher Otake and colleagues, found that happy people were kinder than people who were not happy.”
Mental Health Matters

KINDNESS MATTERS – TOP TIPS:

- Smile - it helps
- Send a positive text
- Praise
- Contact an old friend or family member
- Say sorry
- Forgive / stop a negative conversation
- Give a cuddle
- Support a good cause on line
- Give the benefit of the doubt
- Pamper yourself
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Try to be a rainbow in someone else’s cloud.

Maya Angelou

“Kindness is seeing the best in others when they cannot see it in themselves.”

- RAKtivist

Too often we underestimate the power of a touch, a smile, a kind word, a listening ear, an honest compliment, or the smallest act of caring, all of which have the potential to turn a life around.

Léo Buscaglia

“A little spark of kindness can put a colossal burst of sunshine into someone’s day.”

- Unknown

We rise by lifting others.

- Robert Ingersoll
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EXAMPLE RESOURCES

FOR DEPRESSION – I had a black dog his name was depression over 10 Million views on you tube
https://www.youtube.com/watch?v=XiCrniLQGYc

For People with pre-existing conditions

MHFE -Tips for remote working
https://mhfaengland.org/remote-working-resources/everyone/
EXAMPLE RESOURCES

NHS – Help line details
https://www.nhs.uk/conditions/stress-anxiety-depression/mental-health-helplines/

NEW FOUNDATION COUNSELLING
www.newfoundationcounselling.com

INDIVIDUAL PLANNING
https://www.nhs.uk/oneyou/every-mind-matters/your-mind-plan-quiz/?WT.ts=Search&WT.mc=Id=MentalHealthGeneric&gclid=EAIaIQobChMIkpb8pP3V6A1V0-FRCh32uAbhEAMYASAAEgKsV_D_BwE
It’s important to remember that the crisis is temporary and that things should return to normal eventually.

BE SAFE BE WELL
VALUING EMPLOYEE WELL-BEING

SAMARITANS (tele) 116 123

New Foundation Counselling Ltd
37th Floor, One Canada Square, Canary Wharf, London E14 5AA
(E) info@newfoundationcounselling.com (M) 07899 067 580
(W) www.newfoundationcounselling.com
Building Mental Health & Lighthouse Club

Martin Coyd
The hidden cost of this Covid-19 crisis is to the nation’s mental health – it’s crucial the government steps up to help

From healthcare staff to families that have lost loved ones and those struggling in isolation – this pandemic will have a lasting effect. We have to build a better future.

Keir Starmer | @Keir_Starmer | 1 hour ago |

Our country faces its biggest crisis in a generation in the form of coronavirus. It is taking its toll on us all in different and often dreadful ways. The physical cost has been the health of hundreds of thousands of people. Tragically, more than 36,000 have died, each one a friend, a neighbour, a family member.

There is also very clearly a financial cost. Despite the furlough scheme, unemployment is already at its highest level for almost a quarter of a century. Most of us will know people facing uncertainty through no fault of their own.

But the hidden cost of the pandemic is the impact on the collective mental health of our nation. Mental Health Awareness Week is always a poignant moment but this year it feels more important than ever.
“A healthy workplace is one where employees and managers work together to protect and promote their health, safety and wellbeing and the sustainability of the business.”

World Health Organisation
Construction Sector

- **330,000** construction businesses
- +90% of which are SMEs.
- c. **£370 billion** in 2016
- Adding **£71 billion** to the UK economy
- 9% of GDP.
- **2.1 million people**
- 7.4% of the UK’s workforce
- 94% Work for businesses of <10 people
- 50% Self employed
Construction Risk Factors

Risk factors associated with the construction industry

- long working hours
- Relationship break-downs
- transient working conditions
- lack of help-seeking behaviour
- unhelpful masculine stoic beliefs
- social isolation
- Mental health problems
  
  *Heller et al., 2007; Milner et al., 2017; Player et al., 2015.*

- Substance abuse is also a risk factor for suicide

  *(Cavanagh, Carson, Sharpe & Lawrie, 2003; Pompili et al., 2010)*

- construction workers have higher rates of drug and alcohol use than the general population

  *Bush & Lipari, 2013; Hersch, McPherson & Cook, 2002*
Construction Risk Factors

• Mental illness has also been identified as one of the strongest predictors of suicide risk
  (Cavanagh et al., 2003; Fleischmann et al., 2005)

• Depression in particular is associated with suicide
  (Bertolote, Fleischmann, De Leo & Wasserman, 2004; Isometsa, 2014),

• Men working in male-dominated industries have high rates of depression
  (Roche et al., 2016).
CN ASKED: WHICH FACTORS DO YOU VIEW AS A MAJOR CONTRIBUTOR TO POOR MENTAL HEALTH?

- Late pay
- Long hours
- Job uncertainty
- Working away
- Tight deadlines
- Poor welfare
- Site safety
- Financial pressures
- Work culture
- Drugs
- Alcohol
- Other

SOURCE: CN’S MIND MATTERS SURVEY 2019. NOTE: RESPONDENTS WERE ABLE TO CHOOSE MULTIPLE ANSWERS
Males working in the lowest-skilled occupations had a 44% higher risk of suicide than the male national average; the risk among males in skilled trades was 35% higher.

The risk of suicide among low-skilled male labourers, particularly those working in construction roles, was 3 times higher than the male national average.

For males working in skilled trades, the highest risk was among building finishing trades, particularly, plasterers and painters and decorators - more than double the risk of suicide than the male national average.
<table>
<thead>
<tr>
<th>Production managers and directors in construction</th>
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<tbody>
<tr>
<td>Civil engineers</td>
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<td>Mechanical engineers</td>
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<td>Electrical engineers</td>
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<td>Chartered surveyors</td>
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<td>Chartered architectural technologists</td>
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<td>Construction project managers and related professionals</td>
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<td>Steel erectors</td>
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<td>Bricklayers and masons</td>
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<td>Roofers, roof tilers and slaters</td>
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<td>Carpenters and joiners</td>
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<td>Construction and building trades n.e.c.</td>
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<tr>
<td>Plasterers</td>
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<td>Floorers and wall tilers</td>
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<td>Painters and decorators</td>
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<td>Construction and building trades supervisors</td>
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<td>Scaffolders, stagers and riggers</td>
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<td>Road construction operatives</td>
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<td>Construction operatives n.e.c.</td>
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<td>Crane drivers</td>
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<td>Mobile machine drivers and operatives n.e.c.</td>
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<td>Elementary construction occupations</td>
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<td>Chartered surveyors</td>
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<td>635 Construction and building trades n.e.c.</td>
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<td>71 Telecommunications engineers</td>
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<tr>
<td>80 Glaziers, window fabricators and fitters</td>
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<td>137 Bricklayers and masons</td>
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<tr>
<td>152 Roofers, roof tilers and slaters</td>
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<tr>
<td>170 Construction operatives n.e.c.</td>
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<tr>
<td>180 Electricians and electrical fitters</td>
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<tr>
<td>190 Scaffolders, stagers and riggers</td>
</tr>
<tr>
<td>262 Plumbers and heating and ventilating engineers</td>
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Building Mental Health

Purpose

To create an industry-wide framework and charter to tackle the mental health crisis in the UK construction industry

Preventing
Promoting
Supporting
Building Mental Health

This is to certify that

[Generic Logo]

will adopt and commit to the principles of the
Building Mental Health Charter

Principles

Our company is signing this charter and pledging to:

- Provide awareness and understanding of good mental health and mental ill health to our workforce through facilitated workshops, with the aims of:
  - Reducing Stigma and Discrimination
  - Encouraging Conversation in the Workplace
- Educate and enable champions from across the workforce who can keep people safe
- Provide access to accredited Mental Health First Aid training and recovery assistance to signpost workers to support in their communities
- Recognise and accept education and training provided by peers and Building Mental Health partners

As a company, we are committing to the Building Mental Health Framework which underpins the values of our business and supports people in our industry, every day, and throughout their working lives.

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<th>Name</th>
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490+
£ 1,000,000
BMH Training Network

288

Not Confidential - Internal
“No worker or their family should be alone in a crisis”
NEW FEATURES

THE ULTIMATE SELF-HELP TOOL
IN THE PALM OF YOUR HAND

Functionality now includes;

- Mental wellbeing
- Physical wellbeing
- Financial wellbeing

Powered by

Construction Industry Helpline
Confidential 24/7 helpline available to the industry's workforce and their families
0345 605 1956

www.constructionindustryhelpline.com
No worker should be alone in a crisis

The Building Mental Health group’s cross-sector journey to better mental health for UK construction industry workers

**2018**
- Trained 174 MHFA Instructors who have run 257 courses and trained 2693 MHFA Aiders. They have also delivered 99 Mental Health Aware courses training 1210 delegates.
- Set up a charter committing organisations to promote mental health awareness and training 415 Organisations signed so far, from large clients to small enterprises.
- Launched Construction Industry Helpline and app with Considerate Construction Scheme and Lighthouse Charity
  - 595,710 helpline cards given out
  - 2616 cases to our helpline 57% increase on 2018
  - 10,000 App downloads
- Created an online template for an interactive one hour Toolbox Talk to raise mental health awareness in the workplace
  - over 5956 downloads
  - reached 10,000s across the UK
- Set up a charter committing organisations to promote mental health awareness and training 415 Organisations signed so far, from large clients to small enterprises.

**2019**
- Launch bespoke Helpline in Ireland
- Complete CITB Contract by September to 288 MHFA Instructors

**2020**
- Since 2018 we have distributed over £2.3 Million in charitable support
Martin Coyd OBE

coyd@sky.com

07766 441974
Q&A

covid19@thebesa.com
Coming Up:

**Monday 25th – Bank Holiday** – No webinar


**Wednesday 27th – De-mystifying Insolvency.** If the worst happens, what is the process, how to make it as pain free as possible and how do you recover. Gareth Jones, Partner - KRE Corporate Recovery

**Thursday 28th – What’s Happening in the Sector?** Neil Edwards, CEO – Builders Conference. Jason Hemmingway – BESA Membership Director will also share the results of the Q1 State of Trade survey conducted in association with the ECA, Select and SNIPEF, sponsored by Scolmore.

**Friday 29th – Admiral Bob is Back!** By popular demand, Rear Admiral Bob Tarrant returns to give us his thoughts and advice on leadership and how to deliver projects effectively.
SUPPORT FROM BESA

www.thebesa.com/covid19
• Access lots of guidance
• Latest news
• Slides and recording available on the website
• Daily webinar – forward programme and signup
• Facebook page for furloughed workers
• Lockdown learning

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• Email to send queries to
• If you want to join the WhatsApp group email us your mobile
Thank you

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