

The logo for Mech-Elec Building Services features the company name in a bold, blue, sans-serif font. The text is centered within a large, thin blue circle. The words "Mech-Elec" are on the top line, and "Building Services" is on the line below it.

Mech-Elec

Building Services

Mental Health Statement 2024

Not just a state of mind!

At Mech-Elec Building Services, we firmly believe that mental health is as critical as physical health. In the fast-paced and often high-pressure construction industry, we understand the unique challenges our workforce faces, and we are committed to fostering a supportive and open environment where mental well-being is a priority.

Our **confidential open-door policy** is available not only to our employees but across all project sites. We encourage open conversations about mental health and are dedicated to creating a workplace where everyone feels safe to express their concerns without fear of judgment or stigma. This is a key part of our culture, as we believe that tackling mental health issues should be a collective effort, ensuring no one feels isolated.

The importance of mental health in construction

The construction industry faces some unique mental health challenges. Consider these facts:

- According to industry reports, **suicide rates** among construction workers are significantly higher than in many other industries.
- **Stress, depression, and anxiety** account for over **a quarter of all work-related ill-health cases** in construction, leading to absences and lost productivity.
- Many workers in the industry face **long hours, demanding physical tasks, and job insecurity**, all of which can contribute to mental health struggles.
- There is still a **stigma** surrounding mental health in construction, with many workers reluctant to seek help due to fear of being seen as weak or incapable.

In light of these statistics, we are committed to taking action to support the mental well-being of everyone at Mech-Elec Building Services.

In addition to this, we have trained **mental health first aiders** on hand, available to provide immediate support when required. These individuals have received specialised training to recognise the early signs of mental health struggles and are equipped to assist with both immediate concerns and longer-term solutions. Whether it's just a chat or more serious intervention, our first aiders are ready to step in and guide employees towards the help they need.

We also actively promote mental health awareness through regular workshops and training sessions. These initiatives aim to educate our team about the importance of mental health, how to maintain well-being, and how to support colleagues who may be struggling. Our goal is to break down the barriers that often prevent individuals from seeking help and to create a workplace culture that embraces open dialogue and mutual support.

At Mech-Elec Building Services, the **well-being of our team** is just as important to us as it is to each individual. We acknowledge that everyone's mental health journey is different, and we are committed to offering a variety of resources to ensure that all employees have access to the support they need. By building an environment of trust, compassion, and proactive care, we aim to set an example within the industry, showing that mental health is not an afterthought but a core component of our operations.

We believe that **no one should face mental health challenges alone**. By standing together and supporting one another, we create a stronger, healthier team – ready to tackle not just the demands of the job, but also the personal challenges life may bring.

Together, we are stronger.

Here are some useful UK-based organisations that provide support and resources for mental health in the construction industry and beyond:

1. Mates in Mind

matesinmind.org

A leading UK charity specifically focused on improving mental health in the construction industry. They provide resources, training, and support to raise awareness and improve mental health across the sector.

2. The Lighthouse Club

lighthouseclub.org

A charity dedicated to the well-being of construction workers and their families. They offer a confidential helpline, financial support, and a range of resources on mental health and well-being.

3. Mental Health Foundation

mentalhealth.org.uk

One of the UK's most prominent mental health charities, providing information, support, and resources on how to improve mental well-being in the workplace and beyond.

4. **Mind**

mind.org.uk

Mind offers mental health support, including a confidential helpline and advice. They also provide resources for employers on how to create mentally healthy workplaces.

5. **Samaritans**

samaritans.org

A well-known charity providing free, confidential support to anyone struggling with their mental health, available 24/7. Their services are particularly valuable for people in high-pressure industries like construction.

6. **Construction Industry Helpline**

constructionindustryhelpline.com

A dedicated helpline supported by The Lighthouse Club that offers advice and support specifically to workers in the construction sector, covering mental health, well-being, and financial assistance.

7. **Time to Change**

time-to-change.org.uk

A national campaign aiming to change attitudes towards mental health in the workplace. They offer resources and toolkits for employers, including in high-pressure environments like construction.

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