



# Mental Health Programme Case Study

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# Health, safety and wellbeing approach

- People are at the heart of our vision 'to create the best places.'
- Actively caring for our people's physical and mental health is an extension of our priority of safety
- A baseline health assessment was undertaken in 2013
- A health and wellbeing framework has been established and implemented

HEALTH  
PILLARS



SUPPORTING  
HEALTHIER MINDS



DEVELOPING  
HEALTHIER BODIES



BUILDING  
HEALTHIER PLACES



CREATING  
HEALTHIER  
CULTURES

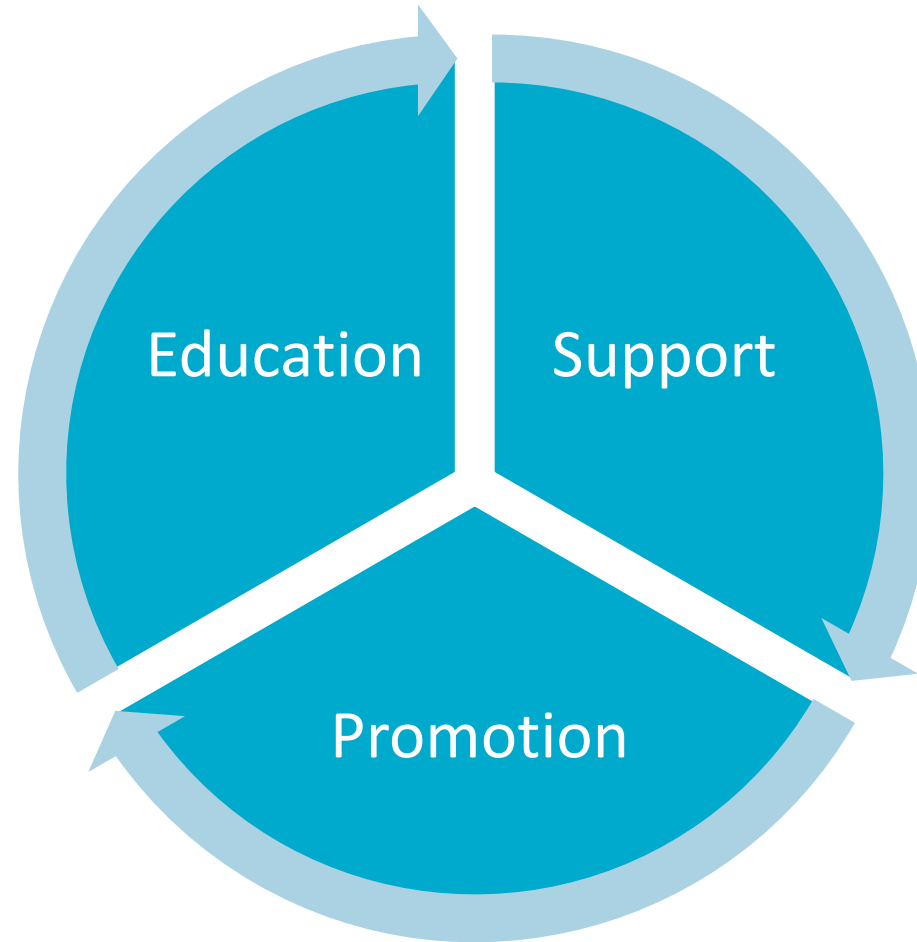


# The Construction Industry

- 38 deaths in 2017/18
- 10
- Approx. 400 suicides
- Approx. 16% of all suicides
- 400,000 days lost
- **MEN!!!**



# Building a mentally healthy culture at work



## In practical terms...

- Over 450 staff trained on the 2 day MHFA course
- MHFA LITE/Adult Awareness included as part of company induction
- Specialist training – Sands, Beat etc.
- Health and wellbeing programmes – mindfulness, yoga, health checks (skin, breast, prostate etc.), sleep workshops, healthy eating, subsidised gym memberships etc.
- Private healthcare provision and an employee assistance programme (EAP)
- Flexible working, wellbeing days
- National and international campaigns – Building Mental Health, Time to change, Movember, World Mental Health Day etc.
- External benchmarking – Mind Wellbeing Index
- Etc. etc. etc.....



## Are our staff engaged?

- 72% of the workforce participating
- 47% male
- 34% female
- 19% supply chain
- 48% from our construction business
- 29 cancer referrals

“Not everything that can be counted counts...”



## What we've learnt about supporting healthier minds...

- Get the conversation going
- Improve literacy
- Engage the workforce
- Walk the talk
- And...keep the conversation going!



**THANK YOU**

