

# Making the connection about mental health



We're making good progress in changing people's perceptions around mental health and also seeing people talk more openly than ever before, which is really encouraging.

Gregor Craig, President and CEO



## Why are we doing this?

57%

have experienced mental health issues\*

25%

have considered taking their own life\*

63%

did not tell their employer that the reason for their absence was mental health\*

\*Respondents to Construction News survey – June 2018

## What are the benefits?

Delivering operational excellence through reduced absence and improved productivity

Assisting market making as a differentiator in bids

Maintaining great people through improved retention and diversity rates



### Individuals

- One-to-one support
- Access to resources
- Group-based activities



### Managers

- Upskilling training
- Clear policies



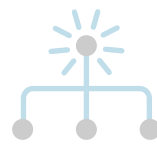
### Skanska UK

- Understanding and driving mental health and wellbeing
- Focussed investment in dedicated resources



### UK-wide industry

- Leading
- Informing
- Educating
- Changing perceptions



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### Leadership

- CEO commitment
- Time to Change sign-up
- First construction company to join National Suicide Prevention Alliance (NSPA)



### Building Capability

- 75% of line managers to have MH Lite training by 2020
- Providing mental health workshops to supply chain
- Mental health upskilling for line managers

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### Employee voice

- Regular Tea and Talk events
- Over 300 Mental Health Ambassadors
- Mental Health and Wellbeing pages
- Annual IFE Stand-up on mental health

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### Resources and signposting

- Fundraising for LightHouse Club charity
- Making the Connection resource cards
- Mental Health and Wellbeing policy
- Out of the Blue support pack
- EAP access for all employees
- Suicide awareness training

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