

# Best Targeted Mental Health Initiative

## Winner

### bmJV M62 Men and Mental Health Initiative, BAM Nuttall Morgan Sindall Joint Venture

This category recognises a special incentive brought about for a specific group of employees working in a specific industry, or a specialist initiative to solve a particular challenge

The UK construction industry is well known for its poor mental health statistics thanks to a combination of physically demanding roles, time spent away from home, and a reluctance amongst the predominantly male workforce to discuss mental health issues.

The BAM Nuttall and Morgan Sindall Infrastructure joint venture (bmJV) was set up to implement a Mental Health and Wellbeing (MH&W) strategy on the M62 j10-12 Smart Motorway Programme, running an initial assessment with an anonymous culture survey and data analysis. The results from this showed that project staff wanted accessible resources, as well as better connection with the senior management.

The bmJV M62 Men and Mental Health Initiative stands on three pillars – knowledge, culture and support – promoting awareness of available support, offering monthly Mental Health Toolbox Talks, and training Mental Health First Aiders on site and in the office. bmJV acknowledged the positive impact of supportive leadership, using visible reminders in the form of a quarterly health and wellbeing bulletin, encouraging independent self-care, and fostering peer support by encouraging a cohesive team spirit.



Suicide Prevention Day was marked by encouraging staff to take a biscuit and a tea bag for a five minute chat

The bmJV project promised a range of tactics to encourage mental health awareness: it invited ideas for improvement on positive intervention, and it planned on-site wellbeing rooms, mindfulness activities, positive affirmation wall notices and QR codes linked to the Construction Industry Helpline app (supported by the Lighthouse Club charity).

The project committed to the distribution of healthy recipes and equipment-free workouts designed by a personal trainer, as well as relevant talks from selected

# Highly Commended

*Presented by:*



speakers such as State of Mind's Danny Sculthorpe, an ex-rugby player working in construction.

Significant dates, such as World Suicide Prevention Day, were marked by encouraging staff to take five-minute tea breaks, with National Inclusion Week celebrated by publishing personal stories from employees. The company promises to maintain awareness of project culture among senior management with a weekly wellbeing score, recorded in a Health & Safety meeting.

## Achievements

The implementation of the MH&W strategy has resulted in many stories shared with the workforce, sessions delivered by relatable individuals promoting open communication; a monitored wellbeing score has enabled senior management to reconnect with teams, developing a culture where wellbeing is openly discussed. The strategy's success in building an inclusive culture has been recognised in several testimonials.

The impact of all this has resulted in a significant action that saved a life in winter 2019, when a member of the public was seen trying to jump over railings at the Junction 11 M62 overbridge. The team tried to talk him down, then a foreman physically pulled him back; the team then sat with the man until emergency services arrived. The rescuer has been recognised by bmJV's Safety Is Success award and with a wider company award. ■

## Judges' comments

● Loved your approach and the way you promoted this topic. Many activities and impactful speakers. Well done

● A culture survey is a great way to flush out information and get to the heart of what employees really want, rather than it being determined for them. Physical and mental health are intrinsically linked, so raising awareness of ways to take care of physical health is always a good idea. The use of relatable high-profile speakers is a good engagement tool and the creation of QR codes is innovative

● Company-wide engagement great: wellbeing scores, recognition awards and accountability

→ A&O Trainee Mental Health & Wellbeing  
**Allen & Overy LLP**

## Shortlisted

→ The Mind Matters  
**Programme Capco UK**

→ Keeping Business Travellers happy, healthy and engaged: At Home and Away  
sponsored by  
**International SOS Foundation,**  
**Affinity Health at Work**