

IMPACT REPORT





Our Charity

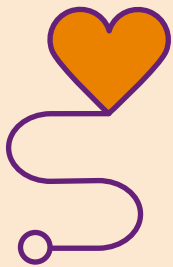
We are the only charity 100% dedicated to the emotional, physical and financial wellbeing of our construction community in the UK and Ireland.

We have developed a significant portfolio of services to help deliver the best possible support to our construction workforce and their families.



Our Vision

No construction worker or their family should be alone in a crisis.



Our Mission

Reduce construction workforce suicides.

Improve industry welfare and wellbeing for this generation and the next.

Make wellbeing support visible and accessible for all in construction.



Our Funding

We receive no public sector funding and rely on the generosity of the industry to help us to help their own.

An Introduction from our Joint Chair of Trustees

Our annual Impact Report provides information about how we have supported our construction community and details the positive impact our work has made thanks to your ongoing support. As well as giving us the opportunity to showcase our charity's achievements in words, we are delighted to share that for every £1 of charitable spend, our charity creates £9.12 of Social Value. This figure reflects the impact our work has on society as a whole.

In 2022 more people than ever before reached out for our help and we supported 3421 families through difficult and challenging times, an increase of 23% on the previous year.

Our caseworkers managed 1976 complex cases where multiple interventions were required to support those people who had a number of complex issues including financial difficulties, homelessness, family breakdowns and domestic abuse.

They also leveraged a staggering £1.77m of funds to support our construction community by working with other organisations to maximise charitable grants and ensuring that people were accessing all of the benefits they were entitled to. This holistic approach ensures that all avenues of support are explored before releasing our charity's funds, making your money work harder and smarter.

The largest proportion of our grant expenditure (22%) was invested in delivering 1753 virtual and face to face counselling sessions. These sessions primarily focus on emotional wellbeing and supported our workers with issues such as bereavement, relationship breakdowns and anger management.

We also recognised that people need different kinds of help and different ways to get in touch with us. That's why in February, we launched our HARDHAT text support service alongside our existing 24/7 Construction Industry Helpline and Helpline App. The HARDHAT text service offers immediate support to those who feel more comfortable texting rather than talking on the phone.

And our network of Lighthouse Beacons continues to grow. These provide a safe, non-judgemental environment where people can share their issues with like-minded people either online or face to face.

Launched in February 2022, our 'Make It Visible on Site' initiative has been hugely successful and incredibly popular. This initiative has brought us into contact with some of our industry's most vulnerable workers, including the trades and contractors. We've visited 173 sites and engaged with almost 9000 site operatives across the UK and Ireland.

We know that our team has provided immediate safeguarding support to 25 people during their visits. 25 people who were ready to take the path of no return. It is humbling to know that our work is literally saving lives.

Our report also gives us the opportunity to let you know about the plans that are already underway so far this year and charity CEO, Bill Hill, will be sharing exciting news about the industry wide Make It Visible initiative that our charity is spearheading.

As always, we can never achieve what we do without your support. Whether it's sharing the helpline cards and posters, holding a fundraising Lighthouse Day or becoming a Company Supporter; everything you do makes a difference to a construction colleague in need.

Thank you.

Joint Chair of Trustees



A handwritten signature in dark ink, appearing to read 'E Naylor'.

Edward Naylor



A handwritten signature in dark ink, appearing to read 'Lyndsey Gallagher'.

Lyndsey Gallagher

Our Performance and Key Achievements in 2022

Total spent on charitable services

£3,322,739

includes leveraged and optimised income

Supporting our Construction Community



3,421

Calls to 24/7 Helpline



1,976

complex cases requiring multiple interventions **managed by our case workers.**



£1,774,719

of financial support leveraged from external sources.



96% of those we helped **would recommend our services** to their colleagues.

247,645

Helpline **Cards** distributed



32,915

Help Inside the Hard Hat **posters** distributed

Education & Training

MHFA Awareness

30
courses

680
trained

MHFA Full Course

52
courses

790
trained

MHFA Refresher

2
courses

24
trained

Managing Mental Health in the Workplace

14
courses

346
trained

Suicide Awareness

13
courses

219
trained

Masterclasses

126
courses

1,791
trained

TOTAL

237
courses

3,850
trained



Social Value

**For every £1 of Charitable Spend our charity
creates £9.12 in Social Value***

*This social value estimation has been carried out against the seven principles of social value reporting developed by Social Value UK and by using the financial proxies provided by the open-source National TOM's (Themes, Outcomes & Measures) framework. This provides a consistent methodology for attributing a financial value to operational activities, including the positive impact our services and resources have on the people we help and support.

Helpline App Downloads



7500

people downloaded
our Self Support App



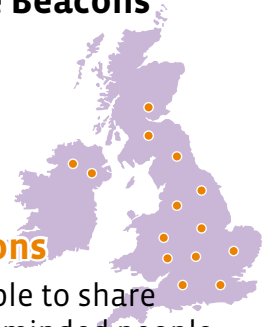
Lighthouse Beacons

By the end of
2022 we had

406

Lighthouse Beacons

A safe space for people to share
their issues with likeminded people.



Counselling Services

1,753

Online and face to face
sessions delivered.

665

Number of people
receiving counselling



Critical Response Service

28

Number of interventions
/ sites visited

1,218

People seen

Make It Visible On Site

173

Sites
visited

8,899

Workforce
engaged

25

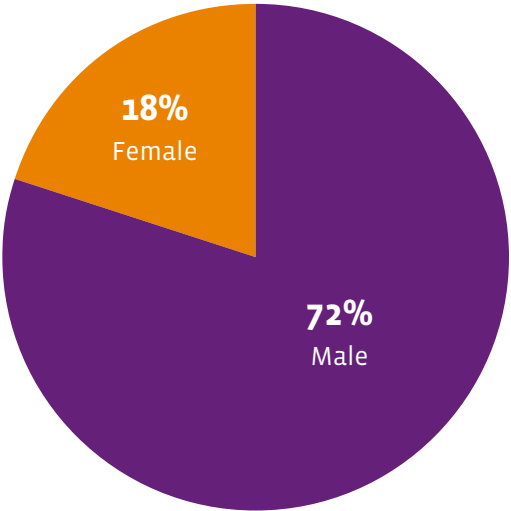
Immediate safeguarding
interventions



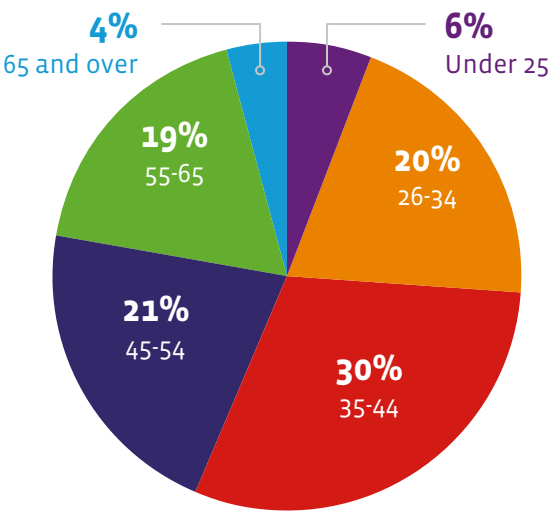
Supporting our Construction Community

Total number of calls from construction families needing support – 3,193

By Gender



By Age



By Occupation (%)

13% Managers / Office

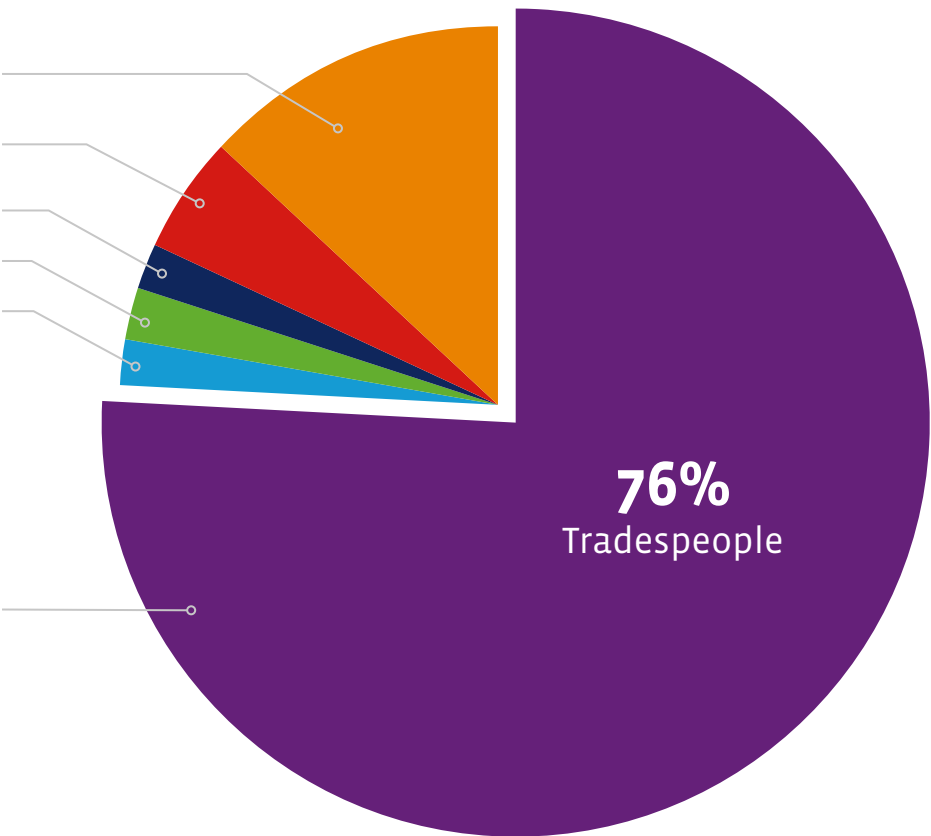
5% Engineers

2% Building Suppliers

2% Surveyors

2% Highway Workers

Tradespeople	%
Labour trade	30
Finishing Trades	9
Carpenters / Joiners	8
Plant Operators	7
Roofers / Scaffolders	6
Bricklayers	5
Electricians	4
Plumbers	2
Demoplition / Tunnelling	2
Concrete / Steel Fixers	2
Welders	1

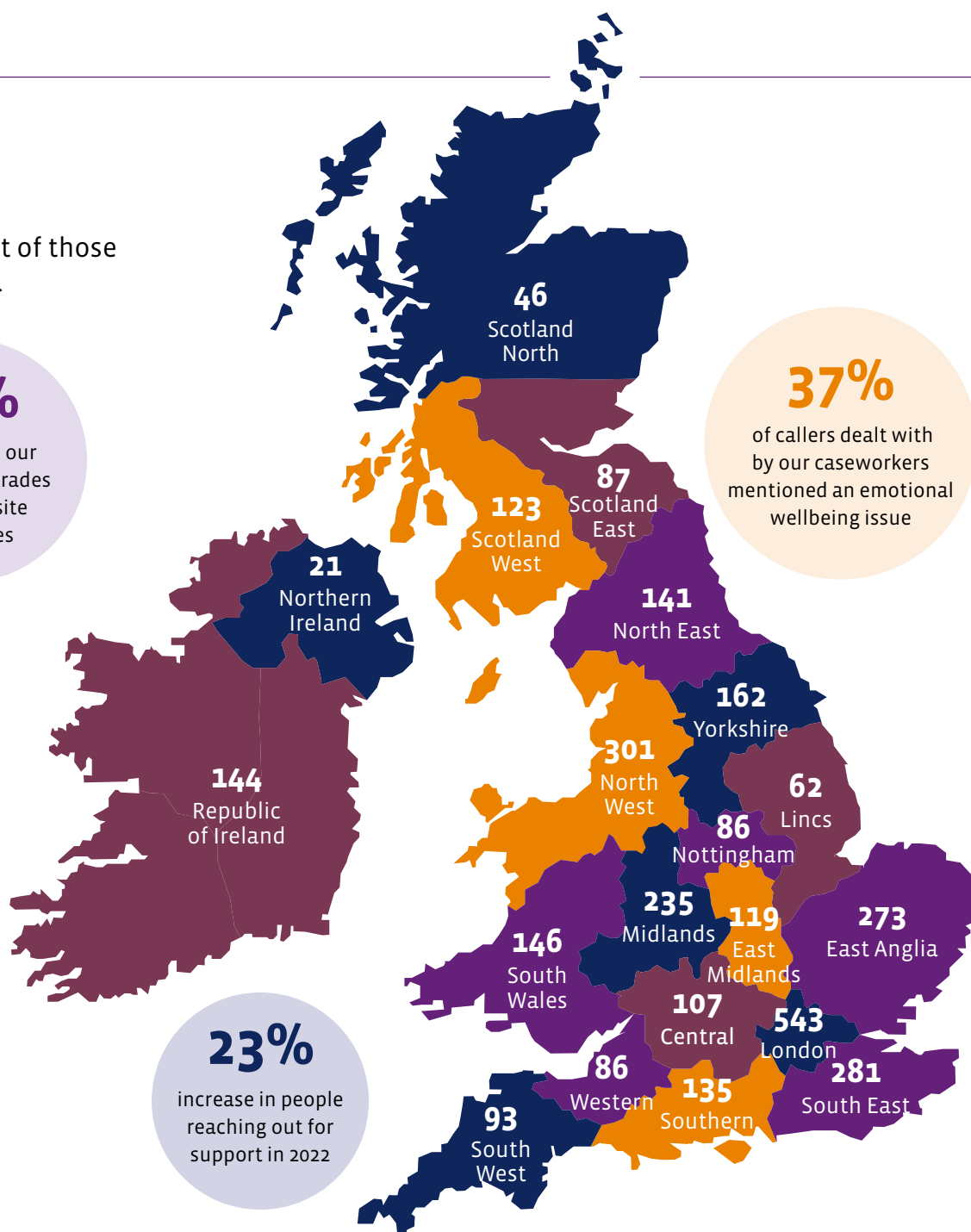


By Area

Regional split of those seeking help.

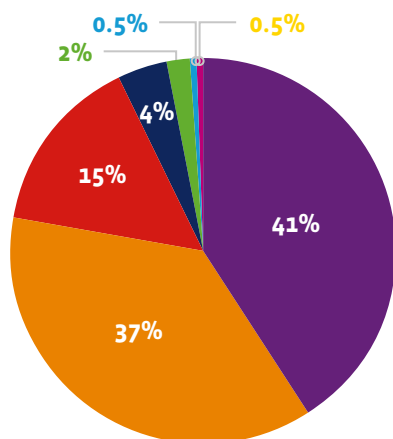
76%
of callers to our helpline are trades people or site operatives

37%
of callers dealt with by our caseworkers mentioned an emotional wellbeing issue



23%
increase in people reaching out for support in 2022

Primary Reason for Contacting the Helpline:



- 41% General advice
- 37% Financial support
- 15% Health and wellbeing
- 4% Legal support
- 2% Education and training support
- 0.5% Tax advice
- 0.5% Debt rescheduling

Financial Summary

The charity has delivered a year of strong financial performance in 2022, demonstrating its financial and operational robustness over a period of increased need for its services and in the face of further economic uncertainty for the sector.

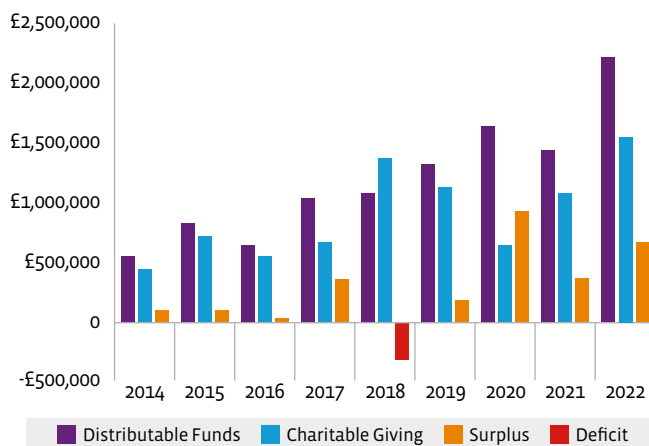
The charity delivered income growth of 62% in 2022 (2021: 6%). The increase is primarily due to significant increase in annual company supporters and a return of event income through our national and regional fundraising events. It is the strategic intent of the charity to increase the number of Company Supporters as a way of securing a reliable income source to help plan and underpin our charitable work.

Total expenditure on the delivery of charitable services grew 40% to £1,548,020 (2021: £1,107,549)

The charity is working hard to create awareness of our charitable support within our industry. As a result of the turbulent economic climate and two major awareness campaigns 'Help Inside the Hard Hat' and 'Make It Visible On Site', the number of clients contacting the helpline rose 23%. The new in-house helpline advisors, coupled with the caseworkers, coped extremely well with this increased volume and delivered a NPS score of 96%.

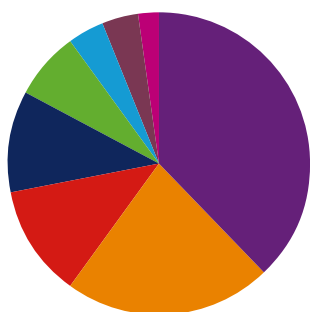
Distributable Funds, Charitable Giving and Surplus/Deficit

Distributable Funds = (total Income from all sources) minus (charity operational costs and total expenditure on raising funds)



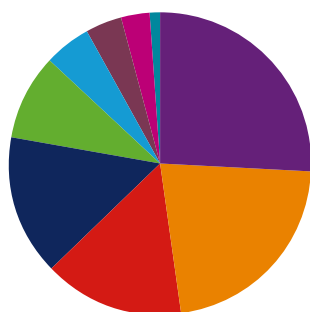
Description	FY21	FY22	%
Total Income	£2,282,944	£3,687,958	↑ 62
Distributable Income	£1,486,922	£2,219,461	↑ 49
Charitable Giving	£1,107,549	£1,548,020	↑ 40

Income Stream



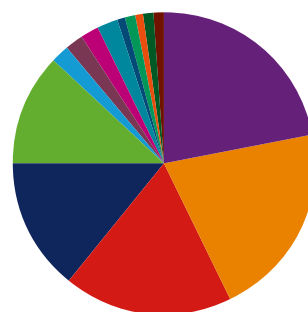
- 38% Event Income
- 22% Annual Company Supporters
- 12% Regional Lighthouse Clubs
- 11% Lighthouse Days
- 7% Corporate Donations
- 4% National Projects CITB
- 4% Individual Donations
- 2% Wellbeing Education

Expenditure Stream



- 26% Event Funding Costs
- 22% Retained for Reserves
- 15% Helpline and Case Work
- 15% Staff Costs
- 9% H&S Innovation
- 5% Education and Training
- 4% Marketing
- 3% Office Costs
- 1% Governance

Grant Expenditure



- 22% Referred for Counselling
- 21% Rent Arrears
- 18% Trauma Response
- 14% Food Vouchers
- 12% Daily Living Costs
- 2% Council Tax Arrears
- 2% Funeral Payment
- 2% Retraining
- 2% White Goods
- 1% Bankruptcy
- 1% Home Adaptations
- 1% Home Furnishing
- 1% Moving Costs
- 1% Work Costs

Our Core Services

24/7 Construction Industry Helpline

Our 24/7 Construction Industry Helpline offers free and confidential support and advice on a huge variety of wellbeing issues. Our expert helpline advisors provide a listening ear and are able to signpost to additional support where necessary. Many callers present complex issues that need multiple interventions and these are managed by our caseworkers. The caseworkers specialise in providing holistic support and working with third party organisations to ensure that callers get the support they need to access all of the possible help available.



Text HARDHAT Support Service

Launched in February 2022, our text 'HARDHAT' service was introduced to meet the needs of those who feel uncomfortable speaking with someone on the telephone or maybe find it difficult to find a place and time to talk. The text HARDHAT service provides immediate one-to-one support on a huge range of wellbeing issues and can signpost to further specialist support if required.

Self Support App

Our Construction Industry Helpline App is the ultimate self help tool in the palm of your hand and in 2022 alone there were 7500 downloads of the free app. The app focuses on preventative tools and building resilience in the areas of emotional, physical and financial wellbeing. It also offers self-assessment tools, coping strategies and referral pathways to access expert advice and support. Even better, the app checks in with users on a daily basis to monitor their mood and prompts appropriate interventions to help them depending on the responses given. The app's geolocator means that users can be signposted to support services local to where they live as well as national help centres.

Education and Training – Wellbeing Academy

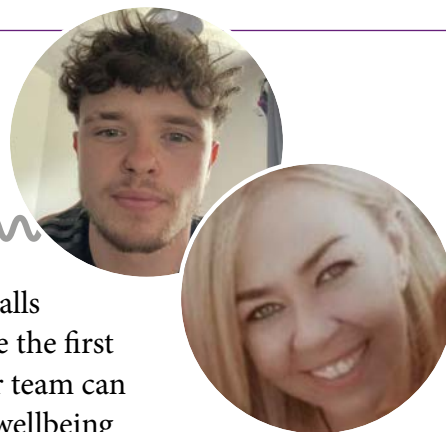
We know that better mental health for our workers stems from promoting a positive cultural change within our industry and that's why, in 2022, we added even more courses to our training portfolio. More importantly, most of our training is free and easily accessible by everyone in our industry. In an exciting new development, we've also been working hard to provide even more training to suit different learning styles. This has culminated in the launch of our new self-paced e-learning modules earlier this year.



Lighthouse Beacons

By the end of 2022 we had 406 Lighthouse Beacons across the UK and Ireland. These beacons utilise existing groups such as Mangang and Dadspace and offer a safe place to share and socialise with likeminded people. The beacons are facilitated by individuals with lived experiences who are able to encourage those struggling with life problems to share their issues and if need be, signpost to additional support. It's also an opportunity to meet new people and many of the groups share a common interest such as rambling or cycling so it's a chance to get fit too!

Call on me



Last year our 24/7 Construction Industry Helpline team took 3,421 calls from our construction community. Our expert helpline advisors are the first point of contact for callers who are often desperate for help and our team can offer free and confidential support and advice on a huge variety of wellbeing issues and signposting to additional support where necessary.

We asked Ryan Green, one of our helpline advisors and Fran Ali, our helpline manager to provide some insight into the kind of issues they deal with every day and how they make sure that they support each other too.

Tell us a little about your work.

Ryan: I'm a helpline advisor, and I support anybody within the construction industry, including workers' families. My job is to offer frontline support and provide a listening ear when people call in for help.

Fran: I'm the helpline manager. I oversee the advisors on the helpline. I also support case workers and make sure we're moving people into a sustainable position where they can support themselves.

What stigmas still exist within the industry about poor emotional wellbeing?

Ryan: One of the biggest stigmas is that men can't talk about their issues. This is slowly starting to change. But one man struggling and not speaking is one man too many. I wish everybody would speak up about their issues and reach out for support. If you injure yourself elsewhere in your body other than your head, you'd go and see somebody about it. Head space is just as important.

Fran: Across the construction industry, some employees feel fully supported and have mental health first aiders and people they can speak to. Unfortunately, not everyone has that level of support, so many people find it harder to ask for help and make that first step. We're continually raising awareness of the many ways that people can reach out for support.

What range of issues do you deal with?

Ryan: Many people are having financial difficulties due to the current economic crisis. People not being able to afford to feed their families or pay their utility bills could be eligible for emergency financial support. We can put in place an emergency food shop or help pay utility bills quickly which is always a feelgood for myself and my colleagues because we know we've made an immediate impact.

3,421 calls received last year from our construction community.

We also receive calls from people that are at risk of harming themselves or others. These calls are not so straight forward and there are procedures in place to ensure that we safeguard vulnerable callers. In this situation, it is critical that we ensure everything is done precisely, so we make sure one of our senior colleagues listens in to ensure we don't miss any crucial information. In the worst-case scenario, the person listening in will call emergency services.

You obviously have to listen to some very difficult and upsetting situations. How do you deal with that personally on a daily basis?

Ryan: No two calls are the same, and there's a massive responsibility in taking these calls. When we experience difficult calls, we all help each other. We have a tight-knit group and the support we get from each other is the best. This is what I love to do. And I make sure I do my best in every call.

Fran: We do listen to some very challenging circumstances, so we often need the opportunity to share how we feel within the team after calls.

I usually speak with my line manager if I need support and I also debrief the advisers after any challenging calls. We also practice and promote a lot of self-care among us, i.e I always take my dog out for a walk straight after I finish my shift to clear my thoughts ready to start my evening. We also have the option to speak with a clinically trained counsellor who can help us decompress after particularly difficult calls.

The Counselling Journey

Last year our helpline advisors and caseworkers facilitated the delivery of 1753 counselling sessions to 665 people. More importantly we were able to provide this support quickly to ensure that the callers problems did not escalate further.

Often, we speak with someone who presents with one problem, but once the counselling starts, it leads to additional underlying issues being identified. Two people can experience the same trauma or event but respond in very different ways and may not even understand that they need support, so our integrated and dynamic approach ensures that individual's needs are managed in the best possible way.

Our helpline advisors and caseworkers work together to identify the counselling that best suits the needs of the individual, with specialisms in areas such as domestic and childhood abuse, relationship breakdowns and other traumatic life events. They also agree a plan with the individual on how that counselling will be delivered and over what period of time.

Our integrated approach also ensures that we put in place different methods of support including CBT (cognitive behaviour therapy) and EMDR (eye movement desensitisation and reprocessing).

“

I was at the point where I felt life was no longer worth living. My sessions with a counsellor and life coach were tough but this is one of the best things I have ever done. I now know that life is worth living and I have a range of tools to help me in the future.

Michael

”

CBT focuses on how your thoughts, beliefs and attitudes affect your feelings and helps to put in place coping strategies to change reaction to certain stress triggers. EMDR can be used to manage PTSD (post-traumatic stress disorder) or historical traumatic events. This reprogramming technique helps people process traumatic memories and change the way they feel and remember a past action or event.

“

Counselling gave me the space to say some things out loud which I had never done before and a place to say absolutely anything in complete confidence. My counselling was great but I was still struggling. I then found out that the Lighthouse Charity had recommended some life coaching for me. My life coach helped me develop a whole range of skills to help me look at my life in a healthier way. The life stresses are still there but I tackle them very differently now. I feel so motivated and powerful and at the end of my last session I felt like I could run through walls.

Ray

”

Most counselling sessions are delivered online but can also be delivered face to face if appropriate and depending on the nature of the counselling that is needed. Many problems can arise from traumatic experiences in earlier life, so for some people counselling can be a difficult and upsetting process which brings out some strong emotions. That is why one of the most important factors that we consider is to ensure that people can share their issues in a safe space and dedicate time to the process including periods of reflection in between sessions.

Whilst counselling can help to address past life events, our team are also able to put in place life coaching which helps individuals focus on the vision of where they want to be and how they can achieve their life goals. This support provides a fresh perspective on ongoing issues and helps to identify negative patterns of behaviour which can prevent people moving forward.

“

From being on suicide watch when I first reached out for help, I now feel I am in a safe place with ongoing support. You have literally saved my life.

Anon

”

Make it Visible On-Site

Last year we took to the road to deliver support directly to the front-line trades. We visited 173 sites construction sites and builder's merchants across the UK and Ireland and reached 8,899 people, many of whom hadn't heard about the support we can offer.

The on-site visits have been incredibly well received and we are reaching some of our most vulnerable workers, including the trades and contractors who have nowhere else to turn to for support. It's vitally important that we get our message in at grass roots level, so we made a conscious decision to ensure that our team are from the trades and they are able to share their lived experiences with poor mental health in a down to earth and relatable way.

The emphasis is very much on having an informal chat over a 'cuppa' and to let workers know about all the support available to them and their families.

We deliver an informative 'Toolbox Talk' to everyone on site which focuses on the importance of looking after your emotional health and wellbeing. The team also set up a stand with the van and this gives the workers on site to engage with our team on a one to one basis and ask any questions or talk about any issues they may need help with.

Since we started the tours in February we know that by simply having a conversation with people, our on site team have made a life changing and life saving impact. We have spoken with 25 workers who said they were feeling that they had nowhere to turn to and were on the brink of taking their own lives. But as a result of opening up to our team, they have been given immediate support and our charity has put in place interventions to help them manage their issues in a positive way.

173
Sites visited

8,899
Workforce Engaged

"It is great to see more support being given to those working on site. The Help Inside the Hard Hat initiative will help provide support to those who really need it and start important conversations, where talking about mental health is welcomed and normal."

Sara Cartin, Operations Manager HBF



"Supporting the charity's wellbeing services is part of our duty of care to our employees, The statistics are really horrible and we want to help get the message across that there is help out there. These talks can resonate with people who are themselves struggling and it's a beautiful charity."

Renee Preston, Commercial Director, Gallaway Construction

“This initiative has enabled industry ambassadors to speak directly to our site teams and give information on the services they provide”

Rebecca Jones, HR Manager, William Davis Homes



25

**Immediate
safeguarding
interventions**

“This has to be one of the most powerful and engaging talks I have had.”

Ryan O' Loughlin, Director, Henry Boot Construction Ltd

“The trigger for us to get the Help Inside the Hard Hat On Site team here was that, tragically, one of our contractors had taken their own life. We knew about the Lighthouse Club already and had seen the campaign so really wanted to engage. We've shared all the campaign posters and reached out for support. It's getting harder to get workers on site so it's about keeping them safe, healthy and in a good state of mind.

We see our team every day, so for them to see someone independent who can share their own experiences is great. It means that they're much more likely to take the wellbeing message on board and the feedback from everyone has been brilliant. Just having those one to one conversations in their own environment rather than a classroom situation is really important. One of our groundworker contractors is already planning to take the Help Inside the Hard Hat message back to his company.”

David Ford, Head of Health and Safety, Countryside Properties



Our Critical Response Service

In 2022 our Critical Response team attended 28 sites where a critical incident had occurred, and we supported 1,218 people in coping with the trauma they had experienced.

“We contacted the Lighthouse Charity when two of our sub-contractors had separate traumatic incidents within their organisations. While these incidents occurred outside of work, the charity’s Critical Response Service were deployed to support us. Trauma specialists came to our site and were initially with us for three days. They met with over 800 of our work colleagues, providing psychological support at a difficult time. We are grateful that such a service is available for our industry and received very positive feedback after the visit.”

Ivan Conway, EHS Director, Winthrop Technologies

What is a critical incident?

Despite all the work to minimise risks, construction sites can still be a dangerous working environment involving heights, uneven surfaces, large machinery, tools, and potentially hazardous materials. Critical incidents can and do happen and each one is different. Some of the incidents we have been called to have involved a serious or fatal on-site accident. We have also responded to incidents where someone has attempted to, or already taken their own life on site or elsewhere. The impact of these incidents can be overwhelming and affect people’s ability to cope as they experience intense feelings of helplessness, terror or even horror at what they have seen or heard.

What is the Critical Response Service?

Our Critical Response Service delivers essential support and early intervention during demanding situations, preventing future and longer-term emotional health issues. When an incident occurs, early intervention is key. We can quickly deploy our Critical Response Service to support individuals and teams on site who may have witnessed or been affected by the incident in some way.

Our Critical Response Service provides:

- ✓ Guidance and support from a single point of contact
- ✓ Briefings for everyone on site about emotional responses and coping strategies
- ✓ On site support and psychological safety; access to trauma counsellors
- ✓ Signposting to ongoing support such as specialist trauma therapy or trauma counselling if needed

How does the Critical Response Service work?

Our Critical Response Service is accessed by calling our 24/7 Construction Industry Helpline. Our helpline team take as much information as possible at this stage to ensure a prompt response. This information is then passed to our trauma specialists who then reach out to the business to coordinate the appropriate level of response. This could be supporting them remotely through the crisis or more usually, sending a team to the location to deliver immediate trauma support.

On arrival on site, a group session is arranged, which allows everyone to meet our team and understand why we are there. This introduction explains the possible immediate effects of experiencing a traumatic event and the longer-term effects as well.

In the aftermath of an incident, people are often in shock and experiencing a range of emotions. There can also be a lot of unusual activity on site with emergency services, HSE and others which can contribute to feelings of anxiety.

Our team can share coping strategies to help people deal with the situation. We also ensure that people are given the time and space to talk about what they have experienced, directly or indirectly and how they are feeling.

The team also work to ensure that people have support outside of the workplace and where possible, are not going to be alone once they leave site. This can be challenging for workers who are away from home and cannot access the same support from friends or family that they might usually.

Around one month later, the team will arrange a follow-up visit to site when most people are beginning to adapt and recover. These visits allow the trauma team to check in with people, meet people that could not be seen during the first visit and observe signs of individuals who are not coping and may need additional support. This can include trauma therapy or trauma counselling.

The feedback we’ve received because of this service has been outstanding and the organisations we have helped so far have been incredibly appreciative of the vital support we have been able to provide for their teams.

Education and Training

In 2022 we delivered a staggering 237 courses to 3,850 participants. From wellbeing focused masterclasses through to MHFA accredited mental health first aid courses, we have provided training to suit every level of our industry and every learning style.

In May 2022 and to coincide with Mental Health Awareness Week, we launched our new Suicide Awareness course to provide a greater understanding of the common reasons and causes of suicide and the signs to look out for if somebody is experiencing suicidal thoughts.

The launch was incredibly successful, and the first courses were fully booked within hours of being publicised. These courses now form part of our Wellbeing Academy and between May and December 2022 we delivered 13 courses to 219 people. That's 219 people who have now developed the skills and confidence needed to approach and start a conversation with a suicidal person and apply effective strategies to keep them safe.

We were also working hard in the background to prepare our new self-paced e-learning wellbeing modules. This style of learning adds yet another dimension to our training portfolio and these were launched earlier in February 2023.



MHFA England Accredited	2022 Courses	2022 Attended
MHFA Awareness	30	680
MHFA Full Course	52	790
MHFA Refresher	2	24
Total	84	1494

Mental Health Awareness and Wellbeing	2022 Courses	2022 Attended
Managing Mental Health in the Workplace	14	346
Suicide Awareness	13	219
Total	27	565

Masterclasses	2022 Courses	2022 Attended
Meditation	7	78
Meditation 2	7	70
Mindfulness	11	132
Resilience	14	152
Self Care	12	119
Bang on Budget	7	42
Banter vs Bullying	9	125
Managing Anxiety	12	221
Managing Stress	17	378
Work Life Balance	14	320
Taking Control - Alcohol and Drugs	5	19
Coping with Covid	4	20
Promoting Happiness	5	54
CV Workshop	1	28
At the interview	1	33
Total	126	1791

In 2022 we delivered:



Your support Changing lives

Addiction and childhood trauma

A builder's merchant was signposted to us by a debt relief charity. When he contacted us he was struggling with grief, working to battle alcohol addiction and in a lot of debt.

He was suffering from depression triggered by the loss of his mother and close friends. We organised counselling to help him manage his depression and work through his grief. He found counselling amazing and was able to identify things that happened in his childhood that were continuing to have a negative impact on his adult life.

He had experienced a difficult and traumatic childhood and from a young age he witnessed his mother being abused by her husband. He was given alcohol to drink while still at primary school and believes this contributed to his alcohol dependency.

He is being supported to address his alcoholism by attending an organised programme and is tested twice a week to ensure he remains alcohol free. He has also started exercising and finds that going to the gym and swimming really helps his emotional and physical health.

We have now referred him to our aftercare service, which helps people to make positive life changes and set goals for their future. He has said that contacting us was the best thing he has ever done and is looking forward to starting his aftercare journey.



Something to live for

We were contacted by Michael, a painter and decorator who has worked in the construction industry for nearly 20 years. After his marriage ended, he was struggling with depression and told us that he didn't see the point of living anymore.

Michael was no longer living in the family home and his 10 year old daughter was living with her mother. He was really struggling with his mental health. Someone at work told Michael about us and thankfully, he reached out for help.

We encouraged Michael to visit his GP who diagnosed him with depression and prescribed medication to help manage his symptoms. Talking to your GP about mental health issues can help provide a diagnosis and rule out any physical illness.

The end of a long relationship can be devastating for anyone so we put in place one of our life coaches who spent time with him working through his problems. Even though things were tough for him at the time, they reassured him that life was worth living. Together they developed ways that he could lift his mood, especially at the start of each day, small things such as creating a playlist of his favourite

music that he could use to reset his mood. They also discussed creating a vision board to help him focus on what he wanted for the future and recommended attending a Lighthouse Beacon so he could meet other people and feel less isolated.

Michael was then offered counselling. This process took a while as he was reluctant to try it, but with encouragement he eventually agreed. Since completing his counselling, he has told us that this was the best thing he has ever done and that he now has a range of tools to help him in future.

Michael says that he now knows that he has a lot to live for and no longer has negative thoughts about living. He is continuing to apply the tools that he has learned through the counselling, is in a happier place and seeing his daughter regularly.

Something to live for

Andrew was a self-employed builder, who had been subcontracting long-term with a construction company. When the work dried up, he heard about us through Job Centre Plus. Andrew was unemployed and trying to live off limited benefits.

He applied for a job at a local college, teaching bricklaying and was successful. However, with a limited income he was struggling to get to work and to buy the work clothing he needed. He asked the Job Centre to help and his request was rejected.

We were able to provide Andrew with fuel vouchers for a month and buy him appropriate work clothes. This meant he could get to work and had the clothing he needed. He has now received his first month's pay and can support himself going forward.

He told us that he is now in a much better position and could not have done this without our support. He is enjoying his job and being able to support young men training for the trade that he loved. He is letting his students know about us so that they too know how to reach out for help if they need it. Andrew has said that in the future he would like to make a donation and 'pay forward' the help that he received.

Suicide = Back from the brink

We were contacted by a construction worker who was feeling suicidal and had attempted to take his life. He was unable to work due to a back injury and with no income was unable to pay for his accommodation or his living costs. He had never been in such a position and his difficult circumstances had a serious negative impact on his mental health.

Our team immediately carried out a safeguarding assessment because of the distress of the client. We also encouraged him to go to his GP because he felt that a reduction in his pain medication had led to his increased suicidal thoughts.

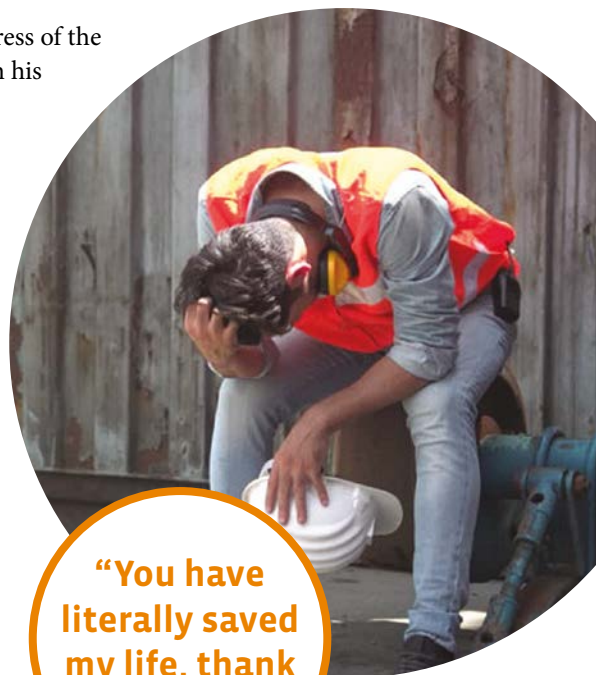
We arranged emergency food deliveries and utility payments to make an immediate impact on his wellbeing. We also provided counselling sessions to help stabilise his mental health until adult support services were put in place and highlighted his case with the local council to access further support.

The GP reviewed his medication and the counselling provided through us resulted in better pain management and left the client feeling much calmer and no longer suicidal.

Through the local council we have been able to arrange home support such as someone to help him go shopping, someone to help him at home, adaptations to his home and a dedicated person to help him complete applications for disability payments and working rights.

The client has been on a huge journey and from being on suicide watch when he first approached us for help, he is now in a safe place with ongoing support.

The client said, "You have literally saved my life, thank you."



**"You have
literally saved
my life, thank
you."**

“I can’t thank you all enough. I never thought I’d ever need the help I do now right and I’m so glad there are charities out there such as yourselves who can help.”

I never thought I’d need help

A painter and decorator contacted us through our website, having been given our details from another charity. She was struggling financially and emotionally.

Her daughter had become ill and was suffering from seizures. Caring for her daughter had reduced her ability to work which led to an obvious reduction in income. This caused her to fall behind on some of her bills and she had borrowed money to try and help the situation. Due to the solitary nature of her work, she was often alone with her thoughts which were increasingly getting her down.

We completed a full financial review, ensuring she was receiving the benefits she was entitled to and supported her whilst we worked with other financial organisations to manage her debts. We also provided her with six sessions of counselling.

She has now returned to work, feeling more in control and less stressed because she is now using coping techniques learned during her counselling to help manage her emotional health.

She said “I can’t thank you all enough. I never thought I’d ever need the help I do now right and I’m so glad there are charities out there such as yourselves who can help. I’ve donated to your charity in the past but never thought I’d need help myself. It’s a huge relief to have been taken care of, thank you from the bottom of my heart for all the help you give and offer.”

Looking Forward – A Message from our CEO Bill Hill

We have had an incredible 2022. We've helped support a record number of construction families; introduced new innovative services that are saving lives and our industry has financed and supported us in the most generous way.

Despite the amazing work that has been accomplished, the empirical evidence suggests that:



- **We are not reducing the incidence of suicides in our industry**
- **We are not making major improvements in the overall workforce welfare environmental conditions**
- **Our workforce is not aware of the excellent support services that they can utilise if they are struggling or in crisis.**

We need to do more if we are to shift the dials in a positive direction. There are many terrific wellbeing and welfare initiatives operating within the construction sector in the UK and Ireland but they are fragmented.

In January 2023 our charity took the helm of an industry wide taskforce called “Make It Visible.” The aim of the Make It Visible taskforce is to:



- **Unite the industry wellbeing projects into one major recognisable movement**
- **Learn and publish best practice from home and abroad**
- **Implement services that deliver measurable improvement to the welfare and wellbeing of our workforce in the shortest period of time.**
- **Promote a more proactive, preventative approach to wellbeing across construction.**
- **Drive long term culture change within the industry to promote equality, diversity, inclusion, fairness and respect that will ultimately promote construction as a career choice for the next generation.**

Clearly there is much to do, but we believe that, if we can do our part in galvanising the industry into collective action, we can turn this moment into a movement for long term positive change.

Make It Visible; making welfare and wellbeing support visible. In sight, on every site.



IF YOU'RE STRUGGLING, HELP IS HERE!

The **Lighthouse Construction Industry Charity** is the only charity dedicated to providing support for construction workers and their families.

Helpline 

**24/7 FREE AND CONFIDENTIAL ADVICE
TO ANYONE WORKING IN CONSTRUCTION**

UK 0345 605 1956 ROI 1800 939 122

TEXT HARDHAT TO UK 85258 OR ROI 50808

Supported by:



We give information, advice and guidance and if required telephone counselling on:



EMOTIONAL WELLBEING COVERING

STRESS

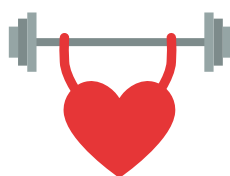
ANXIETY

DEPRESSION

ANGER

SLEEP

SUICIDAL THOUGHTS



PHYSICAL WELLBEING COVERING

OCCUPATIONAL HEALTH

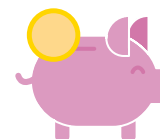
ACHES AND PAINS

NUTRITION

WEIGHT MANAGEMENT

CANCER SUPPORT

ALCOHOL & DRUG ADDICTION



FINANCIAL WELLBEING COVERING

EMERGENCY FINANCIAL AID

STATE BENEFIT ENTITLEMENT

BUDGETING

DEBT MANAGEMENT

TAX, CIC AND LEGAL ADVICE

RETIREMENT PLANNING

#MakeItVisible

**SUPPORTING WELFARE AND
WELLBEING IN CONSTRUCTION**

**Access FREE
Support**

MakeItVisible.info

