

Newsletter

Why Inclusion Can't Wait

The UK construction industry employs over 2 million people and contributes nearly 7% of national GDP but it remains one of the least inclusive industries in the country.

That's not just a diversity issue it's a human one. It's affecting mental health, retention, safety and project outcomes.

Inclusion isn't about ticking boxes. It's about creating teams where everyone regardless of gender, background, mental health, neurodiversity or ability feels respected, heard and safe to be themselves. Because when people feel they belong, They speak up. They connect. They thrive.

Here's why inclusion matters now more than ever:

- 94% of construction workers feel stressed
- 90% report extreme fatigue
- 27% have had suicidal thoughts

We're facing a mental health crisis and inclusion is one of our strongest tools to fight back.

Inclusion = Psychological Safety

When workers feel safe to speak up without fear of judgement, mental health improves. When managers lead with empathy instead of ego, trust grows. When peer support exists, people stop suffering in silence.

Want to Make Inclusion Happen on Your Site?

5 quick wins for site managers:

1. Lead with openness – Talk about your own challenges.
2. Offer training – Provide Mental Health First Aid + inclusion workshops.
3. Create check-in moments – Regular, informal chats go a long way.
4. Build support networks – Pair people up, especially lone or new workers.
5. Design inclusive spaces – Quiet zones, nature, anonymous check-ins.

Inclusion isn't soft. It's smart. It makes sites safer, projects better and people stronger.

Because we're not just building structures.
We're building culture.

Question:

If everyone on your site felt safe, heard and supported. what kind of team could you build?



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Mental Health in
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