

AC Landscape & Treeworks

Case Study / Testimonial

As a business and as the health and safety director it is our legal requirement to protect the workforce and to provide them with the training to be able to deliver the works in a safe manner. Over the past years the obvious element of training has been focused on the physical side such as the safe use of chainsaws and other machinery. We also have a duty of care towards employees and public. All our employees are provided with the tools to deliver the works as required. Each of these tools, in the wrong hands or in the hands of an individual who may not be focused could lead to catastrophic events.

At the end of 2018 I used the MHFA website to find an approved trainer in the local area and spoke to several individuals and companies to select the right trainer to suit our needs. Tim Lloyd of Mindmaps Wellbeing came up on my search and dropped him an email. Tim sent me his CV, and we had a chat over the phone of what we needed and how he could help. With his background with the NHS I knew this guy was clearing going to know what he was talking about. At the start of 2019 myself and others appropriately selected employees ranging from various levels within the business and different area of the business sat with Tim. The idea was to select employees who would be willing to discuss mental health issues but also coming from various sectors of the business which would hopefully give the employees the opportunity to speak with others outside their business structure.

If I am 100% honest, I had no idea what to expect. I had no idea what I would achieve from the training and how I could relate it back to the business. I knew mental health was and is difficult topic to discuss and from a business perspective we had never had to deal with any

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Perhaps, employees not wanting to admit their mental state or embarrassed to say they have a mental health illness, but I knew it was an area which we needed to improve. With the nature of our works and certainly speaking within our business, we are predominately a male driven organisation. It is notoriously known that men do not talk or hide their thoughts and feelings, breaking this stigma was going to be a challenge.

I left the training and had an hour's drive home to reflect what was discussed and coming to terms that I was now a mental health first aider and what I now needed to do to promote this within the business. We started with safety briefs and talks on site with the teams to discuss the training we had completed, who were the mental health first aiders and what they could bring to the business. Provided numbers and details for them to contact with no judgement or come back. We have also started to deliver, with the assistance of Mindmaps Wellbeing, the half day course for all employees and soon will be delivering the one day for all managers or supervisors. As a business we are treating mental health training as we would with any other first aid courses which are a mandatory for all on site.

Since the training in January of this year we have seen a significant increase in the number of mental health cases with individuals talking about stress and depression. It is difficult as a business to quantify this information as I am confident in that previous year's employees would have not been so open about their mental health and used 'other' reasons for their absence. I strongly believe the training we have been provided has certainly started to break the stigma of mental health and as a business we are now accepting this and ensuring the employee seeks the correct help. We have used Mindmaps Wellbeing to assist these employees and to ensure they are safe to return or if the business can assist the individual back to their full duties.



AC are also wanted to develop our relationship with Mindmaps Wellbeing and are arranging all the mental health first aiders to come together and discuss the cases we have dealt with and how we can improve our mental health awareness throughout the business. Using Tim, we will be able to learn from our previous dealings and develop our internal services where possible.



Without this training and the support of the MHFA approved training provider in Mindmaps Wellbeing I strongly believe that we have not only started to break the stigma of mental health and making it "OK to talk" within the business but with a few cases we have dealt with we have supported individuals through their issues rather than them hiding from the embarrassment of having a mental health problem but also may have saved an individual from taking their own life.

Health and Safety Director
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