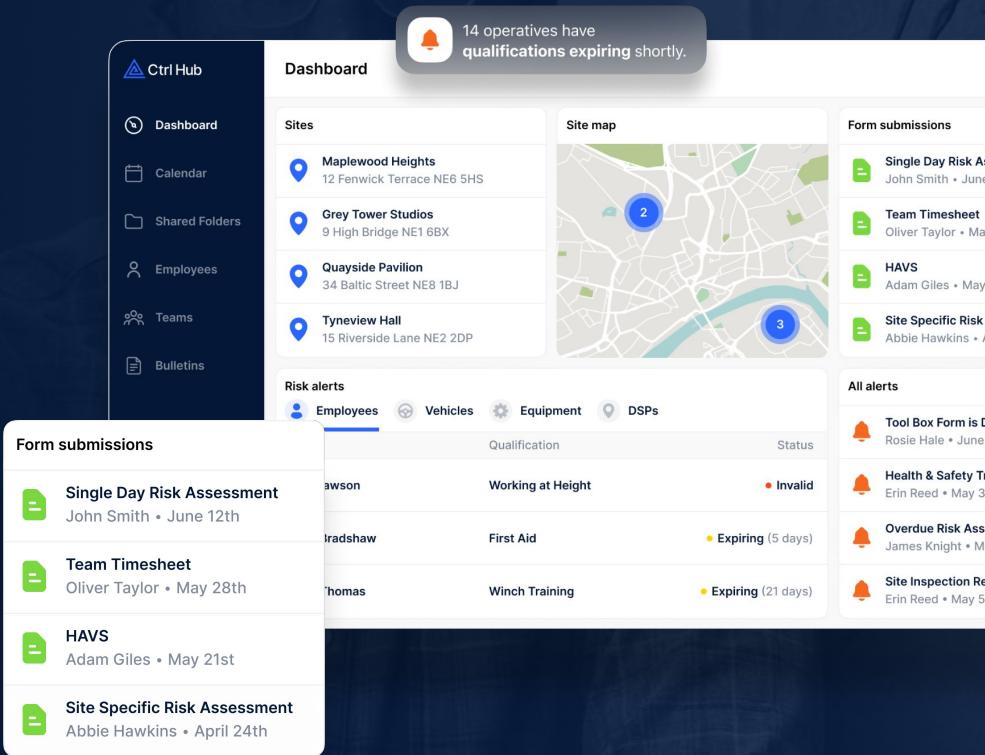


Date: 19 January 2026

Beyond Blue Monday: Mental Health Management in High-Risk Industries

A Ctrl Hub webinar



The screenshot displays the Ctrl Hub software interface. The left sidebar includes links for Dashboard, Calendar, Shared Folders, Employees, Teams, and Bulletins. The main dashboard features a notification bubble stating '14 operatives have qualifications expiring shortly.' It shows a 'Site map' with locations 2 and 3 marked. The 'Form submissions' section lists four entries: 'Single Day Risk Assessment' (John Smith, June 12th), 'Team Timesheet' (Oliver Taylor, May 28th), 'HAVS' (Adam Giles, May 21st), and 'Site Specific Risk Assessment' (Abbie Hawkins, April 24th). The 'Risk alerts' section is titled 'Employees' and shows three entries: 'Lawson' (Working at Height, Invalid), 'Bradshaw' (First Aid, Expiring (5 days)), and 'Thomas' (Winch Training, Expiring (21 days)). The right sidebar shows 'Form submissions' for 'Single Day Risk Assessment' (John Smith, June 12th), 'Team Timesheet' (Oliver Taylor, May 28th), 'HAVS' (Adam Giles, May 21st), and 'Site Specific Risk Assessment' (Abbie Hawkins, April 24th). The 'All alerts' sidebar lists 'Tool Box Form is due' (Rosie Hale, June 12th), 'Health & Safety Training' (Erin Reed, May 31st), 'Overdue Risk Assessment' (James Knight, May 21st), and 'Site Inspection Request' (Erin Reed, May 5th).

Form Submission	Employee	Qualification	Status
Single Day Risk Assessment	Lawson	Working at Height	Invalid
Team Timesheet	Bradshaw	First Aid	Expiring (5 days)
HAVS	Thomas	Winch Training	Expiring (21 days)

Agenda

1. HSE Requirements & Employer Duties
2. Mental Health Risk Assessment
3. Practical Actions
4. Q&A



Introductions

Speakers



Mark Lisgo

Managing Director
Ctrl Hub



John Heslop

HM Principal Inspector of Health and Safety
Health and Safety Executive

Legal Framework

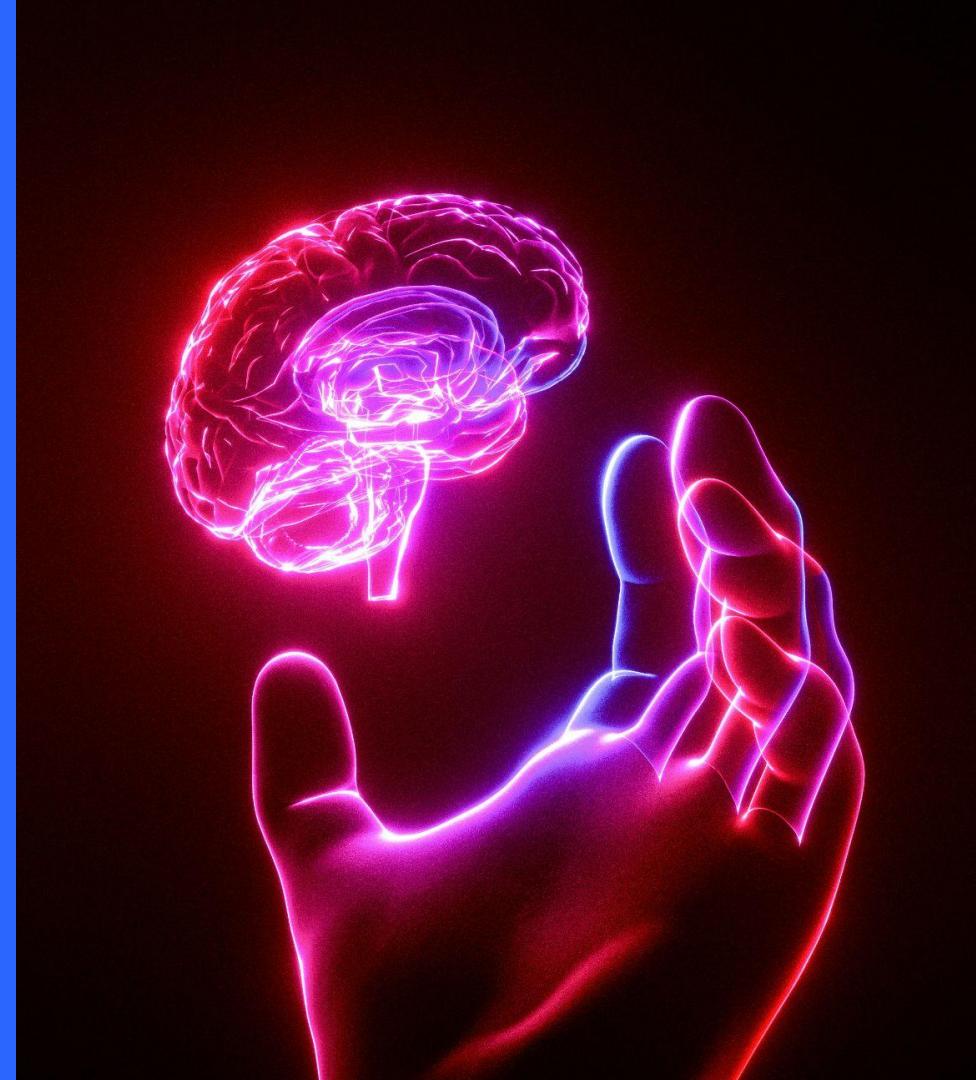
Health and Safety at Work Act 1974

Duty to protect mental health as well as physical health

Management of H&S at Work Regulations 1999

Requires risk assessment of all risks, including psychosocial

Mental Health is not an individual weakness - it is a workplace hazard that must be managed



Management Standards for Work-Related Stress



Demands:

Workload, work patterns, environment



Control:

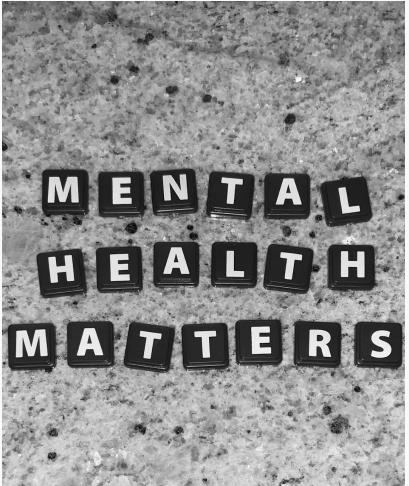
How much say people have over their work



Support:

Encouragement, resources from managers and colleagues

Management Standards for Work-Related Stress



Relationships:

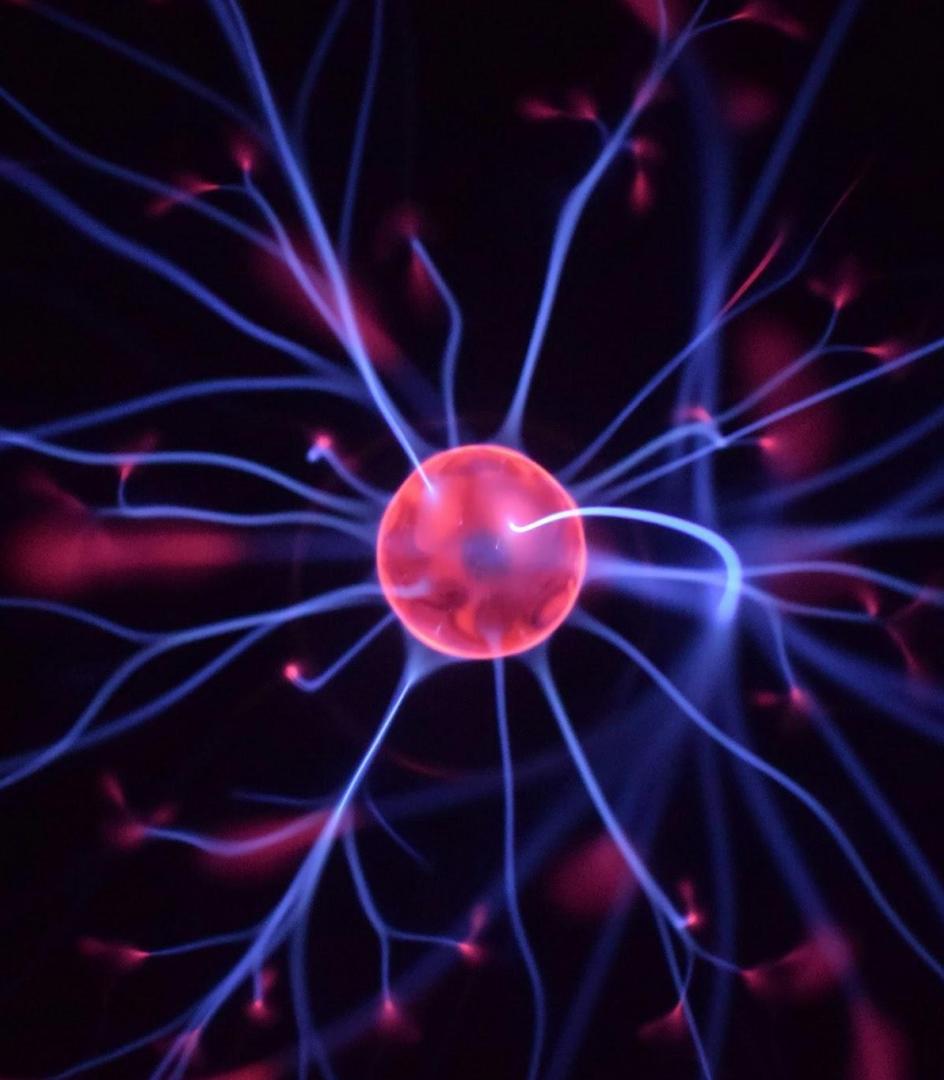
Promoting positive working, addressing bullying

Role:

Clear understanding of role, avoiding conflicting demands

Change:

How organisational change is managed and communicated



Common Pitfalls

- Reactive rather than proactive
- Lack of systemic risk assessment
- Poor documentation / records
- Inadequate manager training
- No clear reporting channels
- Failure to monitor and review



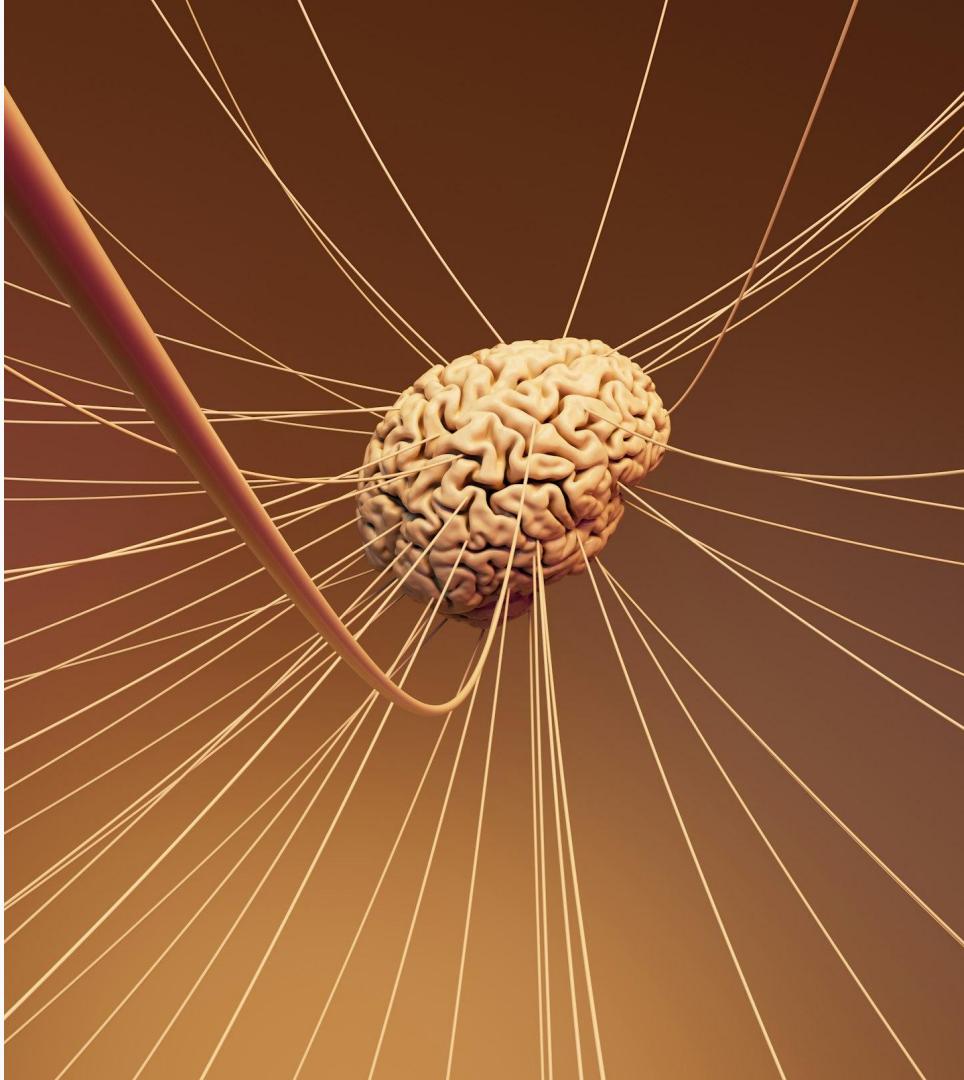


Mental Health Risk Assessment

- Why it matters
- What to assess

Practical Actions to take away

- Start a conversation
- Review your current approach
- Look for quick wins
- Systematic approach





Q&A

Useful Links

- HSE's Stress and Mental Health at Work internet page: [Stress and mental health at work - HSE](#)
- HSE's Management Standards internet page: [Management Standards - HSE](#)
- WBK01 'Tackling Work-Related Stress Using the Management Standards Approach; a step-by-step workbook': [Stress Workbook](#)
- INDG430 'How to tackle work-related stress; a guide for employers on making the Management Standards work': [INDG430 - How to tackle work-related stress](#)
- Is my risk assessment approach suitable and sufficient checklist: [SO102a](#)
- [Thriving at Work: a review of mental health and employers](#)
- Able Futures Website: <https://able-futures.co.uk/>



Contact Details



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John Heslop

HM Principal Inspector of Health & Safety

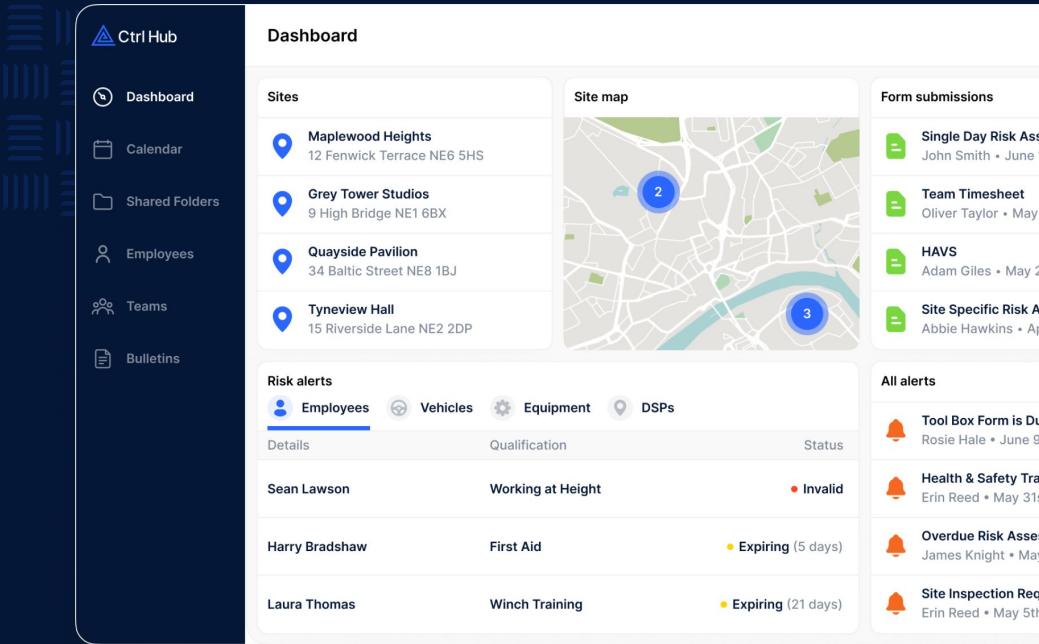
john.heslop@hse.gov.uk

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Ctrl-Hub.com

Connect With Us

 [LinkedIn](#)



The screenshot displays the Ctrl Hub software interface. On the left, a sidebar titled 'Ctrl Hub' contains links for Dashboard, Calendar, Shared Folders, Employees, Teams, and Bulletins. The main area is the 'Dashboard', which includes a 'Sites' section listing four locations with icons: Maplewood Heights (12 Fenwick Terrace NE6 5HS), Grey Tower Studios (9 High Bridge NE1 6BX), Quayside Pavilion (34 Baltic Street NE8 1BJ), and Tyneview Hall (15 Riverside Lane NE2 2DP). To the right is a 'Site map' showing a map of an urban area with three marked locations. Below the map is a 'Risk alerts' section with tabs for Employees, Vehicles, Equipment, and DSPs. The 'Employees' tab is selected, showing three entries: Sean Lawson (Working at Height, Status: Invalid), Harry Bradshaw (First Aid, Status: Expiring (5 days)), and Laura Thomas (Winch Training, Status: Expiring (21 days)). On the far right, there are sections for 'Form submissions' and 'All alerts', each with a list of items and their due dates.

Form submissions
Single Day Risk Assessment John Smith • June 15th
Team Timesheet Oliver Taylor • May 22nd
HAVS Adam Giles • May 21st
Site Specific Risk Assessment Abbie Hawkins • April 30th

All alerts
Tool Box Form is Due Rosie Hale • June 9th
Health & Safety Training Erin Reed • May 31st
Overdue Risk Assessment James Knight • May 20th
Site Inspection Request Erin Reed • May 5th