Date: 19 January 2026

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

A Ctrl Hub webinar

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
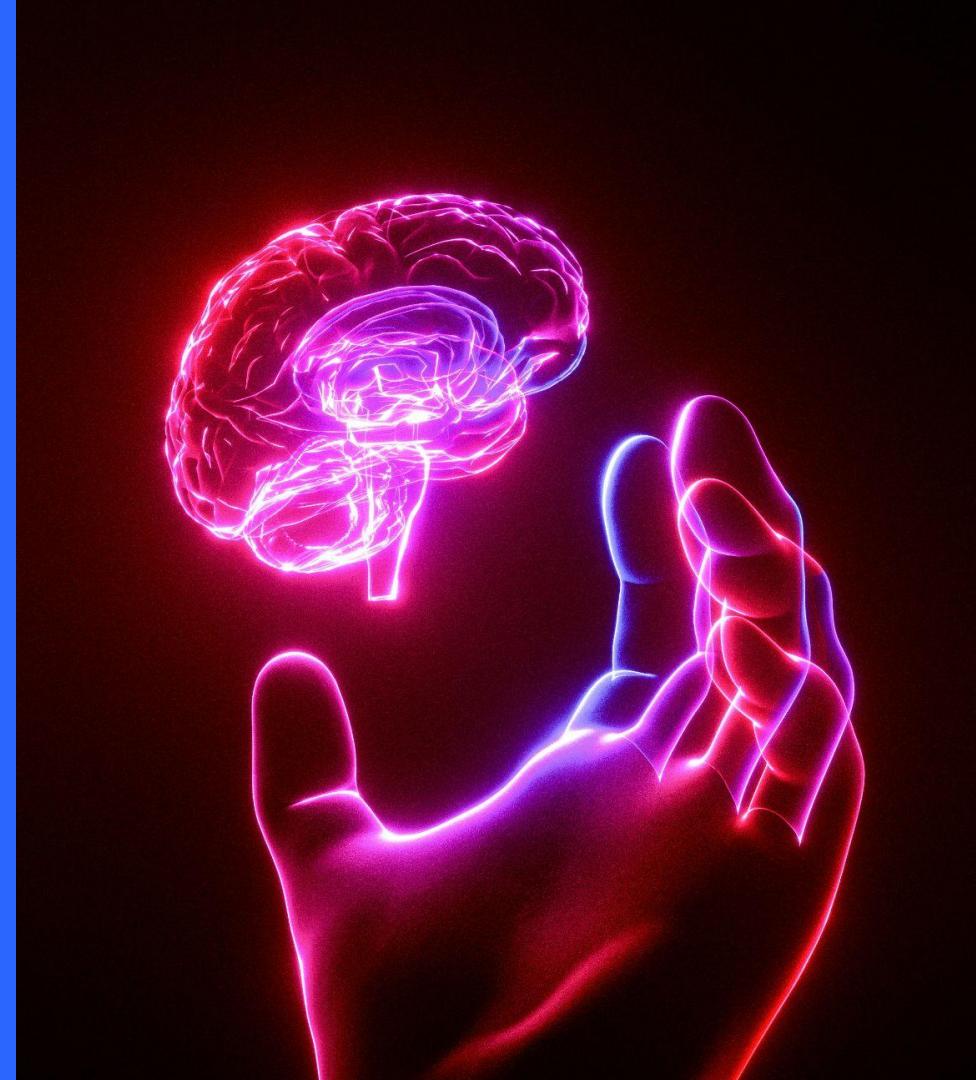
Management Standards for Work-Related Stress

Demands:

Workload, work patterns, environment

Control:

How much say people have over their work

Support:

Encouragement, resources from managers and colleagues

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Management Standards for Work-Related Stress
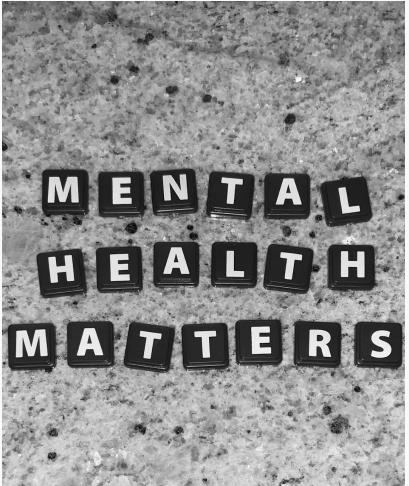
Relationships:

Promoting positive working, addressing bullying

Role:

Clear understanding of role, avoiding conflicting demands

Change:

How organisational change is managed and communicated
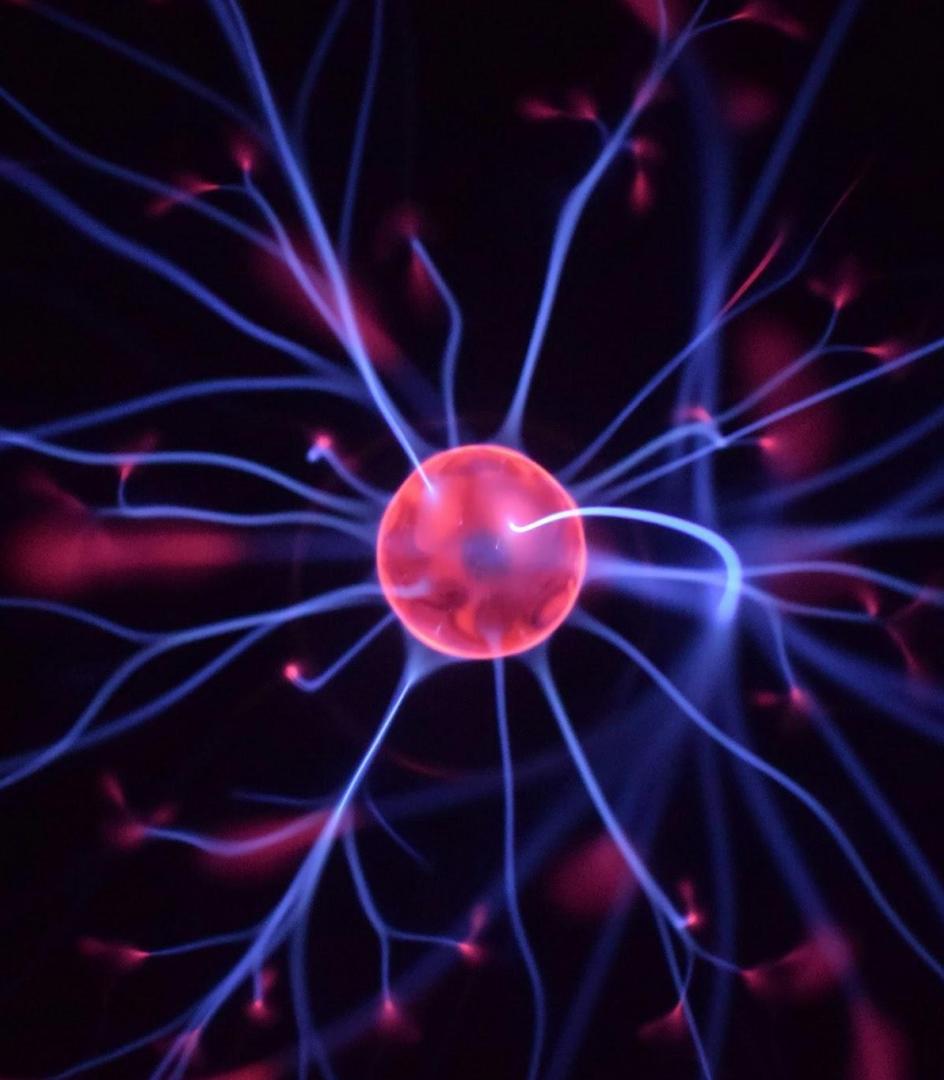
Common Pitfalls

- 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
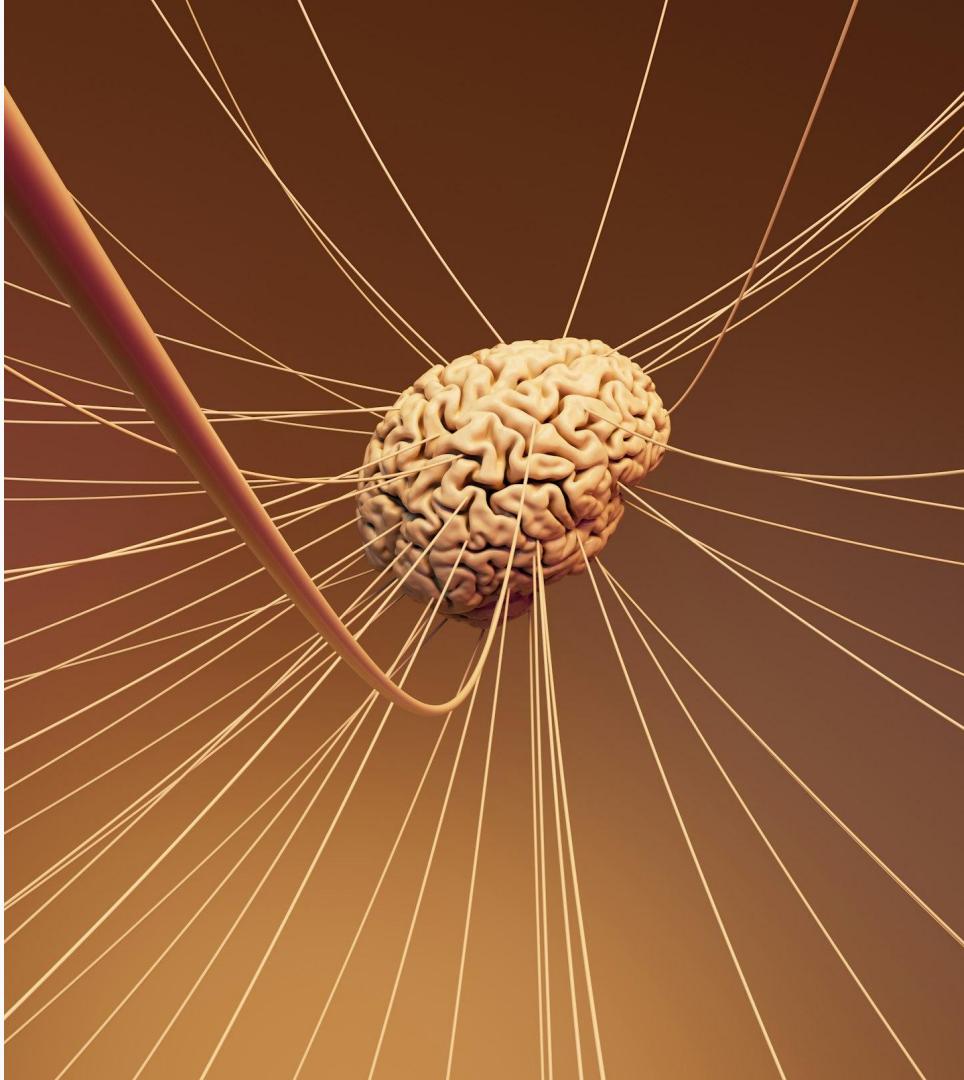
Q&A

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

Mark Lisgo

Managing Director

+44 7770 339900

mark@ctrl-hub.com

John Heslop

HM Principal Inspector of Health & Safety

john.heslop@hse.gov.uk

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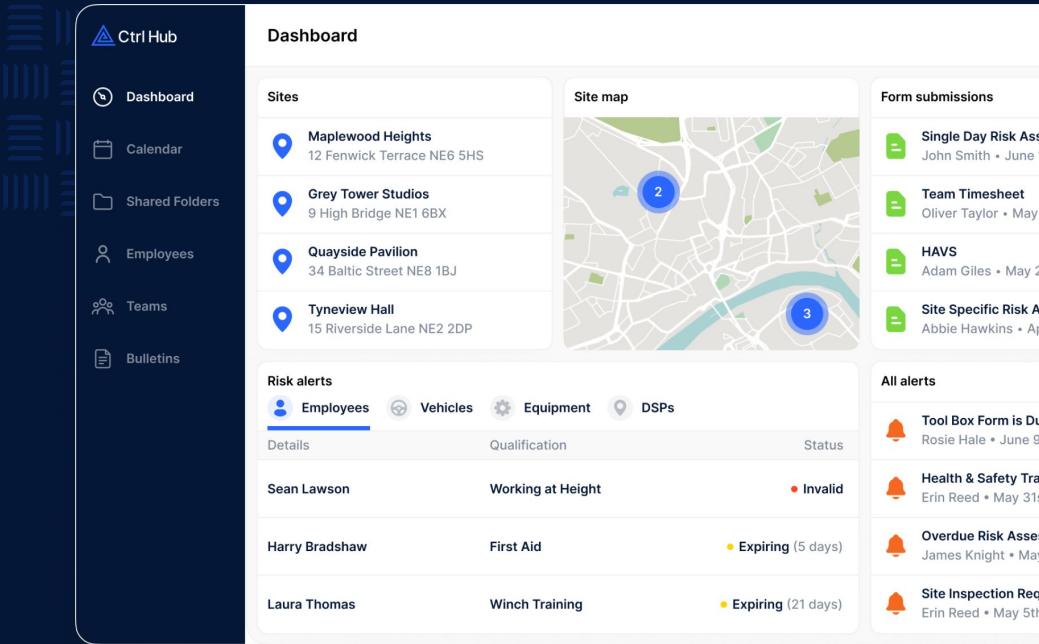
in LinkedIn

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- Dashboard
- Calendar
- Shared Folders
- Employees
- Teams
- Bulletins

Dashboard

Sites

Maplewood Heights	12 Fenwick Terrace NE6 5HS
Grey Tower Studios	9 High Bridge NE1 6BX
Quayside Pavilion	34 Baltic Street NE8 1BJ
Tyneview Hall	15 Riverside Lane NE2 2DP

Site map

2

3

Form submissions

- Single Day Risk Asse... — John Smith • June 1
- Team Timesheet — Oliver Taylor • May 2
- HAVS — Adam Giles • May 21
- Site Specific Risk As... — Abbie Hawkins • Ap

Risk alerts

Employees | Vehicles | Equipment | DSPs

Details	Qualification	Status
Sean Lawson	Working at Height	• Invalid
Harry Bradshaw	First Aid	• Expiring (5 days)
Laura Thomas	Winch Training	• Expiring (21 days)

All alerts

- Tool Box Form is Due — Rosie Hale • June 9t
- Health & Safety Trai... — Erin Reed • May 31st
- Overdue Risk Asses... — James Knight • May
- Site Inspection Requ... — Erin Reed • May 5th