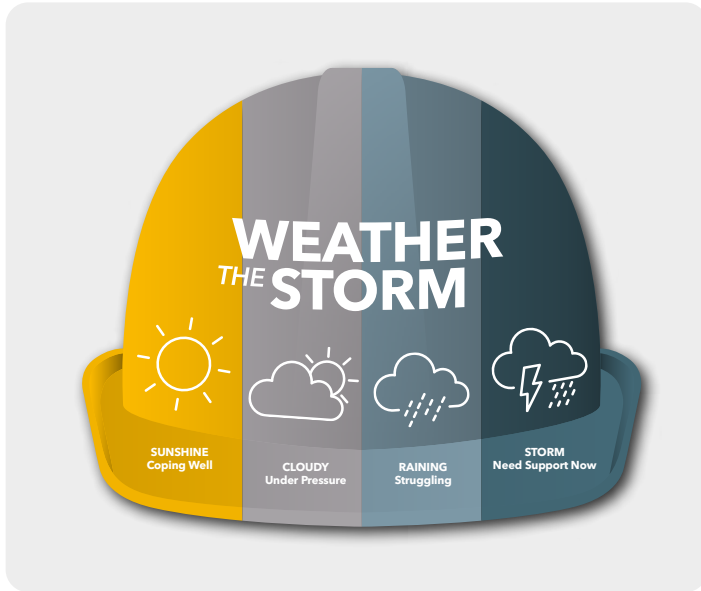




Weather The Storm— Mental Wellbeing for Safer Roofing



Why this campaign matters

Roofing is demanding work. We have to deal with working at height, weather, deadlines, physical work, travel, and pressure from site. On top of that, people may be dealing with pressures from many different areas of life. The causes will vary from person to person, but the effect can be the same—increased stress, reduced concentration and a greater risk of mistakes.

The point of this talk is not to ask anyone to share private information, and it is not about diagnosing mental health conditions. It is about recognising that how we feel can affect how safely we work. On a roof, tiredness, distraction, stress or feeling overwhelmed can affect judgement, communication, balance, concentration and decision-making. That matters because one lapse can have serious (*and sometimes fatal*) consequences.

The **Weather the Storm Check-In Scale** gives us a simple way to talk about this. You do not have to explain everything. You might simply say you are **sunny**, **cloudy**, **raining**, or **stormy** today. This provides an opportunity to check in with ourselves and each other before small issues become bigger problems.

Speaking up early is a positive safety behaviour. It requires awareness and courage not weakness. By being honest about our well-being and looking out for each other, we create a safer healthier working environment for everyone.

Why It Matters on Site

Poor mental wellbeing does not stay at home. Stress, fatigue, anxiety or pressure outside of work can affect how people think, react and make decisions during the working day. On site, this

may lead to reduced concentration, poor judgement, slower reactions, frustration, conflict, increased risk-taking, missed controls, forgotten procedures, more mistakes, near misses and lower morale across the team.

In roofing, these issues can have serious consequences, including life-changing injuries and worse. Mental wellbeing is therefore not separate from health and safety. It is part of it. Being aware of how we are coping, checking in on those around us, and speaking up early when something isn't right can help prevent harm and support safer, healthier working environments for everyone.

Looking Out for Ourselves and each other

The Weather the Storm Check-In Scale is an assessment for ourselves and others. You are not expected to have all the answers. The aim is simply to notice when you or someone around you may be struggling, start a conversation where appropriate, and encourage support if it is needed.

Someone who is **"cloudy"**, **"raining"** or **"stormy"** may become quieter, more irritable, distracted, forgetful, tired or withdrawn. They may also show changes in attendance, engagement, work performance or attitude to risk.

Trust your instincts. If you are struggling, or if something seems different about someone else, don't ignore it. A simple check-in, a conversation, or asking how someone is doing can help identify concerns early and support a safer working environment for everyone.

Weather the Storm Check-In Scale: A Simple Mental Wellbeing Tool

Roofers understand weather. Conditions can change quickly, and a clear start to the day can become difficult later on. Mental wellbeing can be the same.

Some days people feel focused, rested and ready for work. On other days, pressures from any source can build up gradually, sometimes without us fully realising the effect they are having.

The Weather the Storm Check-In Scale is a conversation starter. It gives people a simple way to reflect on how we are feeling and share that with others without needing to explain everything. Instead of saying, *"I'm struggling,"* someone might simply say, *"I'm a bit cloudy today."* That small conversation can help us become more aware of our own wellbeing, encourage people to speak up sooner, and make it easier to support one another before problems grow—because a clear mind helps keep everyone safe on the roof.

 SUNSHINE Coping Well HOW IT MAY FEEL Motivated, focused and positive WHAT HELPS Keep doing what helps you stay well. Maintain good routines, take breaks, stay hydrated, keep connected with others and look out for teammates who may need support. Takeaway message: You're in a good place—help keep those around you there too.	 CLOUDY Under Pressure HOW IT MAY FEEL Tired, irritable, distracted, under pressure or not sleeping well WHAT HELPS Take a proper break, reset priorities and speak to someone you trust. Do not bottle things up—small steps early can stop pressure building. Takeaway message: Cloudy does not mean crisis, but it is a sign to act early before things get worse.	 RAINING Struggling HOW IT MAY FEEL Low mood, constant stress, poor concentration, feeling overwhelmed or making more mistakes WHAT HELPS Talk to someone today, ask for help and use available support. Speaking up early is a positive safety step and allows sensible support or adjustments to be agreed before pressure affects wellbeing or safety. Takeaway message: Rain needs action. Do not wait for it to stop on its own.	 STORM Need Support Now HOW IT MAY FEEL Cannot cope, anxiety, no sleep, feeling trapped, emotionally overwhelmed or unsafe to work WHAT HELPS Speak to someone you trust straight away. Get support, take pressure off the situation and agree what you need. If you do not feel safe to continue, pause and ask for help. Takeaway message: Storm conditions mean pause. You would not go onto a roof in a storm, so do not force yourself through a mental one.
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DAILY CHECK-IN: WHAT'S YOUR WEATHER TODAY?

FINAL MESSAGE

Check in with yourself. Check in with each other. Speak up early.
Be kind to yourself and look out for those around you.

#WeatherTheStorm



Further mental wellbeing support

There are many places to signpost an employee to for expert help. The Lighthouse Construction Industry Charity is dedicated to the welfare of all workers and their families in the UK and Ireland. They have a wide range of support, initiatives and signposting and a FREE 24/7 helpline available by phone and text.



Further information

- ¹ HSE's construction Talking Toolkit: <https://www.hse.gov.uk/stress/assets/docs/talking-toolkit-construction.pdf>
- ² HSE's Working Minds campaign: <https://workright.campaign.gov.uk/campaigns/working-minds/>
- ³ The Lighthouse Construction Industry Charity: <https://www.lighthouseclub.org>
- ⁴ NFRC HSGS38—Coping with Workplace Stress and Fatigue: <https://www.nfrc.co.uk/resource/nfrc-hsgs38-coping-with-workplace-stress-and-fatigue--mrk221--pdf.html>

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LEADING ROOFING EXCELLENCE

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