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Safety Alert (SA08)

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LEADING ROOFING EXCELLENCE

Weather the Storm: Mental wellbeing and safe work



STOP. CHECK IN. STAY SAFE.

Mental health and wellbeing affect everyone differently and can change quickly. Working in roofing is physically demanding and often involves height, changing weather, time pressure, travel and working away from home.

It Matters! Tiredness, stress, distraction or feeling overwhelmed can affect concentration, communication, balance, judgement and decision-making. In safety-critical work, particularly when working at height, one lapse can have serious *(and sometimes fatal)* consequences.

If someone does not appear able to work safely, stop, step back and speak up. This is not about diagnosing somebody or making assumptions. It is about recognising when support or a temporary change to the work may be needed.

WHAT'S YOUR FORECAST TODAY?

SUNSHINE Coping Well	CLOUDY Under Pressure	RAINING Struggling	STORM Need Support Now
HOW IT MAY FEEL Motivated, focused and positive	**HOW IT MAY FEEL** Tired, irritable, distracted, under pressure or not sleeping well	**HOW IT MAY FEEL** Low mood, constant stress, poor concentration, feeling overwhelmed or making more mistakes	**HOW IT MAY FEEL** Cannot cope, anxiety, no sleep, feeling trapped, emotionally overwhelmed or unsafe to work
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.	**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.	**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.	**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: You're in a good place–help keep those around you there too.	**Takeaway message:** Cloudy does not mean crisis, but it is a sign to act early before things get worse.	**Takeaway message:** Rain needs action. Do not wait for it to stop on its own.	**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.

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

Published by
NFRC
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nfrc.co.uk | @TheNFRC
October 2026

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MRK341: 10/2026