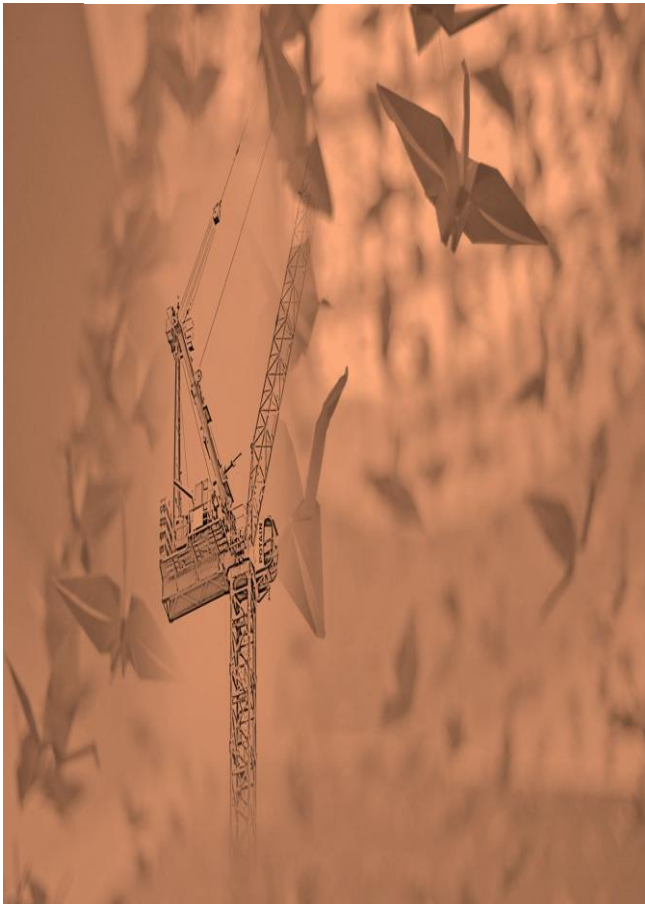


The Crane Report



BOXED IN –

Section-9

ABSTRACT

This section explores the growth of misclassified self-employment under the Construction Industry Scheme (CIS) and its often-cited role in exacerbating suicide risk within the UK construction sector. The findings highlight the sharp contrast between the autonomy many workers value and the insecurity, late payments, and financial strain embedded in the system. While social reaction theory suggests that persistent criticism of CIS may itself amplify stress, further barriers arise from the way support is framed: the heavy use of “mental health” terminology risks alienating workers who see their struggles as situational pressures rather than clinical illness. Instead of engaging, many turn away. Current responses from charities and industry bodies remain largely reactive, focusing on counselling or awareness campaigns, while offering little proactive protection against financial collapse. These gaps expose structural weaknesses in both support systems and policy, underscoring the need for more practical interventions that address root causes rather than symptoms.

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Section 9 – Boxed In



- The Growth of Misclassified Self-Employment in Construction (UK)
- CIS (Self-Employed) vs Regular Employee
- Can constant criticisms shape personal perceptions?
- Payment Uncertainty in Construction
- Does stress equate with mental illness?
- The landscape of UK construction charities
 - The Lighthouse Charity
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- Assumptions of Mental Illness
- Positive Messaging
- Practical Support Is Not Just About Counselling & Money
- Fast-access B-Plans for tradesmen
- Matching Tradesmen with alternative ideas
- Stressors in the Planning System
- Why B-Plans Cannot Wait!
- Every Silver Lining Has a Dark Cloud!
 - What If the Government's Housing Plans Fail?
- Closing
- Section Conclusion



The Growth of Misclassified Self-Employment in Construction (UK)

We examined the growth of *misclassified self-employment* in the UK construction industry to understand its potential role in the sector's elevated suicide rates. To assess any such impacts, it was first necessary to establish how this form of employment operates, how it evolved, and the scale to which it is now embedded within the industry.

Findings: Growth of misclassified self-employment in Construction (UK)

1. Historical Emergence

Misclassified self-employment in the UK construction sector began to rise in the 1960s. This trend was driven in part by tax evasion and by employers seeking to reduce the influence of trade unions. Over this period, the number of self-employed workers in the industry doubled from approximately 200,000 to 400,000.

2. Legislative Framework

In 1970, legislation created two categories of self-employed workers:

- **Independent self-employed** – operating as genuine businesses.
- **Dependent self-employed** – subject to tax deductions at source.

Despite this framework, tax fraud remained widespread.

3. Shift in the 1980s

Under the Conservative Government, misclassified self-employment became a dominant labour model on many construction sites. Workers were permitted to self-declare their employment status through tax exemption certificates (e.g., 714 or Subcontractor Certificate 60), removing the need for formal verification.

4. Entrenchment as a Systemic Feature

Over the following 15 years, the shift away from direct employment accelerated, embedding misclassified self-employment as a structural feature of the industry ([Clapham, 2001](#)).

5. Recent Trends

In August 2023, [Unite the Union](#) reported a “shock rise” in misclassified (bogus) self-employment. Their figures indicated that 1,206,000 construction workers were paid via the Construction Industry Scheme (CIS) during 2022/23, a 15% increase on the 1,047,000 recorded in 2021/22, which itself represented a 7.5% increase on the previous year.

6. Contextual Factors

The 2020/21 period coincided with the COVID-19 pandemic, during which many construction workers lost employment. The subsequent rise in CIS usage may therefore be partly attributable to pandemic disruption, though there is no evidence the figures have since been adjusted to account for this.

7. Scale of CIS Usage

If [Unite the Union](#)'s figures are accurate, approximately 56% of the UK's 2.15–2.20 million construction workers are now paid via CIS.

8. Perceptions and Morale

While criticism of the CIS model is frequent, even if justified, persistent negative framing can create a sense of despair, even among workers who are coping well or content with the system. This highlights the need to balance critique with recognition of possible benefits.





CIS (Self-Employed) vs Regular Employee

Aspect	CIS (Self-Employed)	Regular Employee
Tax	20% CIS tax deducted at source (before expenses)	PAYE + NICs automatically deducted
Expenses	Can claim work-related expenses to reduce final tax bill	Limited to employer-approved claims
Gross Pay	Often slightly higher to compensate for lack of benefits	Typically lower, but steady
Benefits	No sick pay, holiday pay, pension, or job security	Entitled to SSP, paid holiday, pensions, etc.
Admin	Must handle own tax returns and accounts	Employer handles payroll and taxes

Considering the Broader Risks

Is the CIS & self-employment really all bad?

Our investigation found that the Construction Industry Scheme (CIS) and the prevalence of misclassified self-employment are **frequently criticised** for fostering insecurity, limiting worker protections, and contributing to mental health challenges. Yet, the same system offers many workers valued flexibility, autonomy, and the potential for higher short-term earnings.

Should the construction industry provide full-time employment?

A wholesale return to traditional full-time employment would impose significant pension and benefit costs on employers, while offering no guarantee of job security to workers, as demonstrated during the COVID-19 pandemic, when many (full-time) employees faced redundancy, while some self-employed contractors adapted or continued limited work.

Can criticisms of the CIS system amplify personal distress?

CIS is now deeply embedded in the construction industry and is unlikely to be dismantled in the near term. Rather than resisting its existence; *an approach favoured by some suicide-prevention campaigners*, it may be more effective to accept it as a structural reality and work within it. Persistent public criticism and negative media narratives, although often well-intentioned, can amplify distress by convincing workers their situation is hopeless, even when they had not previously seen it that way.

This dynamic reflects patterns seen in the debate over zero-hours contracts: widely condemned as exploitative, yet a [2022 CIPD](#) report stated 62% of workers on such contracts were satisfied with their arrangements.



Can constant criticisms shape personal perceptions?

This contrast illustrates **social reaction theory**, which recognises that societal responses can shape perceptions and, in some cases, worsen the very problems they seek to address. Without robust research that directly captures workers' own views on CIS, reforms risk being built on assumptions rather than lived experience, potentially helping to explain why suicide rates have not fallen despite repeated prevention initiatives.

A shift in focus from blanket criticism to acknowledging the benefits some workers derive from CIS could allow for more proactive measures, preparing workers for income gaps, downturns, and personal crises, rather than relying solely on reactive interventions after harm has occurred.

The critical question remains: is depression linked to CIS, a product of the payment system itself, or of the way society and the industry respond to it?



To build an accurate picture of suicide within the construction industry, we need real stories. That is why we are inviting participation in the [Stage 2 Investigation](#); an anonymous survey open to anyone with insights into lives lost or saved. The findings will be made publicly available to support the development of more effective intervention strategies and targeted policies.



Payment Uncertainty in Construction: Recognised Flaws, Limited Fixes, and a New Focus

Financial insecurity remains a persistent challenge for many construction workers, particularly subcontractors operating under the Construction Industry Scheme (CIS). These workers frequently face delayed or withheld payments, caused by structural weaknesses such as the absence of escrow accounts or insurance guarantees, alongside some resistance from large contractors. As a result, many endure extended cashflow crises.

While organisations like the Federation of Master Builders provide some support, their capacity to enforce timely payment is limited. Legal remedies exist but are often slow, offering little immediate relief to workers grappling with urgent financial needs.

These systemic issues have persisted through economic cycles and various reforms. Although incremental progress has been made, it remains insufficient to alleviate the immediate financial stresses faced by workers living pay check to pay check.

DSRM's focus does not extend to resolving these systemic problems. Instead, we concentrate on the human cost of payment instability and the effectiveness of existing responses. Our inquiry shifts from system failure to individual resilience, asking:

- What strategies can workers adopt to protect their mental health in such an unpredictable environment?
- How can they cultivate mental flexibility and practical preparedness so that late payments become manageable setbacks rather than crises?

This approach is not about blaming workers or endorsing flawed systems. It is about clear-eyed acceptance of reality and equipping individuals with fallback plans, part-time work options, savings buffers, or alternative income sources as forms of personal insurance and self-respect.

Ultimately, suicide prevention in construction hinges on restoring hope, agency, and proactive planning within a fragile economic landscape. But where the limitations of the CIS, misclassified self-employment, or indeed the challenges of any construction worker become lived realities, established charities devoted to the construction industry appear ready to fill the gaps...

We now look at those established construction industry charities and their positive contributions. Yet, even here, questions remain: are these organisations primarily focused on managing negative events, or can they expand their scope to provide proactive support, fixing roofs while the sun is shining, so workers are prepared when the storms come?





We begin this session with a central question: Does stress equate with mental illness?

If an individual is highly stressed because he has been told he will not be paid for at least 2 months, and his van is about to be repossessed, on top of an overdue mortgage payment; *does that make him mentally ill?*

[Mates in Mind](#) cites a 2020 CIOB report on its website...

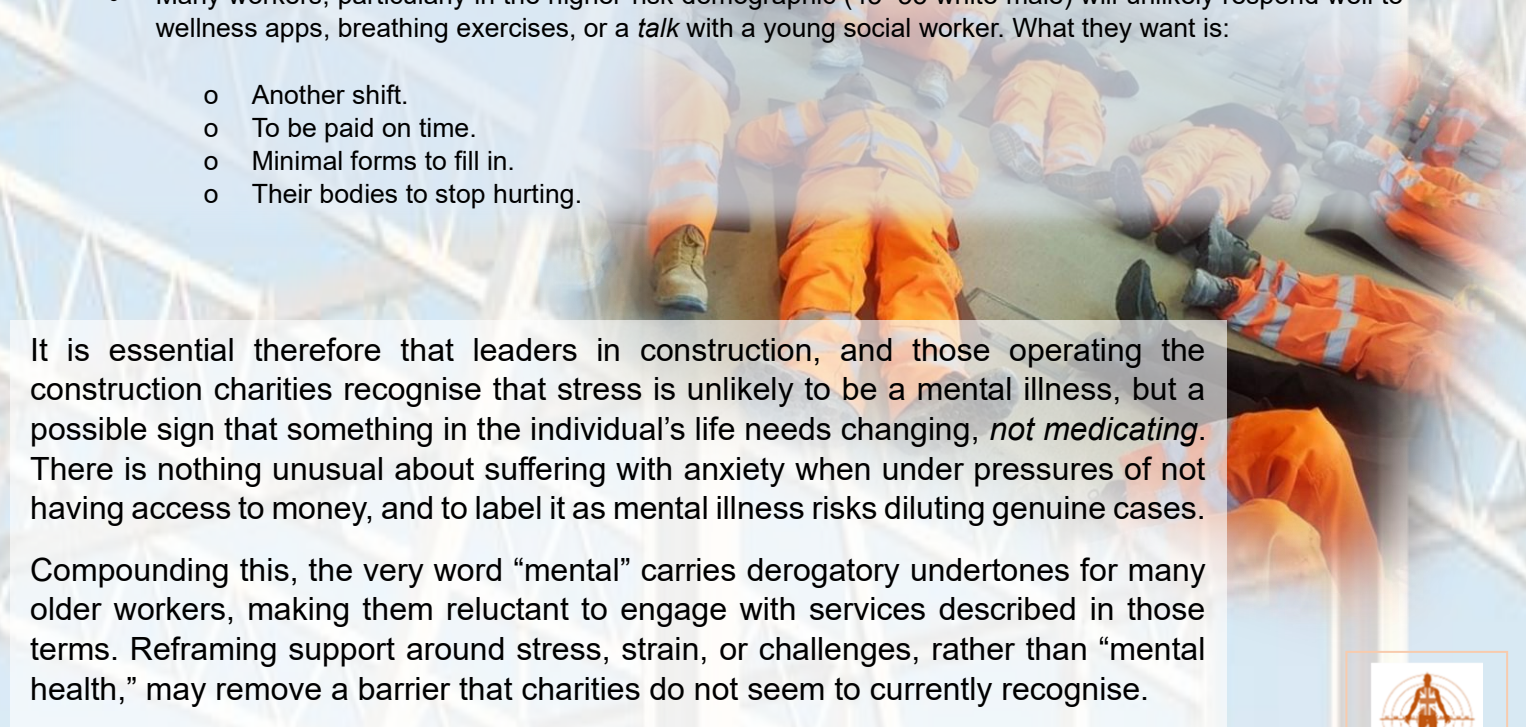
"In 2020, a CIOB report found that 97% of construction workers had felt stressed, 87% had experienced anxiety and 70% had experienced depression over the past year."

We found that these figures have been cited multiple times to demonstrate a mental health epidemic in the construction industry. **What this citation fails to demonstrate is the difference between mental distress due to life and daily work pressures, and clinical mental illness.**



By lumping together everyday hardships, such as financial strain, with diagnosable mental health conditions, there is a risk of alienating the very individuals they are attempting to help:

- Stress, anxiety, and depression are **natural responses** to real world problems like debt, insecure work, or chronic physical pain (common across the industry).
- Pathologising normal responses can feel patronising to workers who do not see themselves as having a "mental health issue;" they see themselves as having a money issue or a pain issue.
- Many workers, particularly in the higher-risk demographic (45~55 white male) will unlikely respond well to wellness apps, breathing exercises, or a *talk* with a young social worker. What they want is:
 - o Another shift.
 - o To be paid on time.
 - o Minimal forms to fill in.
 - o Their bodies to stop hurting.



It is essential therefore that leaders in construction, and those operating the construction charities recognise that stress is unlikely to be a mental illness, but a possible sign that something in the individual's life needs changing, *not medicating*. There is nothing unusual about suffering with anxiety when under pressures of not having access to money, and to label it as mental illness risks diluting genuine cases.

Compounding this, the very word "mental" carries derogatory undertones for many older workers, making them reluctant to engage with services described in those terms. Reframing support around stress, strain, or challenges, rather than "mental health," may remove a barrier that charities do not seem to currently recognise.



The landscape of UK construction charities reveals a sharp contrast between those offering **direct financial help** and those primarily **signposting to advice services**.

So we looked at three construction charities operating in the UK which appear to provide **hardship cash**, [Lighthouse](#), [Mates-in-Mind](#), and [Band of Builders](#). We looked at what they are providing and we tried to imagine any challenges an individual under considerable stress might face when navigating their websites.

Whilst we point out that some of the charities have complex structures for *distressed individuals* to navigate, this does not take anything away from the positive services they are attempting to provide.

Lighthouse

What they provide:

- 24/7 Helpline
- Mental health and wellbeing support
- Emergency financial aid (if eligible)

Clicks to cash:

- “Financial Support” button leads to eligibility checker, *but...*
- Forms are long, and it is unclear how fast they respond.
 - Does not advertise amounts.

Comment:

Probably the most structured financial aid setup, but applicant is left unclear on what they could receive, or when.

Mates in Mind

What they provide:

Primarily a mental health awareness and education campaign.
No direct financial aid.

Clicks to cash:

3 clicks from “Need Help?” takes you to another charity (B&CE). That page offers “hardship grants” via email request. No clear info on amount, limits, or timeline.

Comment:

Feels like a signposting service at best. No direct action. No urgency.

Band of Builders

What they provide:

Offers hardship grants and practical help, including home modifications for injured/ill tradespeople.

Access:

Clear hardship application form—much simpler than most. But lacks detail on:

- Amounts given
- Frequency (one-time or repeat?)
- Speed of decision-making

Comment:

The form is promising, but the application is blind. No indication if they will give £100 or £2,000, or when.

We now explain our experiences on the sites...



Lighthouse

Lighthouse Charity provides not only counselling, but also millions of pounds in direct aid to cover rent, utility bills, and food.

- Financial support is listed at the top of the Financial Wellbeing (3rd) column. Whilst it does not have its own unique “stand out” colour, it is clearly visible.
- Having clicked “Financial Support” and landing on the related page, the visitor is confronted with a useful warning message about payday loan risks.
- Next is a sub-title: Money Saving Tips, which introduces a range of suggestions on how to save money and budget.
 - This could frustrate an individual who has gone to the site because he has no money, and at this point could be tempted to leave the page.
- The next part of the page provides a link to a government Money Helper Website, providing more advice on money management.
- Finally, the visitor is invited to call if they require more help:

Speak To Us If You Need More Help

If you're having a hard time with your finances, please get in touch. *This is what we do.*

If you live in the UK:

Call our FREE 24/7 Helpline - 0345 605 1956

If you live in the Republic of Ireland:

Call our FREE 24/7 Helpline - 1800 939 122

Or click on the **Live Chat icon** in the bottom right of the page to speak to a member of our helpline team.

We were unable to see mention of hardship grants being available, and given the position on the page of the invitation to call, with the sentence,

“If you're having a hard time with your finances, please get in touch. This is what we do.”

*...this could easily be interpreted as an invitation to call to further reinforce the money management advice offered above it, and **not** for an emergency hardship grant.*

The call centre offers a 24/7 response service, so we called at 03:30 on a Wednesday morning (18th June 2025).

Initially, we had to listen to pre-recorded messages about confidentiality, and that the call could be recorded “for training purposes.” That message required 59seconds.

For a desperate individual, that 59seconds could feel like 59minutes, or longer.

Is 59seconds a long time for a desperate individual?





When we did get through to a human voice, we were first told that our personal details could be recorded and an agent would get in touch with us. At the time we called, those agents were absent for training.

After disclosing the purpose of the call, the individual we spoke with was very helpful in explaining the service, but was unable to explain how long it might take to receive cash due to the extreme variables associated with each caller, but she did refer to “the next stage” which is the event that occurs after the initial application.

We were conscious of being on the line too long and potentially blocking a genuine caller, so we ended the conversation as quickly as possible, after gathering just basic details.

We did leave our contact details to follow up, but we have received no further communications from the charity.

Within the 2024 [Lighthouse Impact Report](#), (Page 7) they state:

How do you help a caller?

“...we might provide immediate support such as arranging emergency food shops, paying utility bills...”

Given that 24% of Helpline Callers (the largest group after General Advice – 47%) are requesting financial support, would this information be helpful if it were clearly visible on the website’s Landing Page and not embedded within an annual report?



Mates in Mind

In contrast, [Mates in Mind](#), another well-known mental health charity, does not appear to provide any financial assistance directly. **Its website also has a complex structure for those seeking hardship cash.**

The “**NEED HELP?**” button is clearly shown on its website, and once arriving on the “help” page, one is confronted with a list of 23 links. Only one of them (8th in this alphabetical list) suggests financial support – **MoneyHelper** – which provides the visitor with a telephone number (0800-138-7777) to contact a government backed service “*that helps you with money and pension issues.*” It does not appear to be related to “hardship grants” or immediate support cash.

But it is in fact the first link on the page to [B&CE](#) Construction Worker Helpline that can lead to financial support – **although it makes no mention of it.**

Free, confidential support services:

- B&CE Construction Worker Helpline
- BeAMate Text Service
- Campaign Against Living Miserably (CALM)
- Construction Industry Helpline
- Cruse Bereavement Care
- Electrical Industries Charity
- Farm Safety Foundation
- MoneyHelper
- National Gambling Helpline
- National Suicide Prevention Helpline UK
- Nightline
- Preventit
- Samarit
- Step Ch
- Switchi
- The Lo
- The M
- Veter
- Worl

B&CE Construction Worker Helpline

Call: 0808 801 0372

Website: <https://bandce.co.uk/the-charitable-trust/for-times-of-need/>

B&CE's Construction Worker Helpline provides free support and guidance in times of need. It is open 8am-8pm, 7 days a week.

After 3 clicks the visitor arrives at the [B&CE](#) website, however, it could require many clicks and reading time before realising that it is the [B&CE](#) link that will eventually lead to the application for a hardship grant.

Once on the correct page, the visitor will see a link for “[Hardship Grants.](#)” On that same page they explain clearly...

“We provide financial help for people in times of need, such as homelessness, (rent in advance, rent arrears or mortgage arrears) essential utility arrears (gas, electricity, water, oil and council tax), funeral costs and support towards mobility aids for individuals with medical needs.”

Further down the page the visitor is directed to either call or email the **Construction Worker Helpline** – 0808-801-0372 – 8am to 8pm, 7 days.



B&CE
Charitable Trust

Our Construction Worker Helpline

Our Construction Worker Helpline provides free support and guidance in times of need.

Call us in confidence today on: 0808 801 0372

Freephone 8am-8pm, 7 days a week



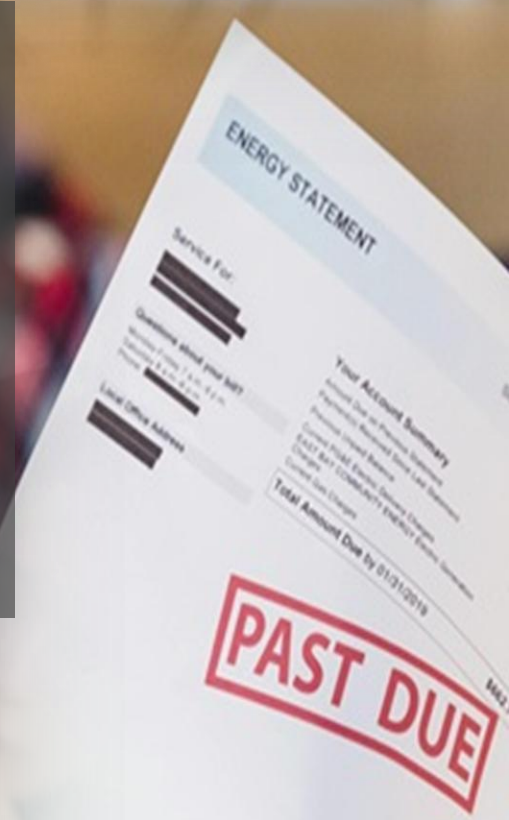


We emailed the service on 18th June 2025 at 02:00, a time we considered a stressed individual might be awake looking for a solution.

The e-mail response was swift arriving at 09:46 the same day. After briefly detailing the eligibility criteria they explain what areas they can cover; such as:

“We help support towards priority arrears such as rent/mortgage, council tax and utilities. With applications for priority arrears, the Trustees will look for sustainability, which means that you are able to make full payments towards your standard bills going forwards.”

The mail appeared to be a standard preformatted text block, and not a personal message of support offering. It is signed off by the “Charitable Trust Team.”



The response mail also explains that they do not provide day to day living costs and refer the site visitor to the [Lighthouse](#) website. They also suggest [Turn 2 Us](#), a grant searching facility, to explore funding availability.

Would this information provide life-saving seconds / minutes to a desperate individual if it were placed clearly on the Mates in Mind website?

Whilst the website provides information on grants for training and education, we were unable to locate information on the emergency support grants, how long they take to arrive, and whether they are one-off payments, or if repeat claims are permitted.

Abandoned Calls

We did not respond to the email, to determine if we would receive a follow-up mail to check on our welfare.

To date (9th September 2025), we have not received any form of follow-up.



Band of Builders

Meanwhile, Band of Builders does offer hardship grants and even loans, with a simple online application form. Once on the site, 2 clicks will take you to the application form...

– that journey is well-signposted:

Apply for Help >> (drop-down menu) >> Financial Support >> Apply for Financial Support.

There are no clear details on how much is offered, how often, or how long processing takes, but their very impressive background story on how they began this charity would likely provide the visitor with a *heightened sense of hope* and that they are in the right place to get the support they need.

However, based on that hopeful messaging, *any rejected applicant's trauma, could be amplified.*

None of the charities mentioned, that provide or lead to hardship cash, demonstrated this service on their front pages, despite providing emergency funding...





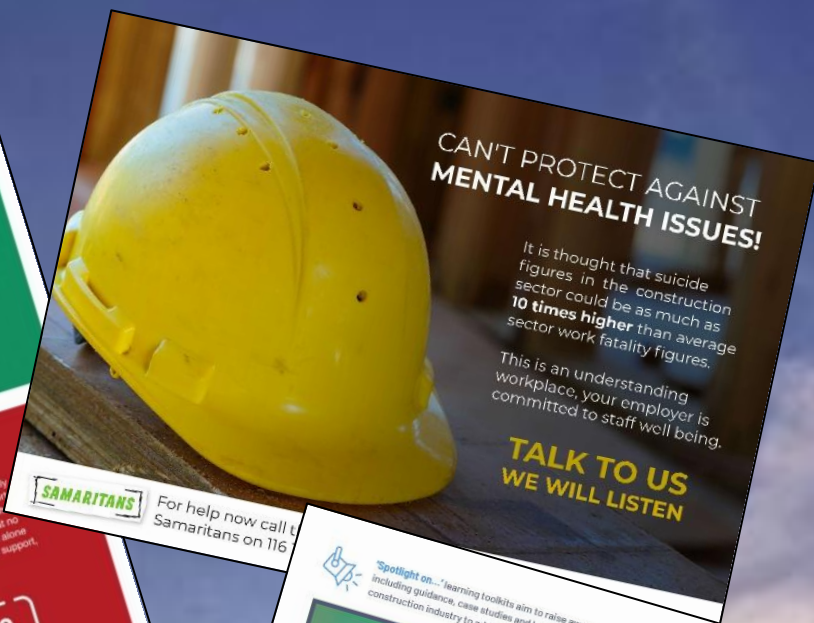
What is very well highlighted on the construction charity websites are the mental health counselling services they provide. However, given the **blurred lines separating everyday stress from clinical mental illness**, there is a clear risk that support efforts begin with the assumption that the individual is mentally unwell. This framing may inadvertently deter those experiencing situational stress, *not mental illness*, from seeking help. In doing so, it risks leaving some individuals to struggle in silence with problems that feel overwhelming, but fall outside clinical definitions, *potentially increasing vulnerability to suicide*.

Workers in urgent need of financial help may find confusion instead of clarity, or **posters about talking, when they need action**. A stressed father trying to keep the heat on while his van is being taken away by the loan company is not looking for counselling, he is looking for work, or a charity that says: **"We can pay your bill today."**

Such a situation should *not* be equated to suffering with mental illness. Indeed, the repeated emphasis on **"mental"** health may itself be part of the problem: workers often do not see themselves as mental, and the term feels clinical or stigmatising. By unintentionally framing situational stress as a "mental health" issue, charities risk alienating those who might otherwise engage if the language reflected their lived reality...

...yet it seems difficult today to enter a construction site and not be met with multiple posters on *mental* health. **We conducted a Google search for "Construction industry UK mental health posters"** which had a return of 6,470,000 results (0.22seconds). Here we reproduce a few of them...





We were unable to locate any posters when searching for "construction worker hardship cash poster."

We found that whilst there is strong emphasis placed upon highlighting the (*mental health*) problems, there is little prominence placed on highlighting the fixes, and as we have already stated, an over-emphasis on problems could cause some to begin to harbour negative beliefs about their own situations, a belief that there is no way out; even when such thoughts may not have previously existed.





Recall the positive message we suggested when evaluating the suicide prevention videos with the Papageno Effect...(Section-3)

- Posters should lead with practical help:
 - **“Struggling to pay rent? We may be able to help.”**
- Counselling could be positioned as a part of a broader package; not for everyone, but there when needed - *not the front & centre offering*.
- Most affected people (*particularly in the higher risk demographic*) will not believe they have a mental illness, and may see the suggestion of counselling as humiliating...
- The industry should consider completely removing the word “mental” and replace it with a more acceptable term, such as “stress” or “having a bad day” which more workers would identify with – *even those with clinical issues*.

Depressed construction workers probably *do not need* posters or videos telling them they are stressed or depressed, they often already know. What they may not know is that financial aid might be available “today,” or “in days,” *not weeks*. Or that utility bills can be covered.

Another consideration to draw from this is the amount of money being spent on counsellors. If the overall messaging was more positive, and the navigation to emergency funds was clearer; then could less be spent on counselling, and more on actual problem fixes?

We understand that in 2023 Lighthouse allocated around £1.65 million for counselling services, with £2.28million spent on other issues, to include emergency financial aid. Whilst this is highly commendable, there are always risks with counsellors and other well-meaning individuals...

...It is not clear from publicly available information what issues the counsellors were addressing, whether they were “clinically depressed” individuals, or if they were “stressed” individuals in need of some redirection. But:

- Reliving past trauma is not healing for everyone as it can re-trigger stress rather than soothe it.
- Some workers genuinely just want practical help: *“Get me enough to cover this month’s rent, and I’ll deal with the rest.”*
- Too much counselling focus without visible cash support can feel tone-deaf or even alienating.

What would be the impact if every mental health poster on a construction site was matched with a poster showing clear access to hardship grants - Today?

Workers might not be open to talking about their personal tragedies, but they might click for cash.





Practical Support Is Not Just About Counselling & Money

Can Charities Collaborate on Real-World Solutions?

The need for mental health care to be available is recognised. But we challenge the idea that the only form of care must come with a diagnosis or a cash advance. Construction workers are not generally broken, many are simply boxed in. Boxed in by debt, downtime, and a support system that too often prescribes therapy for what is, at its core, a lack of income, direction, or use.

We found that the current system appears to *too often* treat sadness as sickness, stress as disorder, and short-term hardship as mental illness. The longer men are seen as patients rather than professionals in waiting, the more the *mental health* model seems to require brokenness to operate, instead of working a proactive system.

Does the construction industry need more pathologising, or does it need pathways?

Does it need to hand out labels, or does it need to hand men the keys to something else: a cab, a cabin, a control seat? The kind of help that does not treat them like casualties, but like men ready to work again.



To build an accurate picture of suicide within the construction industry, we need real stories. That is why we are inviting participation in the [Stage 2 Investigation](#); an anonymous survey open to anyone with insights into lives lost or saved. The findings will be made publicly available to support the development of more effective intervention strategies and targeted policies.





The construction industry draws workers from every walk of life, but at its core, it is still powered by the working-class man. Statistically, the group most at risk of suicide within the sector is white working-class men aged 45 to 55.

For many in this group, **asking for financial help feels like a defeat greater than the problem itself.**

This feeling would naturally prevent many from stepping forwards to seek help, particularly if they felt they would have to accept being branded as mentally unwell; and as such, may contribute to suicidal ideation.

A one-off hardship payment might offer temporary relief, but it rarely addresses the root issues, and it is not clear how many of the major charities offer second or third rounds of support.

We found that too often, when work dries up between jobs or during site closures, **there is no clear pathway guiding workers into temporary roles that keep their finances afloat** and their identity intact.

Fast-access B-Plans for tradesmen

In this part, we propose a practical joint initiative: Construction charities working together to build relationships with employers on the edges of the sector, particularly logistics, retail, and manufacturing, to create fast-access B-Plans for tradesmen. This would allow workers to stay active and earning during gaps in construction work, without being forced into dependency.

Here we provide suggestions of potential (B-Plan) roles that could be taken up by construction workers who have hit a temporary wall...



Plant Operator



We found a 2022 article in [Construction Management](#) claiming that the industry would require an additional 850 plant operatives per year.

The role of the construction machinery operator is already deeply embedded in the sector's DNA, and yet, despite a severe national shortage of skilled plant operatives, there remains no structured initiative to help unemployed or at-risk tradesmen retrain into these roles. Plant training is fast, nationally accessible, and relatively low-cost compared to the long-term impact of unemployment or repeated crisis intervention. With costs ranging from £1,000 to £3,500, and funding support available through schemes like CITB, the pathway is ready; it simply lacks the bridge.

Training	Duration	Cost / grants	Who is it for?
<u>CPCS Dump Truck: Articulated Chassis A56</u> Trained Operator Red Card	5 days	£1,705 £630 CITB grant	People with limited or no experience who want to learn to operate a dump truck with an articulated chassis.
<u>CPCS Excavator 360° Tracked</u> Trained Operator Red Card	10 days	£2,915 £880 CITB grant	People with limited or no experience of operating a 360-degree tracked excavator above 10 tonnes. <i>(Can be completed in 3 days for those with experience but no qualification)</i>
<u>CPCS Ride on Road Roller A31</u> Trained Operator Red Card	4 days	£1,210 £550 CITB grant	People with limited or no experience of operating a ride-on road roller.
<u>CPCS Tower Crane A04a & b</u> Trained Operator Red Card	10 days	£3,410 £710 CITB grant	People with limited or no experience of using tower cranes.
<u>CPCS Excavator 180° wheeled above and below 5 tonnes</u> A12 and A10 Trained Operator Red Card	9 days	£2,651 £550 CITB grant	People with limited or no experience of using 180-degree wheeled excavators. You will learn to operate and maintain machines above and below 5 tonnes.

CITB National Construction College (NCC) Plant operation courses

Would this be a better use of charity money?

Many of the physical and behavioural traits required for plant operation, such as confidence with heavy equipment, the ability to work independently, and familiarity with high-risk environments, are already well developed within the construction workforce. Yet, for many, **the cost of entry** into plant operator training remains a barrier, even with CITB subsidies.

Rather than focusing solely on hardship payments and counselling, construction charities could take a more transformational role by underwriting short-term training costs, negotiating discounts with accredited centres, and brokering pathways into employment with contractors urgently seeking licensed operators. This would not be about handing out certificates, it is about creating stability and progression for workers facing increasingly fragile employment.





SCAFFEX25

MANCHESTER
11-12 SEPT 2025

The BBC, reporting from the Scaffex 2025 Exhibition, highlighted that the industry faces around 40,000 vacancies each year and requires 239,000 new recruits across construction. According to the CITB, scaffolding apprenticeships involve 12 weeks of training spread over an 18-month period, with grants available to employers.

This structure indicates that flexible, intermittent training schedules are possible, an approach that could align well with the irregular contracts many tradesmen work under.

Even if our proposals seem unconventional, is it not time to re-examine how we address these challenges with new approaches?





HGV LICENSING

The same model can be extended into adjacent sectors, most notably road transport. Here, too, we see a national shortfall, not in sympathy or awareness campaigns, but in drivers. And just like machine operations, this shortage presents another opportunity for rapid, practical upskilling that offers real wages and real pride. HGV is a perfect example...

HGV

Some estimates suggest a UK shortage of some 35,000-40,000 HGV drivers, due to a large portion of the workforce approaching retirement. The issue was particularly acute in 2021 when store shelves were empty. This also risks negatively impacting the construction industry, even during slower periods.

The synergy between the construction and HGV sectors is too obvious, and too underused to ignore. With over 60 HGV training locations across the UK, the infrastructure already exists to offer construction workers a viable and respected **Plan B** during periods of downtime or redundancy. These are individuals accustomed to physical work, early starts, operating machinery, and working alone; traits that transfer smoothly into HGV driving. **The main barrier is not mindset or suitability, it is cost.**

Licence Category	Vehicle Type	Typical Training Hours	Estimated Total Cost
C1	3.5 ~7.5 Rigid	~12 hours + theory + Medical, CPC	£950 – £2 000
C (Class 2)	>3.5 t rigid	~16–24 hours	£1,700 – £2 800
C + E (Class1)	Articulated (rigid + trailer)	~20–28 hours (direct-access)	£2,600 – £4 000
Direct C + E	(no prior C licence)	~20–28 hours	£2,500 – £3 700

At the same time, construction charities are spending significant funds on hardship grants and counselling services. While both have value, they often treat symptoms rather than root causes. Redirecting even a portion of those budgets to underwrite HGV training could deliver a more cost-effective and empowering outcome, helping workers regain income, routine, and dignity through direct access to alternative employment.

Charities could also play a smarter role by negotiating discounted training rates with national HGV schools on behalf of the construction workforce. Additionally, they could act as guarantors on **“train now, pay later”** agreements, enabling workers to begin training immediately, then repay gradually once earning. It is a dignified, forward-facing form of support that **shifts the model from short-term relief to long-term recovery**, exactly what is needed to stem the tide of financial despair and suicide risk in the sector.

A similar opportunity exists in the passenger transport sector, where bus and coach operators are also facing chronic driver shortages. PCV licensing offers another accessible, high-demand route for construction workers seeking stability, often with even lower entry barriers and employer-backed training already in place...





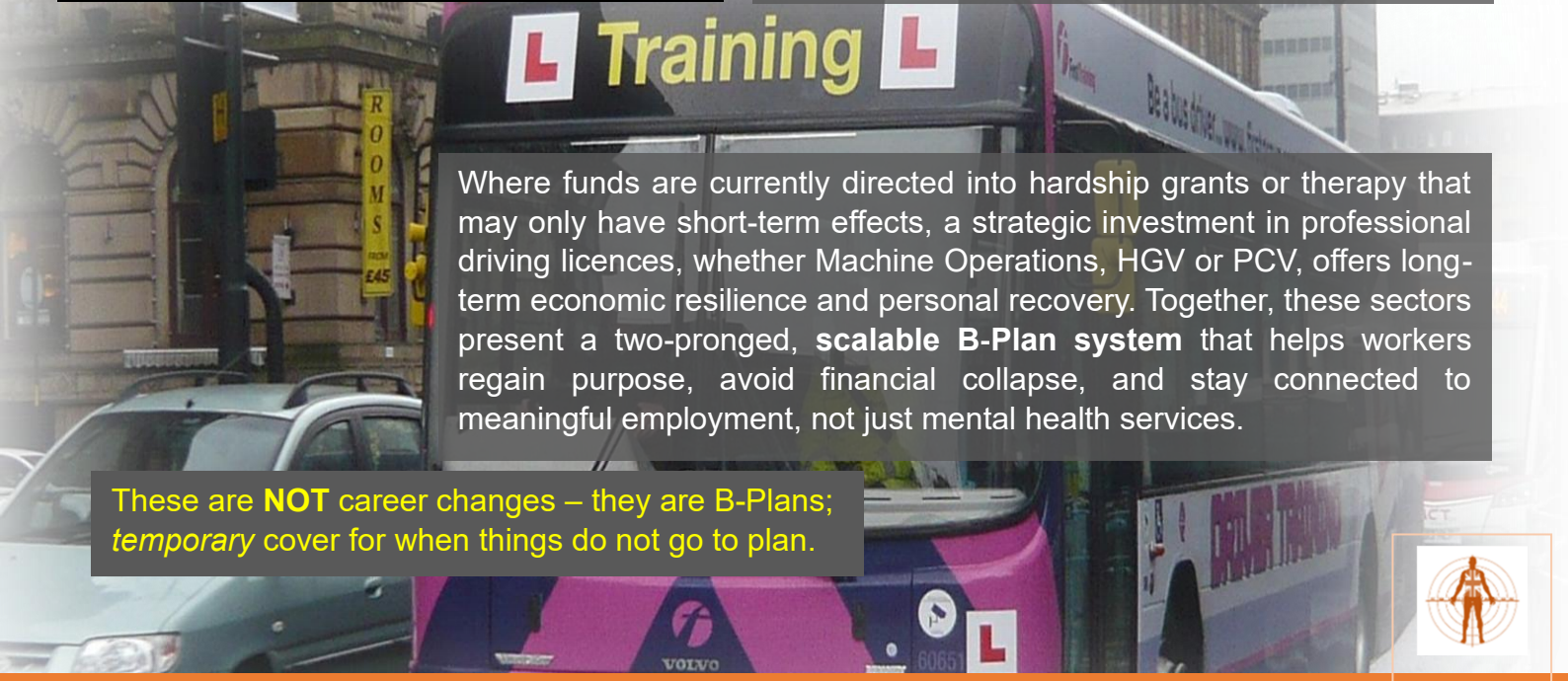
Bus & Coach (PCV) Training - Why This Offers Another Strong B-Plan

In parallel to the HGV route, the PCV (bus and coach) sector offers another ready-made alternative for construction workers during periods of unemployment or transition. With around 50 PCV training centres across the UK, the accessibility is comparable, and the demand for qualified drivers remains consistently high, particularly in urban and regional transport networks struggling with staff shortages.



Course Type	Training Hours	Estimated Cost (All inclusive)
Category D (Bus/Coach)	~14–21 hrs	£1,360–£2,360
Coach Training	~20 hrs	£2,075–£3,621
National Centre (PCV D Bus)	~5–7 days	£1,640–£2,600
Beginners Minibus (PCV D1)	~18 hrs	£765–£1,100
Mid-range PCV licence	—	£1,525–£1,985
Prices extracted from various driver training centres.		

Construction workers are often well-suited to the demands of passenger transport: early starts, responsibility for safety, and operating large vehicles independently. In many cases, entry routes for bus and coach driving are even more accessible, with some employers already offering fully funded training schemes for new drivers. This opens the door to "earn while you train" partnerships, and a role for construction charities to act as guarantors, or brokers, for subsidised PCV training access.



Where funds are currently directed into hardship grants or therapy that may only have short-term effects, a strategic investment in professional driving licences, whether Machine Operations, HGV or PCV, offers long-term economic resilience and personal recovery. Together, these sectors present a two-pronged, **scalable B-Plan system** that helps workers regain purpose, avoid financial collapse, and stay connected to meaningful employment, not just mental health services.

These are **NOT** career changes – they are B-Plans;
temporary cover for when things do not go to plan.



But there are other options which might require zero training, particularly in the construction retail trade. To illustrate, here's Bill's story...(fictional)...

Would this be a more positive poster for the canteen wall?

Bill's Story: A Backup Plan that Worked

Bill's been a carpenter for 15 years, solid, skilled, and respected on site. When his personal finances took a hit, he didn't panic. He'd thought ahead, putting B and C plans in place just in case.

One of the best moves he made was signing up for a zero-hours role at B&Q. It wasn't full-time, and it didn't pay much, but it filled the gaps when construction work wasn't coming in. He simply told them when he was available, and they often had a few days' work for him covering staff holidays or sickness. Living within a few miles of the store, they knew they could call him in emergencies, so the relationship grew.



For B&Q, having Bill on the floor was a bonus. He'd used nearly every tool they sold and gave customers honest, experience-based advice. He even picked up a few extra carpentry jobs from grateful DIYers who trusted his guidance. He always made it clear he wasn't endorsed by the store, just helping out when needed.

For Bill, the job wasn't just about the money. It kept him engaged, connected, and confident. He was able to speak confidently to his bank, able to convince them he was a good risk when he needed financial support.



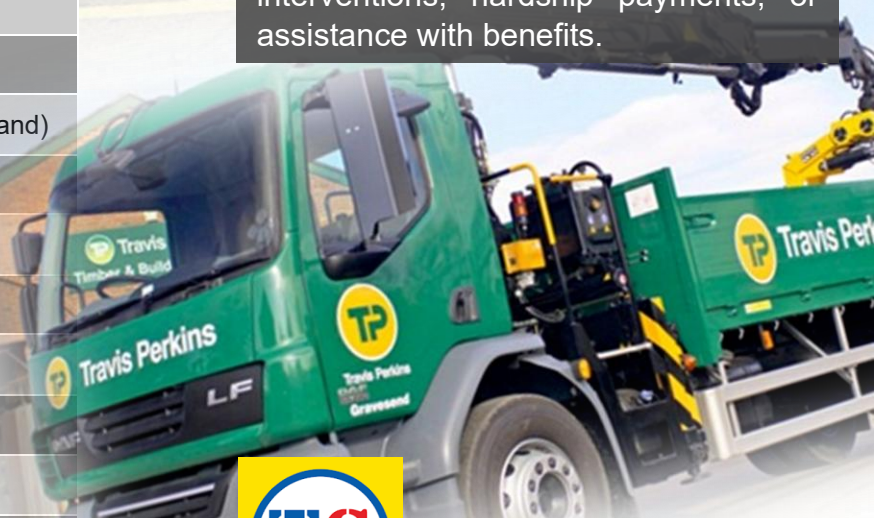


Collaboration

Rather than focusing primarily on cash handouts and counselling, could construction charities instead come together to forge partnerships with organisations where both sides stand to benefit? Establishing such a revolving-door system would no doubt present challenges, but none that should be insurmountable for an industry of this scale and capability. Crucially, it would offer a much-needed shift toward a more positive message, one based on opportunity and progression, rather than solely on counselling, mental health interventions, hardship payments, or assistance with benefits.

Brand	Number of UK Stores / Locations
B&Q	304 stores
Wickes	229 stores
Homebase	137 stores
Screwfix	914 shops
Toolstation	560 branches
The Range	200+ stores (UK & Ireland)
IKEA	22 large UK stores
Travis Perkins	540–550 branches
Jewson	600+ branches
Magnet Kitchens	200+ showrooms
Wren Kitchens	111 showrooms
Howdens	850+ depots
Argos	1,222 stores
B&M	700+ stores
Dobbies Garden Centres	77 sites
Robert Dyas	95 stores
Home Bargains	600+ stores
MKM Building Supplies	100+ branches
Leekes Retail & Leisure	6 stores

Almost 8,000 locations from this relatively short list.



On the day of writing this section of this report – 5th August 2025 – Tool Station was advertising 52 Retail Vacancies at multiple locations around the country.

If Tool Station and others reached out to the construction charities first, then we have the beginnings of a symbiotic relationship.



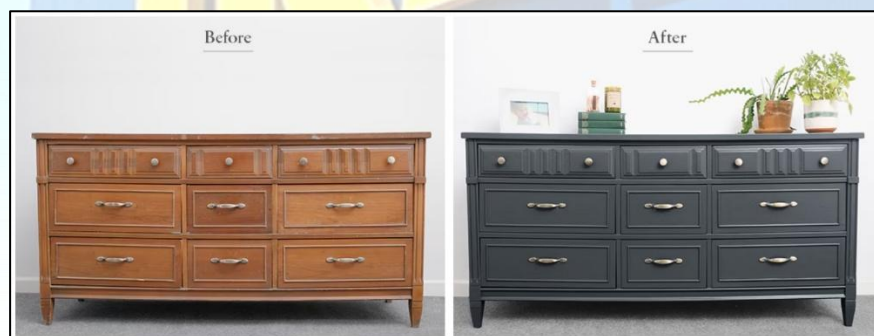


Here are a few other suggestions for skilled tradesmen:

Upcycling Furniture: A Missed Opportunity for Skilled Tradesmen

Carpenters:

Upcycling has grown into a popular and profitable trend, particularly among younger generations who source old, unwanted furniture and transform it into stylish, saleable pieces. Some go further by buying low-cost flat-pack furniture from mainstream retailers like IKEA and reworking it into bespoke, high-end items with real market appeal. While this movement has largely been driven by social media-savvy millennials and Gen Z, it represents an untapped opportunity for older tradesmen, particularly skilled carpenters, who may not see its commercial potential or feel confident using platforms like Facebook Marketplace, eBay, or Etsy.



Yet the craft, precision, and eye for quality required to truly excel in upcycling already exists in abundance within the construction workforce, especially among men aged 45–55 who have spent decades working with their hands. What they may lack in digital know-how, they likely have in family networks.

Teenage kids or younger relatives, for whom online selling is second nature, could easily assist with the digital side of the process, helping to list, market, and manage sales. With minimal overhead and growing demand for characterful, handmade items, upcycling offers a dignified, creative outlet that can bring in income, purpose, and even community connection during quieter work periods.





Tradesmen – alternative ideas...

Looking at the ONS Suicide Data for Tradespeople we asked ourselves if we could match such skilled individuals with alternative jobs / B-Plans, as we have with carpenters above.

TRADE

Construction & building trades n.e.c.

Carpenters & joiners

Painters & decorators

Plumbers, heating & ventilating engineers

Construction operatives n.e.c.

Roofers, roof tilers & slaters

Bricklayers & masons

Plasterers

Scaffolders, staggers, & riggers

Glaziers, window fabricators & fitters

Floorers & wall tilers

Road construction operatives

Electrical & electronic trades n.e.c.

Steel erectors

Construction & building trades supervisors

Rail construction & maintenance operatives

We make no suggestion that building a fallback plan is simple, it is not, particularly if the desire is to remain inside one's trade. But it is considerably harder if the individual waits for an emergency to arise, before planning for it.

The following table was created by a simple AI programme we asked to match possible second jobs related to ten of the trades we have been citing. Offered is a range of realistic ideas for tradespeople who wish to remain close to their skillsets, while developing parallel income routes. Many of these options require set-up time, learning, and the right conditions to grow. **They are not quick fixes for someone already in crisis.**

And that is precisely the point: one cannot wait for the storm to start before buying an umbrella. B-Plans, (and C, D, or E-Plans) need to be explored and developed before trouble strikes. They are best built during periods of stability, when there is still space to think clearly and act proactively. **What follows are starting points, just to stimulate ideas, not solutions!**





Trade	B-Plan
	B-Plan: Specialist surface finisher / muralist / restoration work
Painter & Decorator	• High-end finishes (limewash, Venetian plaster, colour consultancy) are in demand in interior design and heritage renovation. • Could also move into commercial or retail fit-out as a freelance finisher. • Low-cost diversification: training in wallpapering, furniture painting, or teaching decorative workshops locally or online.
	B-Plan: Drone roof inspection specialist
Roofers / Tilers	• Natural progression into survey support using drones (particularly for roof condition reports or insurance surveys). • Minimal retraining — drone licensing (CAA) (<i>Charity cost underwrite</i>) • Potential to work with estate agents, insurers, or roofing companies as a subcontracted inspector.
	B-Plan: Gas-safe training or water efficiency consultant
Plumbers	• Plumbing + Gas-safe = higher income and broader scope of work. • Alternatively, transition into water-saving retrofits (smart homes, commercial building efficiency). • These are expanding areas in public housing and green retrofitting.
	B-Plan: Garden wall / landscaping / modular garden builds
Bricklayers	• Homeowners pay premium rates for garden renovations, especially in urban areas. • Could be paired with installation of outdoor kitchens, planters, or even micro-extensions. • Low barrier to entry, often booked through local Facebook groups or platforms like Bark.com.
	B-Plan: Internal insulation specialist / decorative restoration
Plasterers	• Plasterers with fine finish skills can specialise in heritage buildings, lime plaster, or thermal boarding systems. • Internal wall insulation is gaining attention in retrofitting for energy efficiency (linked to net zero targets).
	B-Plan: Plant/machine ops or tower-crane signallers / rigging & lifting*
Scaffolders	• Scaffolders are already safety-qualified and used to heights, risk, and heavy kit. • Can transition to crane operation, slinger/signaller, or temporary structures/logistics for events and film sets. • Event rigging (concerts, sports, film shoots) is an exciting, well-paid alternative that uses the same risk-awareness and physical skillset.
	B-Plan: Solar panel installation or conservatory/glasshouse assembly
Glaziers	• Familiarity with glass handling and precision tools transfers well into domestic solar fit-outs and greenhouse builds. • Demand is growing as homeowners invest in sustainable upgrades.





	B-Plan: Line marking / railway plant ops / highways inspection*
Road/Rail Construction	• Road workers can move into line marking or signage install (less physically intense, but still essential). • Rail workers can upskill into permanent way inspection or safety roles like PTS-certified machine watch. • Night-shift opportunities with premium rates are common.
	B-Plan: Luxury vinyl/hardwood fitting or bathroom design consultancy
Floorers / Wall Tilers	• Upmarket interior fittings pay more, especially if paired with design guidance or kitchen/bathroom fitting. • Could also run short community workshops or get into local authority retrofit schemes.
	B-Plan: EV charger installation / smart home integration
Electricians	• Huge demand for domestic and commercial EV charger fitters. • Other natural pivot points: solar panel install, smart home system configuration (Nest, Hive, security systems). • Easy to subcontract, high earnings, future-proof. • CCTV installation (domestic dwellings).



To build an accurate picture of suicide within the construction industry, we need real stories. That is why we are inviting participation in the [Stage 2 Investigation](#); an [anonymous](#) survey open to anyone with insights into lives lost or saved. The findings will be made publicly available to support the development of more effective intervention strategies and targeted policies.



Planning Strains / Stressors

Our investigation highlights the acute strain placed on small and medium-sized (construction) enterprises (SMEs) by the UK planning system. Delays, escalating costs, and under-resourced local authorities have left many firms unable to deliver projects on time, contributing to record levels of insolvency.

Current industry commentary warns that as many as half of small construction companies may face collapse this year. Such a collapse would not only diminish the sector's capacity but could also have direct consequences for the mental health of workers who see their livelihoods vanish overnight.

While this investigation has identified several factors with apparent causal links to suicide, the full picture will only emerge once our online [survey](#) is complete. The survey is designed to capture a wide spectrum of risks, spanning financial insecurity, employment structures, cultural pressures, health-related challenges, and business closures. Should the results reveal that Planning Law delays and resulting insolvencies are indeed contributing to suicides within the sector, this would strengthen the political imperative to address these systemic failings, and provide more robust safeguards for workers at risk.

In assessing industry charities, we have already highlighted the limitations of their largely reactive approach and recommended the adoption of "B-plans," such as underwriting plant machinery operators' licences, to mitigate future crises before they occur.

A further proactive step would be for these organisations to expose and address systemic flaws in the planning system itself. By drawing attention to this structural vulnerability, charities could help prevent the financial distress that so often precedes mental health crises, rather than confining their efforts to signposting or crisis response.





Why B-Plans Cannot Wait!

Mitigating Future Risks of Suicide

Why B-Plans Cannot Wait – Mitigating Future Risks of Suicide

The UK Government's manifesto pledge to build **1.5 million homes by 2029** has been sold as a cornerstone of both economic growth and housing supply. Yet mounting **economic pressures**, **public borrowing constraints**, and **falling tax revenues** are casting serious doubt on whether this target can be achieved.

We examined the industry's own forecasts to see what they predict for trade employment over the next four years and beyond. On paper, **the outlook is strikingly positive**, projecting tens of thousands of new jobs and a surge in demand for skilled workers.

Hope & Expectation

Our concern lies in the weight of expectation, the anticipation, being placed on these projections. For many in the trades, especially those already under financial strain, such promises can inspire hope, prompt career changes, or encourage significant personal investment. But what happens if those hopes are dashed? What of those who have taken out loans, remortgaged homes, or made life decisions in good faith, based upon these government promises, only to find the promised work evaporates?





Every Silver Lining Has a Dark Cloud!

What are the industry forecasts – *are they positive?*

It is against this backdrop of hope and expectation that we turn to the industry forecasts; figures which, while optimistic, rest heavily on the assumption that the government will deliver on its housing pledge.

The Construction Industry Training Board (CITB) forecasts offer a detailed breakdown of the skills and numbers the sector is expected to require, projections that deserve close scrutiny, given the stakes involved.

CITB Workforce Forecasts (2025–2029)

- CITB's **Construction Workforce Outlook 2025–29** estimates the industry will need approximately 47,860 additional workers each year, totalling around 239,300 extra workers over five years.
 - **Across key trades:**
 - Skilled trades (e.g., carpenters, bricklayers, electricians) will account for nearly **46%** of workforce growth through 2029.
-

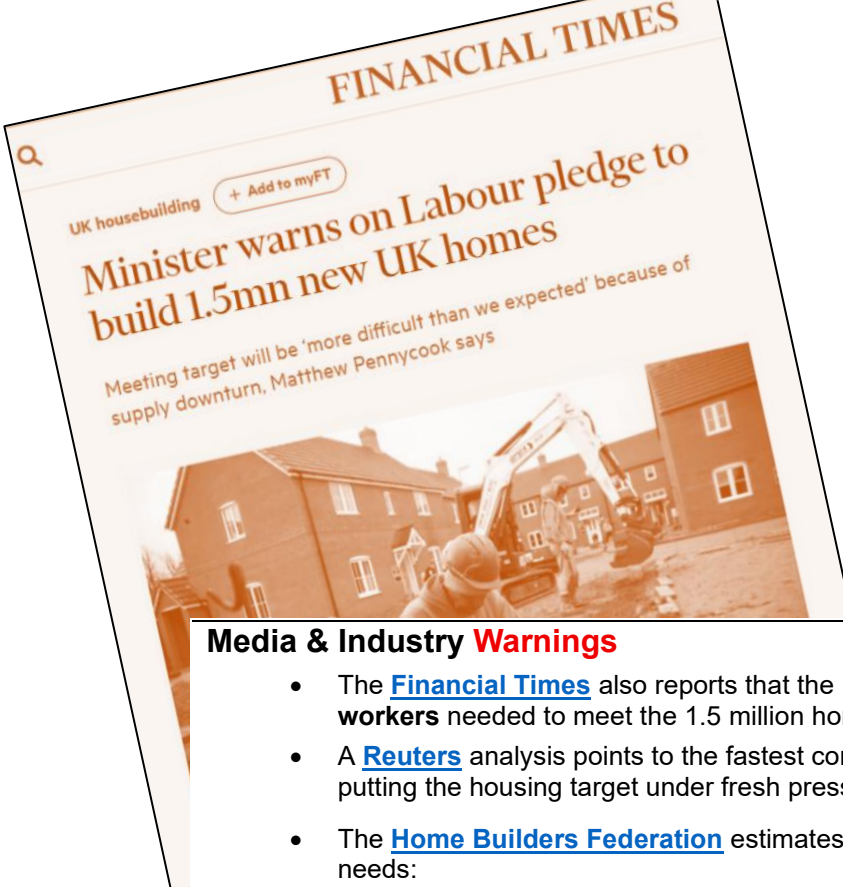
Broader Demand & Skills Gap

- The **Construction Skills Network** (CSN) forecasts that UK construction output will grow by 2.4% annually through to 2028—requiring 251,500 extra workers by then.
 - The Financial Times reports that, every additional **10,000 homes** built annually translates to a need for **30,000 more construction workers**, including ~2,500 bricklayers and 1,000 carpenters.
-

So what's the problem?

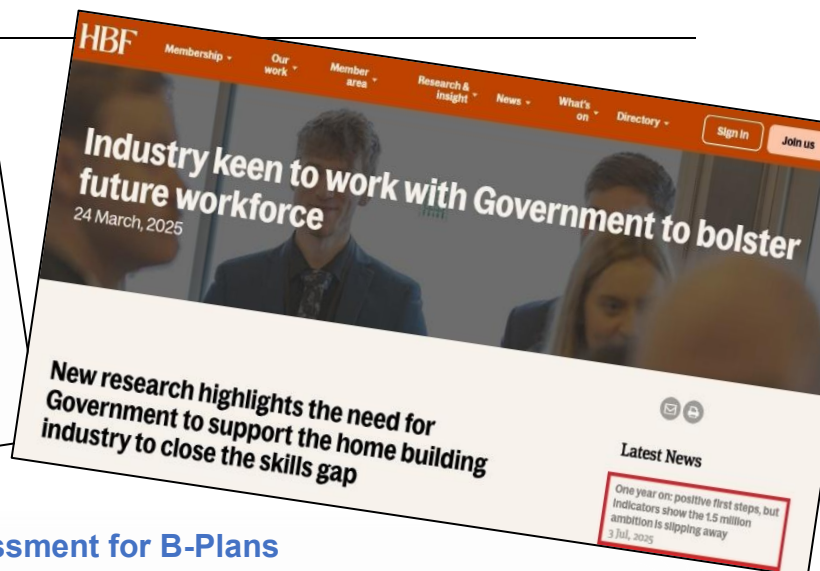
Our investigation found that behind the upbeat recruitment forecasts, a very different picture is emerging from media and industry sources. Reports point to slowing construction output, shrinking investment confidence, and growing doubts over the government's housing pledge, reminding us that every silver lining in this sector, tends to carry a dark cloud.





Media & Industry Warnings

- The [Financial Times](#) also reports that the UK faces a shortfall of over **150,000 skilled workers** needed to meet the 1.5 million homes pledge.
- A [Reuters](#) analysis points to the fastest contraction in construction activity in five years, putting the housing target under fresh pressure.
- The [Home Builders Federation](#) estimates that to meet the 1.5 million homes goal, the UK needs:
 - 20,000 more bricklayers
 - 20,000 more groundworkers
 - The [Times](#) reports that thousands more joiners, plasterers, plumbers, roofers, and electricians.
- [Reuters](#) also highlights an urgent **£600 million government pledge** to train construction workers to tackle this skills shortage.



Why This Matters: A Risk Assessment for B-Plans

- **Government targets are the backbone** of current industry workforce forecasts. If the 1.5 million home-building pledge falls through, or stalls, so too does the demand CITB is preparing for.
- With **economic contraction**, **strained public finances**, and **rising borrowing**, delivering such a programme could become fiscally untenable.
- A failure of housing delivery would leave:
 - **Tradespeople left in limbo**, expecting work that does not materialise.
 - **Training investments and recruitment** falling short of returns.
 - **B-Plans becoming reactive salvage efforts**, rather than proactive resilience strategies.



Here is a snapshot of what we see of the current situation...



Housing Targets vs. Fiscal Reality

- The Government's plan to deliver these homes within the life of this Parliament (ending in 2029).
- Economic contraction and reduced public revenues now threaten the viability of the programme.
- Even if scaled back, the plan will demand significant capital investment at a time when government finances are under severe strain.

UK Economic & Fiscal Constraints - Debt and Borrowing Pressures

- **Public sector borrowing: ~£152 billion** – among the highest on record.
- **Public sector net debt: ~96% of GDP**, signalling a heavily burdened public purse.
- Ongoing borrowing needs remain in the range of **£74–£137 billion annually**.

Sluggish Growth Outlook

- GDP growth forecast: **1.2% in 2025, 1.4% in 2026** – insufficient to generate fiscal headroom for large-scale projects.
- The IMF and other forecasters warn of prolonged weak growth, limiting revenue generation.

Taxation & Fiscal Squeeze

- OBR projects **tax-to-GDP ratio** rising from **35.3% to a record 37.7% by 2027–28**.
- Maintaining fiscal rules could require further tax increases or spending cuts.
- Think tanks project a **£41–£50 billion budget gap** over the coming years.

Implications for Housing Investment

- Stretched public finances may force choices between core services and capital programmes.
- The housing target, already considered unachievable by many commentators, is particularly vulnerable to scaling back or cancellation.

Risks to the Construction Industry

The Construction Industry Training Board (CITB) forecasts significant workforce demand growth, likely based, at least in part, on the Government's housing targets. If these targets collapse:

- Forecasted labour demand could be overstated.
- Recruitment and training investments may fail to yield expected returns.
- Trades reliant on housing starts, bricklaying, carpentry, plastering, could face collapse.
- **The message of "hope" for tradesmen could collapse...**



What If the Government's Housing Plans Fail?



The risks outlined above are not abstract, they become tangible if the Government's housing pledge collapses under economic or fiscal pressures. In such a scenario, the trades most reliant on housing starts could see workloads evaporate almost overnight.

For those who have shaped their expectations, finances, and family stability around years of promised work, the shock could be severe. This is not just a matter of lost contracts, but of heightened vulnerability to stress, depression, and, in the most tragic cases, suicide.

It is true that other major infrastructure programmes are in the pipeline, from energy projects to rail upgrades and public estate investment, which could absorb some of the workforce if large-scale housebuilding slows.

However, the fit is far from perfect: bricklayers do not seamlessly become rail engineers, and the geographic spread of these projects may not match the areas most affected by housing cuts. Skills gaps, retraining requirements, and relocation challenges all limit how effectively this "spare capacity" could be redeployed.

It should also be noted that the trades most associated with suicide are more aligned with housebuilding.



Closing

- The 1.5 million home-building pledge is central to current workforce forecasts, yet delivery depends on fiscal and political stability that may not hold.
- Public borrowing limits, rising debt interest, and shrinking tax revenues create real constraints on large-scale housing investment.
- Political instability and shifting priorities can derail multi-year infrastructure plans with little warning.
- Failure to meet housing targets would directly undermine demand for the trades CITB and others are training and recruiting for.

Preparedness in the Face of Uncertainty

The Government's housing ambitions are presented as a catalyst for growth, but they are not immune to fiscal reality. If these plans falter, whether through budget constraints, political shifts, or broader economic downturn, the impact on the trades could be swift and destabilising. The financial and emotional fallout for those who have invested in anticipation of sustained work could be severe, increasing vulnerability to mental health crises and, **in some cases, suicide**.

Looking Ahead

Whilst this section of this report focuses on the immediate case for implementing B-Plans, DSRM is concurrently assessing the potential **future suicide risks** that could arise should the housing programme collapse, as well as other potential threats.

These findings will not be ready for inclusion here, but organisations wishing to understand and prepare for those scenarios are invited to [contact us directly](#).



Section Conclusion

Our investigation showed that the challenges faced by construction workers extend far beyond individual mental illness and are deeply tied to structural insecurity, misclassified self-employment, and fragile financial safety nets. We found that while the CIS system provides valued flexibility for some, persistent criticism and negative framing can heighten distress by convincing workers their situation is hopeless.

We also found that many industry charities, despite good intentions, too often medicalise situational stress, offering counselling where workers are instead searching for immediate financial relief, practical direction, or temporary employment. This overemphasis on “mental health” risks alienating the very men it seeks to help, reinforcing stigma and leaving some to struggle alone.

Our findings suggest that suicide prevention requires more than posters and counselling services: it requires pathways. Pathways that restore agency, provide fast-access B-Plans during downturns, and delivers the kind of support that treats workers not as patients, but as professionals in waiting.

Without this shift, the industry will remain boxed in by a model that treats hardship as illness, rather than addressing the economic realities driving despair.





Roadmap of the Investigation

Stage 1 – Desk-Based Investigation

Analysis of existing literature, statistics, international models, cultural influences, and industry narratives. (*This document.*)

Stage 2 – Survey of Experiences

In an online [survey](https://www.dsrmrisk.com/survey) we are asking you to promote across the sector, designed to capture personal testimonies: what contributed to lives lost, and what brought others back from the brink. <https://www.dsrmrisk.com/survey>

Stage 3 – Industry Collaboration

Structured dialogues with construction firms, unions, and industry bodies to explore their views on root causes and the adequacy of current responses. We invite your input, thoughts, ideas, and what you see as solutions...***just a few lines*** –

“What do you think is the problem?” (This phase is currently running in parallel with Stage 2)

Please send your thoughts to: contact@dsrmrisk.com (Anonymous is Okay)

Stage 4 – Expanded Data

Incorporation of data from Scotland and Northern Ireland (*not currently included in official ONS reporting*), alongside further refinement of UK-wide analysis.

Together, these stages aim to provide both evidence and lived experience, enabling a clearer understanding of risk and more effective prevention strategies.

Stage 4 will be the Final Crane Report.

