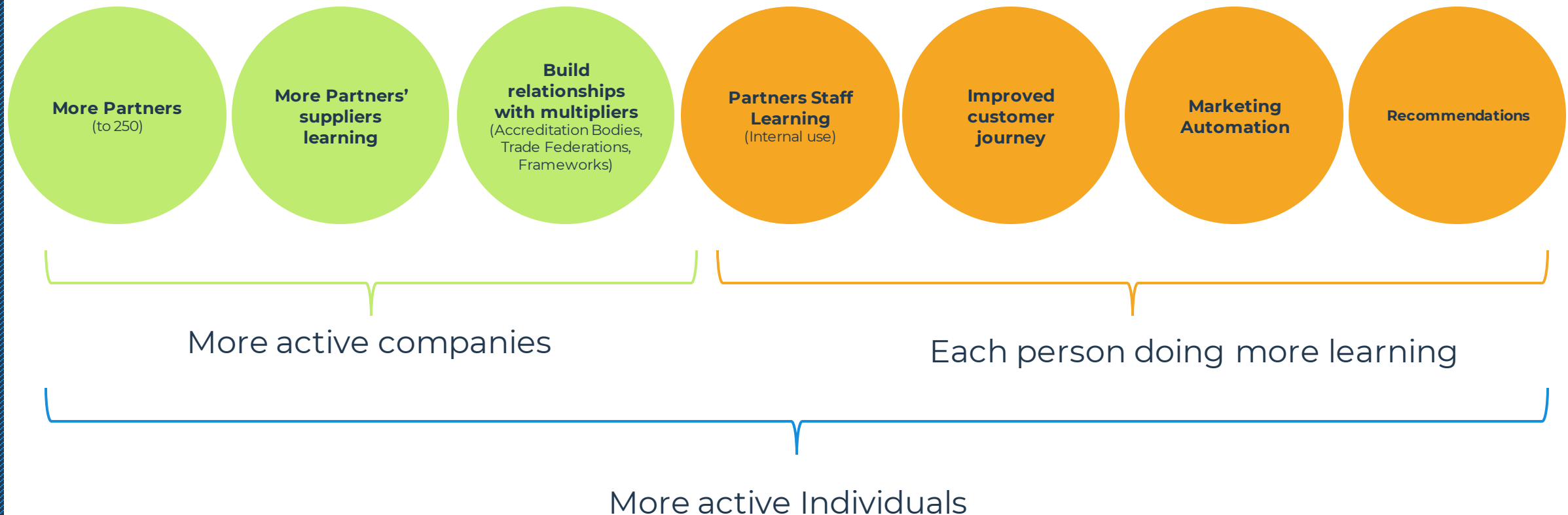


# Business Planning 2024/25

## Wellbeing Group

# FOCUS ON

## THE HOW . . . 7 ACTIONS TO DRIVE OUR IMPACT



# FOCUS 2024

To provide learning, knowledge & collaboration that is aligned with the needs of our Partners and Members, to improve wellbeing in the workplace

- **Focus learning content on ‘wellbeing in the workplace’ / wellbeing strategy / Creating happy, healthy, thriving places for people to work.**
  - **Develop & share new training content to include focus on wellbeing strategy, impact, communication & engagement** (supply chain/ managers/ senior leaders)
  - Update school web page to reflect this: focus on ease of access to support for supervisors/ managers/ **signposting for individual support & support on-site** (*share mural & Lighthouse*)
  - Review & update existing learning pathways/ **create new pathway(s) aimed at Supervisors/Managers/Leaders**: Relaunch & promote throughout supply chain
  - **Create ‘investment / business case for wellbeing pack’ for SME’s (supply chain)**: Templates: Slide deck/ business case / action plan
  - Video Case Study(s): Sharing Best Practice. (tbc / budget to be approved)
- **Collaborate to improve wellbeing**
  - Run conference for the **supply chain** focusing on a key challenge / opportunity to improve wellbeing in the workplace.
  - Collaborate with & promote the Fairness Inclusion & Respect Programme to **drive culture & behavioural change** within the industry
  - Understand better how to work with in People Matter Charter.
  - Work to better understand the work of other groups/ industry bodies / associations – be a central hub to communicate to supply chain (survey - to discuss)
  - Collaborate with other Leadership Groups (e.g. FIS/ FM/ Nature), specifically around ‘Wellbeing in the Built Environment’ – Air Quality/ Nature/ Inclusive Design/ Light/ Thermal etc.

# KEY PERFORMANCE INDICATORS 2024/25

Deliverables Target	Q1	Q2	Q3	Q4	Total
Learners @ training (23/24= 865) (23/24 Achieved = 1,368) (Number of individuals attending training and webinars)	820	320	320	320	1,780
Virtual Conferences (inc. collaboration with other groups) (Average of 500 learners @ each) (23/24 = 558 registered 287 attended)	1	0	0	0	500
Training workshops (Average of 20 learners)	1	1	1	1	4
Webinars (1 hour) (Average of 100 learners)	3	3	3	3	12
Learning pathway engagement (Wellbeing: An Introduction (level 1) = 416 (128 complete) (Wellbeing and the Built Environment (level 2) = 247 (56 complete)					800 assigned 300 complete
Engagement with multiplier organisation & signposting	1	1	1	1	4 Good Collaborations

# HOW DOES THE ACTIVITY SUPPORT THE 50K STRATEGY?

Activity	Why is this needed?	Who is the audience?	How does this benefit the sector?	How does this help to get people learning through the School?	Who can we collaborate with? (other membership organisations; trade federations etc)
Wellbeing web page re-vamp:  Align content to 'improving wellbeing strategy programme'	To make relevant support and resources more easily available and accessible to different audiences.  Include signposting to others	Whole School:  <ul style="list-style-type: none"> <li>Individual members.</li> <li>Site operatives.</li> <li>Managers.</li> <li>Senior leaders.</li> </ul>	Making access to support more easily accessible will assist in improving wellbeing in the sector.	More of a focus on wellbeing within the workplace – easier for people to see what we do / easier to access resources / much better engagement with the page	Lighthouse / Mates in Mind / Our Minds Work & Other Subject Matter Experts / initiatives
Wellbeing Virtual Conference: Employee Engagement	An opportunity to promote the importance of wellbeing in the workplace to the industry. There is a positive correlation between employee engagement and happiness & key performance indicators.	Whole School	By highlighting the importance of employee engagement and helping to improve this, then this will help to create happy, healthy, thriving places for people to work.	Relevant for all Brings in new people who may not already be members of school. Promoted widely through partners etc	FIR / Trade Associations Professional Associations CITB/CLC/ others
Training Programme content development	We will signpost to individual wellbeing support (e.g. Lighthouse). Our focus will be on how we can improve wellbeing at organisational level.	<ul style="list-style-type: none"> <li>Whole School:</li> <li>Supervisory level and above.</li> </ul>	We can signpost individuals to support through Lighthouse etc, but that our biggest impact can be through targeting businesses / encouraging behaviour/culture change.	Increasing the breadth of our offer	As above / FIR
Learning Pathway refresh	2 wellbeing learning pathways were set up in 2021. Need to review / refresh / create & relaunch	<ul style="list-style-type: none"> <li>Whole School:</li> <li>Senior Leaders</li> <li>Siter Operatives</li> </ul>	Easily accessible learning / up skilling	Ensuring the content is most relevant and popular – driving engagement	Partners
Investment Case for Wellbeing Resources  Create a downloadable pack to enable people to present easily on 'the investment case for wellbeing'  Business Case / action plan template / links to resources	A lot of time and resource went into researching and producing the report: This needs to be more accessible and aimed at smaller businesses - for them to better understand WHY they need to invest in Wellbeing / why is wellbeing important.  Providing a 'ready made' resource for them to use to give them a head start with 'creating their strategy' - (slide deck, informative narrative, action plan)	SME's  Providing a 'ready made' resource for them to use to give them a head start with 'creating their strategy' - (slide deck, informative narrative, action plan)	To help organisations understand the business benefits of aligning their wellbeing strategy with their business strategy.  Creating happy, healthy, thriving places for people to work will improve workplace culture, reduce absenteeism and increase productivity.	Marketing the pack to SME's and encouraging downloads. Then also signposting to other resources (e.g. the report & other supporting information)	Wellbeing Charities (Lighthouse / Mates in Mind etc)  Trade Associations / Professional Associations  Partners

<i>Activity</i>	<i>Why is this needed?</i>	<i>Who is the audience?</i>	<i>How does this benefit the sector?</i>	<i>How does this help to get people learning through the School?</i>	<i>Who can we collaborate with? (other membership organisations; trade federations etc)</i>
Collaboration with Industry multipliers & associations	To enable us to reach new audiences	Whole School	The School as a central 'hub' for collaboration and signposting - cross referrals from sites / include their resources in our resource library and vice versa. Continue to work on the 'survey' to bring together who is doing what.	Reach a new, wider audience with other organisations promoting School content	As above

# WHAT ADDITIONAL RESOURCES ARE NEEDED?

<i>Activity</i>	<i>Why is this needed?</i>	<i>Who is the audience?</i>	<i>How does this benefit the sector?</i>	<i>How does this help to get people learning through the School?</i>	<i>Who can we collaborate with? (other membership organisations; trade federations etc)</i>	<i>Resources required (£)</i>
<i>Virtual Conference keynote speaker</i>	<i>Subject matter expertise required &amp; pull for delegates</i>	<i>Whole School</i>	<i>Providing subject matter expertise</i>	<i>Attracting large numbers to conference</i>	<i>Industry wide collaboration</i>	<i>£1,000 (June)</i>
<i>Creation of a Video Case Study (s)</i>	<i>Contractors don't have time or resources to access training etc.</i>  <i>Best practice is not being shared</i>	<i>Contractors/ site operative level</i>	<i>Sharing best practice with easily accessible video content – accessible on site – every site.</i>	<i>Easily accessible short video – aimed at site operative level – accessing a target market that is fairly hard to reach = new to the school</i>	<i>Partners / Lighthouse etc</i>	<i>£2,100</i>