Wellbeing Leadership Group Meeting
Thursday 18th April 2024

Attendees:

Alice Crowsley **Supply Chain Sustainability School,** Lyndsey Morrison **Supply Chain Sustainability School,** Alana Murphy **Pario**, Beck Dorrington **Danny Sullivan Group**, Claire Firbank **Tilbury Douglas,** Claire Scrimgeour **Multiplex**, Frank McCaffrey **MGF**, Gaby Mansfield **Careys Construction Company**, Matthew (George) Hartill **Lyndon SGB**, Jasdeep Singh **Fortel**, Joanna Hill **HW Martin**, Gurdeep Kandola **ACO**, Katherine Robinson **Galliford** Try, Stuart Mace **Skanska**, Tracey Middleton-Lee **Heidelberg Materials**, Neema Eftekhari **National Grid**, Abigail Plumley **Balfour Beatty**, Rachel Birtles **Lighthouse Club,**   Jane Dyer **Tudor Rose Services**, Paul Williams **ECA**

Introductions

Lyndsey welcomed everyone to the meeting and introduced herself, explained about the change of chairperson and went through the meeting for the agenda.

The group introduced themselves and shared a wellbeing success or challenges they faced.

Lyndsey went over the objectives for the group and why the group meet. She then updated the group on The School's focus for this year and an overview of last year's numbers and how that relates to last year's targets. Last year, the targets were exceeded. The challenge going forward is to re-engage those who were involved last year and grow this number.

 We looked at the aims for next year including having more active companies, with each person doing more learning, and more active individuals.

Wellbeing Training

Lyndsey gave a rundown of the training that Wellbeing ran last year, showing which of the sessions were most successful and highlighting the areas we can use for collaboration going forward, as we did last year.

Wellbeing Business Plan

The group looked over the Business Plan for Wellbeing including our targets for this year which are:

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	420	320	1,880
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	4	3	13
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

Lyndsey then went over the outline of events for the upcoming year, including the training schedule and the conference (26th June 2024- 10:00). We went through the details for each element of the targets proposed including the agenda for the conference, an overview of the Learning Pathway and the top wellbeing resources.

We then looked at the confirmed activities for the Wellbeing Group ahead of the breakout rooms for a refresher of our objectives and the questions to ask surrounding them: Who is the target audience? How do we reach them more effectively? Are there any challenges in delivering? How will we combat these?

Breakout Groups

The group went into breakout rooms in order to discuss how to progress the group's objectives, any challenges and any ways we can improve:

Group 1- Webpage

- The webpage needs more signposting to areas the school does not cover eg. onsite support.
- The webpage should include a section on the investment case- what does wellbeing mean to my business?
    o Why should you invest in wellbeing? Audience tends to be managers or supervisors.
- There was also a suggestion for the structure of the page based on these principles:
    o Do no harm
    o Promote the positive
    o Support
- The webpage should also link to an awareness days calendar for ease of the user

Group 3- Training Programme

- The main challenge addressed was how we share the training and make sure that it meets its intended audience.

- o It can be complicated for on-site workers to access- people do not have time or access to computers
  - ▪ In order to mitigate this The School can work with the Lighthouse Charity by signposting to training designed for on-site workers they deliver
- o There is difficulty in terms of time as many people may be self-employed and unable to spare time to attend training
- There was a suggestion for members of the Leadership Group to make attending The School's training (in particular wellbeing) a KPI.

Group 4- Learning Pathways

- There were comments on taking the pathways back to basics, having pathways aimed at particular abilities and then further splits in relation to job roles
- It was also mentioned that the target audience wasn't clear and that it should be more apparent from the titles of the pathways and resources.
- Another barrier mentioned was that the resources included in the pathways aren't as engaging as they could be, they are text heavy and should be more dynamic, taking the lead from our most popular resources.
- We also discussed the objective of completing a Pathway- what are the next steps and what do we want them to achieve by doing this?
  - o Can we make it clearer that they receive a badge afterwards to motivate users?

Group 6- Resources

- Group 6 mentioned that one of the factors to take into account when looking at resources is making sure resource is tailored to the intended audience.
  - o Resources made to be applicable and meaningful
  - o What will this resource do for me/ mean for me?
- The other challenge is making time for employees to engage and understanding the drive and pull of users
  - o How do we make this possible for those who do not have the resources?
  - o Playing resources on a loop in the background