

Wellbeing Leadership Group Meeting Thursday 19th July 2024

Attendees:

Lucy Hunt **Supply Chain Sustainability School**, Lyndsey Morrison **Supply Chain Sustainability School**, Emily Pearson **Our Minds Work**, Rebecca Glendinning **Clancy Group**, Beck Dorrington **Danny Sullivan**, Nicola Scott **Briggs**, Antony Harris **City Holdings**, Jason Figgett **BDV**, Suki Dhillon-Basra **Danny Sullivan**, Jane Dyer **Tudor Rose Services**, Claire Firbank **Tilbury Douglas**, Ann Marie Coulthurst **Murphy Group**, Angela Batt **Wessex Arch**, Tracey Middleton-Lee **Heidelberg Materials**, Asha Boyce **Costain**, Sam Hall **SI Partnership**, Stuart Mace **Skanska**, Joanna Hill **HW Martin**, Fiona Dowling **VGC Group**, Chelsea Breton **National Grid**, Tamasine Hickey **ACO**, Gurdeep Kandola **ACO**, Claire Scrimgeour **Multiplex**, Hannah Williams **Speedy Hire**, Paul Mulligan **Kier**, Saba Khan **CHAS**, Jenny Hagan **HSE**, Sabrina Lalmas **Venesky Brown**, David Emery **Supply Chain Sustainability School**

Introductions

Lyndsey welcomed everyone to the meeting and recapped the key points from the last meeting (please see the last minutes for this). She then shared the news that our current Chair is currently on long term leave, and we are holding his position open for him. We will be looking for a Vice Chair, going through the applications for the last time we recruited a chair, but welcome applications from those who may not have applied before.

- **ACTION:** If you are interested in submitting an application for Vice Chair, please contact lyndsey@supplychainschool.co.uk and alice.crowsley@supplychainschool.co.uk

The group then introduced themselves over Menti (attached).

Lyndsey ran through the agenda for the meeting.

Employee Engagement in Wellbeing Activities

Lyndsey introduced Emily Pearson, who led a session on Employee Engagement in Wellbeing. Emily gave an overview of her experience. She gave an overview of the three programmes Our Minds Work deliver: Mental Health and Wellbeing Diploma, Preventing Stress and Supporting Mental Health, and Workplace Wellbeing Membership.

Emily gave an outline of the biggest challenges faced with current mental health and wellbeing strategies. The biggest were:

- Measuring Outcomes and Evidence
- Employee Engagement in Wellbeing Activities
- Ineffective Data Collection and Analysis

Some of the issues around these are that many HR and Wellbeing Leads are learning as they go and have not received training on tackling these challenges, as well as being unaware of legal obligations. The focus of this session was Employee Engagement.

The areas the session covered were:

- Understanding the Challenge: Why One Size Doesn't Fit All
- Decoding the Cycle of Change
- The Colleague Journey: From awareness to Engagement- Touchpoints and Barriers

Understanding the Challenge: Why One Size Doesn't Fit All

The group were asked to put areas with which they would like to change their relationship in the chat. This opened a dialogue about needs and how individual these are. They then discussed the barriers to achieving these needs. These included, work life balance, peer pressure, and motivation. This too demonstrated the different barriers that impact different people.

This provoked conversation about wellbeing strategies needing to be more personalised, thinking about the timings and language that people may be facing to make sure that as many people are engaged with as possible. The key questions to focus on were:

- How ready for change are they?
- How do we consider activities, campaigns, initiatives that really tap into their desire for change?
- How to consider different demographics and how to you reach them?

Cycle of Change

Emily went through the stages of the cycle of change:

- Precontemplation
- Contemplation
- Preparations
- Action
- Maintenance
- Termination

The group then shared where they were on the cycle, and what barriers they face.

The Colleague Journey: From awareness to Engagement- Touchpoints and Barriers

Emily provided an example person with personal information provided for the group to identify where he is on the cycle of change. It also provided motivations for him and potential barriers for the group to add to.

Based from this, the group considered how to help someone in this situation and provided solutions for employees taking into account the personal factors and his personal interests.

Emily discussed the importance of a marketing strategy, and how to bring someone to being fully engaged through multiple touchpoints built throughout the year/ campaign. It's also important to ensure barriers are addressed, that those involved are knowledgeable in the area, as well as having a successful and engaging event with the opportunity to provide feedback to improve at the end.

The group then discussed challenges they have faced, and comments based off their experiences.

Upcoming Offsite and Wellbeing Conference

Dave Emery joined the call to discuss the upcoming conference and talked about the areas of concern in the construction industry around this topic, especially when stress is put on site

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managers. The consequences of this can greatly impact wellbeing. Overall, it was shown that projects that were delivered using offsite were less stressful for site managers delivering construction projects.

ACTION: If you know any site managers, HR professionals, Construction Directors or others with experience that could contribute to the report or virtual conference, please get in touch with david@supplychainschool.co.uk

ACTION: Register for the conference [here](#)

School Update

Lyndsey gave an overview of where the school is in comparison to last year (please see the slides attached for the full breakdown). She also gave an overview of the Group Terms of reference (attached) and the aim of the group- to increase knowledge and understanding of and action on well-being in the context of the built environment.

ACTION: Please look through the objectives and focuses for the group in the slides (attached)

Lyndsey then shared our progress against our objectives for the group, showing the areas we have already completed, including developing new training content, running a conference, and collaborating with FIR to drive change within the industry.

We looked at the upcoming training for the year, please see this below with the delivered sessions numbers:

Training Topic	Training Type	Date	Registrations	Attendance
Stress prevention & building resilience - in the workplace (stress awareness month)	Webinar	23 rd April	161	94
Leveraging your emotional intelligence	Webinar	22 nd May	145	82
Having effective conversations	Webinar	4 th June	208	112
How Retrofit Impacts Quality of Life	Webinar	20 th June	84	41
Employee Engagement: Improving wellbeing & productivity	Virtual Conference	26 th June	893	353
How to develop an effective wellbeing strategy	Workshop	9 th July	40	22
Addiction & Recovery Friendly Workplaces	Webinar	6 th August		
Suicide Prevention (world suicide prevention day)	Webinar	10 th September		

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How to develop an effective wellbeing strategy (supported by HS2)	Workshop	12 th September		
Wellbeing In Offsite	Virtual Conference	2 nd October		
Menopause awareness in the workplace (menopause awareness day)	Webinar	18 th October		
Wellbeing for managers	Webinar	6 th November		
Engaging men in your health & wellbeing strategy / interventions	Webinar	November / December		
Wellbeing initiatives for the workplace	Webinar	January		
Measuring the impact of your wellbeing strategy / initiatives	Webinar	February		
Wellbeing & Procurement	Webinar	March		

Lyndsey then went over the outline of events for the upcoming year, including the training schedule. It was decided that we would create a flyer that members of the group can share easily as well as creating an action log for future sessions.

We looked at the feedback from our recent conference and Lyndsey shared updates that have been made to the [Wellbeing Page](#).

We also looked at how to develop the wellbeing calendar, and looking at expanding the [diversity calendar](#).

ACTION: Please provide suggestions and feedback for the calendar.

We also looked at measuring the number of key partners evidencing measurement of wellbeing initiatives and whether we create a wellbeing survey or add to the diversity survey.