

Attendees:

Lyndsey Morrison, **Supply Chain Sustainability School**, Alice Crowsley, **Supply Chain Sustainability School**, Ann-Marie Coulthurst, **Murphy Group**, Nick Smith, **Once for All**, Angela Batt, **Wessex Arch**, Steven Graham, **Colas Rail**, Rachael Blackwell, **Wessex Arch**, Sam Davies, **BU-UK**, Debbie Chadwick, **Costain**, Lee Hier, **Sunbelt Rentals**, Anthony Williams, **City Holdings**, Joanna Hill, **H W Martin**, Nicola Scott, **Briggs**, Ben Keegan, **VGC Group**, Karen Kendall, **Higgins Group**, Aimee Skelly, **Egis Group**, Louise Logan, **NG Bailey**, Alison Boyer, **Arcadis**, Rachel Birtles, **Lighthouse Charity**, Suzanna Caccavone, **Binnies**, Helen Spafford, **Denbighshire Council**, Daphning Pierre, **National Grid**, Dola Fowokan, **Alstom Group**

Please note these meeting notes are to be read in conjunction with the agenda and final slide deck as circulated to all.

1. Welcome and Introductions

- Lyndsey welcomed the group to the Leadership group meeting. All attendees introduced themselves and gave context of their work in Wellbeing.

2. Updates

- **School Engagement**

- Lyndsey gave the group an update on the School's overall progress up until January 2025. She compared this to the previous year and how our progress has increased, emphasising 'how can the wellbeing group assist with this training?'
 - So far, The School has **42,015** Active Individuals coming from **6,981** Active Companies.
 - In the same time period, there were **159,702** resources viewed and **451** training activities (workshops, webinars, conferences).
- Lyndsey then shared the KPIs from the current year, showing how close we are to achieving these goals. We had many more workshops than scheduled, and are on target for many of the other objectives.
- Lyndsey shared the numbers for our webinars over the year, highlighting the topics that proved the most popular. These were the 'Employee Engagement' virtual conference, 'Having Difficult Conversations' webinar, and 'Stress Prevention in the Workplace' webinar.
- Lyndsey also shared highlights from the newly created Wellbeing for Managers webinar, that showcased the excellent feedback received for this session.

3. Sustainability Capability Assessment

- Lyndsey gave an overview of where to find the assessment and how this works. These can be both personal for an individual and also for the company. The

assessment will then generate an action plan, signposting you to resources to get you up to the next maturity level.

- We are looking to create a verified version of this for wellbeing and asked for the group to provide examples that we could use to mark each level. It was made clear that we do not want to duplicate any work for the user.
 - **Action:** If you have any thoughts on the levels for the Wellbeing Assessment, please get in touch with alice.crowsley@supplychainschool.co.uk
- Nick gave context for the growing need for this tool, and why Once for All were involved in this process. He emphasised the need to make this easy and to ensure that we are not adding unnecessary burdens to suppliers.
- The group went into break out rooms to look into whether the statements are correct to make sure they are at the correct level. We also wanted to capture the evidence the industry would consider important to prove each level. We also wanted to look at 'what does good look like' with emphasis on policy.
 - **Action:** If you have any other thoughts on this, please do get in touch with alice.crowsley@supplychainschool.co.uk
 - Particular highlights included ensuring that there was an appropriate training to a broader cohort of people, making sure that training was being certified, and making the data you collect at the strategic level a lot more general.

4. Business Plan 2025/25

- Lyndsey gave an overview of how the school works, and how we plan for the upcoming year, including looking at what is important for industry, key challenges, how the school can help with these challenges, and what we can deliver.
- Lyndsey looked over the targets for the wellbeing group, and explained why and how they had been updated for the next year's activity. Notably, increasing the number of attendees at training- this includes, workshops, webinars, and virtual conferences, and setting out the number of sessions that will be delivered. She also, explained how the group collaborates with the Fairness, Inclusion and respect programme and how this assists our group's numbers.
- We also wanted to increase the number of people accessing our Wellbeing Learning Pathways, so have increased the target significantly.
- Lyndsey outlined our key focusses for the next year. These were:
 - Encouraging Positive Behaviour Change
 - Communicating the Business Case for wellbeing – SMEs / Leadership Teams / Managers of Teams
 - Collaboration
 - Measuring the impact of wellbeing initiatives in the workplace
- The group reflected on the key items to produce, including the Virtual conference, Investment Case for Wellbeing Slides, Training Programme Development, a Face to Face Leadership Group Meeting, a New E-Learning Module (wellbeing for managers), and Collaboration with industry multipliers.

- **Action:** If you are interested in speaking at the virtual conference, or being involved with any of the above projects, please contact alice.crowsley@supplychainschool.co.uk
- **Action:** If you are interested in hosting our summer face-to-face Leadership Group, please contact alice.crowsley@supplychainschool.co.uk

5. Wellbeing Calendar

- Lyndsey laid out the vision for the calendar, looking at how it would look on the website, ensuring that each Awareness Day was given linked resources, with the aim of aligning supply chains on the same topics at the same time. Importantly, structure was given as a major case for the calendar in the industry.
- The group then went into break out rooms, each looking at a particular set of months to assign relevant awareness days.
 - **Action:** If you have any more suggestions, please contact alice.crowsley@supplychainschool.co.uk
- The group went through their choices, explaining why certain topics had been chosen and highlighting campaigns that companies have internally.