

Wellbeing Special Interest Group

23 January 2020 | Summary & actions

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During this session, we **achieved** the following:

1. Discussed and agreed the main drivers of wellbeing from the built environment perspective.
2. Identified a broad set of indicators under each of these drivers; considered what data is needed to measure these; & how it might be captured.
3. Participated in a heat-mapping exercise to prioritise the drivers and indicators most relevant to Partner businesses.
4. Understood how the People Matter Charter intersects with the wellbeing agenda.
5. Continued to highlight wellbeing interventions that may be available to share with the group.

We have collected a handful of case studies and interventions to date. During this session, we collectively identified that we need more **input from Partners** in the following areas:

- Facilities management
- Place-making and place-keeping
- Fit out
- Building design
- Access to nature
- Financial literacy
- Employment status
- Pastoral /ongoing care of employees post-employment

The key wellbeing drivers for the built environment

To assist in diagnosing wellbeing priorities and framing interventions, we took the What Works Centre for Wellbeing's 5 drivers of wellbeing as a starting point.

Collectively, we considered the following questions:

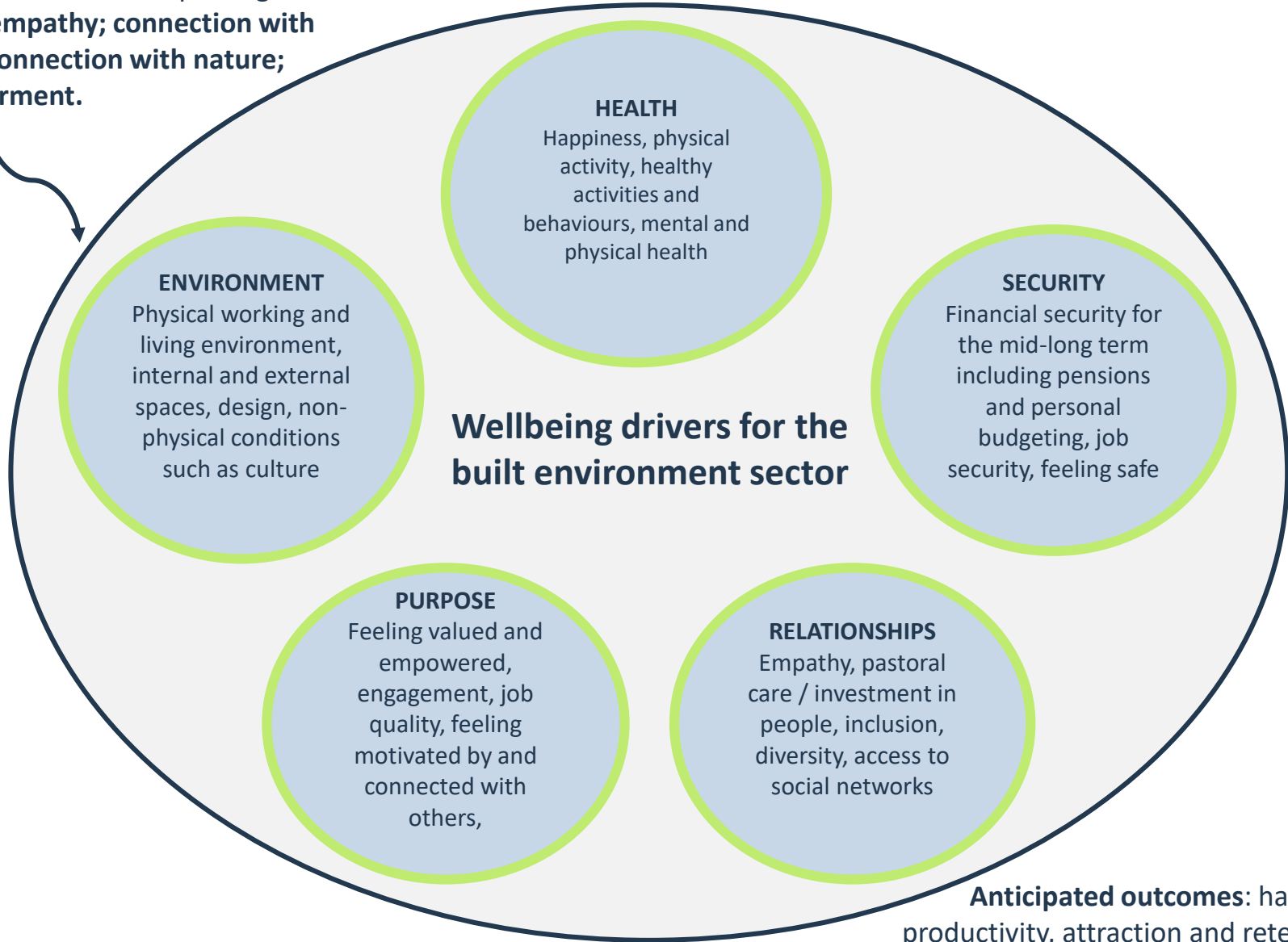
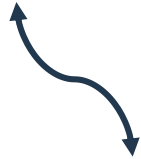
1. Do we agree that these five drivers capture everything from the Built Environment perspective?
2. Is there anything missing? If so, what would we add?
3. Think about the types of current or potential actions our organisations and supply chains take under each of these five (+) pillars.
4. What questions would we need to begin asking our supply chains to track progress against these wellbeing measures?
5. Think about whether we would ascribe a priority to some pillars and/or actions over others, and why.

The following themes emerged under the five proposed drivers:

1. **Relationships:** empathy, happiness, integration,
2. **Environment:** biodiversity, air quality, nature, natural lights, job design
3. **Health:** happiness, mental, physical and occupational health, volunteering, fatigue, travel and project allocation
4. **Security:** bullying and harassment, job security, leaders and non-leaders, pensions, personal budgeting
5. **Purpose:** career progression, succession planning, business values, real time and ad hoc pulse checks on wellbeing

Wellbeing drivers for the built environment

Common themes underpinning these drivers: **empathy; connection with others; connection with nature; empowerment.**



Anticipated outcomes: happiness, productivity, attraction and retention of talent, organisational resilience, improved environmental stewardship, etc.

Summary of the prioritisation exercise

Driver	Priorities for the built environment – what should we seek to improve or benchmark?
Environment **	Increasing biodiversity and quality of natural environments
	Physical working conditions e.g. welfare facilities, building design
	Access to natural light
	Access to natural outdoor spaces
	Movement and physical activity during work time
	Improving internal and external air quality
Security *	Long term financial awareness, including pensions
	Workplace behaviour, including bullying and harassment
	Job security and career pathways
	Safe and thriving communities and homes

Summary of the prioritisation exercise (continued)

Driver	Indicator
Relationships*	Guidance for inclusion
	Diversity
	Opportunities to build community and enhance social interactions
Purpose**	Feeling valued and empowered
	Career development and ability to influence workload
	Workplace culture
Health*****	Happiness
	Awareness and uptake of health and wellbeing support channels available
	Physical activity encouraged
	Access to sustainable, nutritious food

1. Share case studies or examples that may help to fill the following gaps:
 - Place-making and place-keeping
 - Fit out
 - Access to nature
 - Financial literacy
 - Employment status
 - Pastoral /ongoing care of employees post-employment
2. Share wellbeing learning materials that you would be happy to contribute to the School
3. Next SIG: 24 February 2020. Look out for venue confirmation and calendar invitation
4. If you would like more information on the People Matter Charter, please get in touch!

- People Matter Charter

https://learn.supplychainschool.co.uk/pluginfile.php/71438/mod_resource/content/7/People%20Matter%20Charter%20Final-012020.pdf

- Why pay the Living Wage

<https://www.livingwage.org.uk/living-wage-case-studies>

- Health, work and wellbeing

<https://archive.acas.org.uk/media/854/Advisory-booklet---Health-Work-and-Wellbeing/pdf/Health-work-and-wellbeing-accessible-version.pdf>

- Why invest in employee wellbeing

<https://whatworkswellbeing.org/product/why-invest-in-employee-wellbeing/>

