



Wellbeing Business Plan

2023-2024

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FOCUS 2023/24: WELLBEING GROUP: CULTURE CHANGE

#MakeItVisible is a new project / taskforce driven by CLC and chaired by Bill Hill (Lighthouse) and Sarah Meek (Mates in Mind) that will unite the industry and work collectively to improve the welfare and wellbeing of our built environment workforce for this generation and the next.

The aim of the Make It Visible Taskforce is to:

- unite the industry wellbeing projects into one major recognisable movement,
- learn and publish best practice from home and abroad,
- implement services that deliver measurable improvement to the welfare and wellbeing of our workforce in the shortest period of time
- promote a more proactive, preventative approach to wellbeing across the built environment
- drive long term culture change within the industry to promote equality, diversity inclusion, fairness and respect that will ultimately promote construction as a career choice for the next generation.

4 Category Groups have been created to take on this challenge:

- Reactive Welfare and Wellbeing Strategies
- Proactive Welfare and Wellbeing Strategies
- **Culture Change Welfare and Wellbeing Strategies**
- Measurement of Welfare and Wellbeing Strategies

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As an organisation entirely dedicated to the development of a sustainable built environment and reflecting the work that we have done to drive Fairness, Inclusion & Respect Culture Change in the sector, The Supply Chain Sustainability School has been selected to lead the **Culture Change Welfare and Wellbeing Strategies Group**.

A decision has been made that, to add value and avoid duplication, the existing Supply Chain Sustainability School Wellbeing Leadership Group will join with the #MakeItVisible Culture Change Taskforce to become one taskforce – dedicated to agreeing priorities, strategies and delivering an action plan that will demonstrate positive culture change.

The Wellbeing Group will therefore focus on the following areas:

Scope 1: SCSS Training Programme, Resources/Case Studies, Website: Continuing to offer our Partners & Members access to training & resources to improve workforce wellbeing.

Scope 2: Culture Change Wellbeing & Strategy: Scaling action on wellbeing. Leading the National Make It Visible Culture Change Taskforce to drive sustained behaviour / culture change.

Scope 3: Community Wellbeing: Upstream stakeholders / building users (i.e. office-workers, residents & communities). Tackling environmental impacts and increasing climate resilience (e.g. Designing healthy buildings - indoor air quality, noise, light, thermal comfort, outdoor space).

KEY TRAINING PROGRAMME PERFORMANCE INDICATORS 2023/24

Deliverables Target	Q1	Q2	Q3	Q4	Total
Learners @ training (Number of individuals attending training and webinars)	230	245	160	230	865
Conference (Average of 100 learners @ each)	1	0	0	0	500
Training workshops (Average of 15 learners)	2	3	4	3	12
Lunch n Learns (1 hour) (Average of 100 learners)	1	2	1	2	6

CONTRIBUTING TO THE 50,000 GOAL

Activity	Why is this needed?	Who is the audience?	How does this benefit engagement / membership numbers?	How does this help to get people learning through the School?	Who can we collaborate with? <small>(other membership organisations, trade federations etc)</small>
Creation of Wellbeing Culture Change Taskforce	This is an industry wide collaboration – avoiding duplication and pulling resources	Existing Partners Potential Partners Supply Chain Subject Matter Experts	Access to a much wider range of organisations who are driving direction of group	Wide industry reach and collaboration	CLC/CITB/HM Govt/HSE/Lighthouse/Mates in Mind / Building Mental Health/Working Minds/CIOB/C.O.N.I.A.C/FMB/CECA /CCS/Samaritans/Health In Construction Leadership Group
Virtual Conference: Industry Collaboration	The conference topic will be discussed and agreed with all MakeItVisible Stakeholders (150 or so volunteers). This will be topical and agreed by all that it's needed	All end users – employees / managers / practitioners. Potentially having workshops aimed at each level.	Aiming to engage with the industry collaboratively to have a wide reach – attracting new members	Reach a new, wider audience	As above. And others to be researched.
Workshop Content Re-vamp	The same content has been delivered for a number of years. This needs a refresh and a refocus	Whole school + new members	New refreshed content will attract new members	Creation of new content and resources will attract more learners. Content will all be linked through the new #MakeItVisible Web portal	#MakeItVisible – Recordings of sessions and new resources will all be linked through web portal + others
Web Pages Re-vamp	This is outdated and not fit for purpose – this web page should be aimed at end users and sign post to resources/ workshops/ other support	All	People will be more likely to use this page & access more resources/ training if this is more user friendly	Easier to access	Lot of other initiatives – joint signposting
Using multipliers: trade bodies/ stakeholders	To enable us to reach new audiences	Members of key trade bodies and subscribers to other newsfeeds	Recommendations from trusted source	Reach a new, wider audience with other organisations promoting School content	CLC/CITB/HM Govt/HSE/Lighthouse/Mates in Mind / Building Mental Health/Working Minds/CIOB/C.O.N.I.A.C/FMB/CECA /CCS/Samaritans/Health In Construction Leadership Group + others to be researched