

Wellbeing Leadership Group Meeting

Thursday 8th February 2024

Attendees:

Alice Crowsley **Supply Chain Sustainability School**, Lyndsey Morrison **Supply Chain Sustainability School**, Louise Watmough **Amey**, Claire Firbank **Tilbury Douglas**, Jenny Mullett **Colas Rail**, Antony Harris **City Holdings**, Tracey Middleton-Lee **Heidelberg Materials**, Ben Keegan **VGC**, Aidan Herbert **Carmichael**, Sharon Turner **NG Bailey**, Megan Taylor **Skanska**, Gaby Mansfield **Careys**, Rachel Birtles **Lighthouse Club.org**, Georgia Petch **Danny Sullivan**, Sarah Bolton **Lighthouse Club**, David Wake **Galldris**, Karla Clarke **Speedy Services**, Eileen Donnelly **Ripple & Co**, Joanna Hill **HW Martin**, Paul Williams **ECA**, Sophie Holdrick **L-Lynch**, David Landles **Balfour Beatty**, Jenny Hagan **HSE**, Maisie Collins **Hill Group**, Tracy Williams **Mace Group**, Jane Cooper **Galliford Try**, Fiona Dowling **VGC**, Judith Marriott **MJ Evans Group**, Gurdeep Kandola **ACO**, Sarah Butcher **Welfare Hire**, **Tudor Rose Services**, Ngoma Knight **United Living**, Emily Pearson **Our Mind's Work**.

Introductions

The group introduced themselves over menti (attached to this email) and then Lyndsey ran through the agenda for the day.

Lyndsey fed back on The School's focus for the next year, including having more active companies, with each person doing more learning, and more active individuals. Our target for next year is to have 50,000 active individuals using the school and we are looking into how The School can grow, and therefore how can the Wellbeing Group have more impact, while avoiding duplication.

2024 Focus

Lyndsey recapped on the focusses the Group looked at on the last meeting, including a focus on Wellbeing in the Workplace: Strategy, Culture, Leadership, and Supply Chain. The School's membership is mostly supervisory level, so we can signpost to ground level support provided by other organisations and focus on Workplace Wellbeing at a higher level. Looking at making easier access to training for management and supervisory level- who do we signpost to?

Lyndsey shared a mind map, showing where other support can be found for some of the sessions we currently deliver, and looking at where we can move to. These more managerial topics have done very well and show they are popular with the members. We also looked at what the FIR Programme offers and possibilities for collaboration. We looked at the resources that Wellbeing currently has and looked at collaboration with other groups to look at more 'Wellbeing and the Built Environment' sessions and resources.

Rachel discussed the areas that the Lighthouse can cover and gave an overview of the Lighthouse- showing that there are areas of the more personal Wellbeing areas that are covered by other companies, that we can signpost to.

Collaboration

The suggestions for future collaboration are below:

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- Run conference for the **supply chain** focusing on a key challenge / opportunity to improve wellbeing in the workplace.
- Collaborate with & promote the Fairness Inclusion & Respect Programme to **drive culture & behavioural change** within the industry.
- Signpost to (and collaborate with) Lighthouse / Mates in Mind / Others for individual wellbeing support and training.
- Work to better understand the work of other groups / industry bodies / associations – be a central hub to communicate to supply chain (survey to discuss)
- Collaborate with other Leadership Groups (e.g. FIS / FM / Nature), specifically around 'Wellbeing in the Built Environment' – Air Quality / Nature / Inclusive Design / Light / Thermal etc.

Deliverables

Lyndsey looked at the deliverables for next year, looking at how we can improve on this year's numbers.

Capability Assessment:

We have updated the wellbeing section of this Assessment, including new wording.

ACTION: Please look over this (attached) and provide feedback. This will be launched in March.

Group Priorities

The Group went into breakout groups to discuss the priorities that should be focussed on in terms of topics that we deliver and the priorities for the group as a whole. (Results in the [Jamboard](#))

Virtual Conference

Lyndsey gave an overview of conferences in the school and then looked at the Wellbeing Conference in June. In order to be successful, and achieve the 100 registrations, we need to have a 'big hitting' topic and will involve partners and the industry. We will also need multipliers, those who can help spread the word, and we will also try to use the momentum from World Wellbeing Week.

The group answered a menti about their top choice for what the conference should cover- with the most votes going to Employee Engagement. The group then shared ideas for other possibilities for a conference in case there were any gaps. Men's mental health and suicide prevention talks came to the forefront as other topics to look into, as well as frames of reference and practical learning to take away. We also thought about the need for structure and coming at the topics from a strategic approach.

Future of the Group

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We read through possible options for how to engage the group going forwards. There were suggestions for future sessions:

- Key Take-Aways to share with colleagues
- Wellbeing Calendar
- External Speakers
- Themes for meetings
- Training Programme
- Specific topics would help focus discussion and increase learning in the group