

**Wellbeing Leadership Group Meeting**  
 Wednesday 2<sup>nd</sup> August, 2023

**Date:** Wednesday 2<sup>nd</sup> August 2023

**Attendees**

**Lisa Sheehan** (Peel Ports, HR Business Partner), **Joanna Hill** (Marketing and Communications Manager, HW Martin Ltd), **Jason Figgett** (Manager, BDV), **Brian Madden** (ISS Labour Ltd, HSQE Director), **Emma Corthorn** (United Living, HR Advisor), **Vicky Wilson** (Galliford Try Well-being Lead), **Sharon Turner** (NG Bailey Group Social Value Manager), **Rebecca Glendinning** (Head of Safety (North) and Well-being Lead for group-Clancy Group), **Claire Scrimgeour** (Multiplex, Health, Safety and Training Project Manager), **Bill Hill** (Lighthouse Constuction Industry Charity CEO), **Louise Watmough** (Head of Wellbeing &Inclusion, Amey), **Sophie Campbell** (Helix-CMS - Project Support, Mental Health first Aider), **Lynne Lynam** (HR Advisor, Bellway Homes), **Andy Johnson** (Speedy - HSSEQ Director), **Duncan McNicol** (CBES Ltd, Head of Risk & Compliance) **Jonathan Parker** (Wolffkran Training Manager), **Ros Barrows** (Kier Group, Group Head of Safety, Health and Wellbeing), **Natalie McDermott** (Sparta Systems- Business Manager), **Lotus Aherne** (Story Contracting Ltd- Business Development Manager), **Helen Spafford** (North Wales Construction Framework, Project Officer), **Jen Gray** (Advante Limited, HRBP), **Suki Dhillon-Basra** (Social Value, Skills & Employment Advisor, Danny Sullivan Group), **Heather Fearnley** (Business Support Manager & MHFA at McBains), **Jacqui Rawlings** (CITB Engagement Advisor), **Fiona Dowling** (VGC Group, HSQE Advisor), **Debbie Chadwick** (MHFA trainer – Costain), **Karla Clarke**, (People Development Partner, Speedy), **Laura Regan** (Sir Robert McAlpine, Social Value and Wellbeing Manager), **Panny Hadjioannou** (Michael J Lonsdale, CTO), **Sue Brandrick** (Health and Safety Executive, Senior Policy Advisor, HSE), **Sandeep Dhanju** (Category Lead at National Grid), **Peter Crosland** (Vice Chair – ICE Safety, Health & Wellbeing), **Wendy Storey** (Suez), **Sophie Jessop** (Helix CMS), and **Jane Dyer** (Tudor Rose Workplace Wellbeing Workplace Wellbeing Consultant/Coach), **Emily Pearson** (Director, Our Minds Work), **Gary Hosey** (Director, Ei.Co)

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

[Meeting notes](#)

**1. Welcome and introductions.**

Lyndsey introduced the group, gave history on the group, explained role and mentioned sector experts on the call and then gave some context on other groups in the school.

We used Menti for introductions – all shared name/job title/organisation

We also asked them to share ‘How do you demonstrate that you, as an organisation, value wellbeing?’ (see accompanying deck for responses).

**2. Updates on School Activity**

- What can we do as the School? Skills, knowledge and focus on where we can add value, the vision and goals were shared.
- Ambitious goals- 50,000 individuals by 50,000- engaged with the school in some way to increase their learning, 35,000 for this year. (school performance slide)- focus on how to extend our reach, leadership groups, engage with the industry, 200 partners 10 new

**Wellbeing Leadership Group Meeting**  
 Wednesday 2<sup>nd</sup> August, 2023

partners from April, Partner News Page, reminder of workshop allocation and how it can be used,

- **Net Zero Summit**

Meet and network with hundreds of clients and sustainability professionals in the built environment sector, plus get your key questions answered by industry experts. What is the theme? The theme for this year's summit is Net Zero and a Just Transition. We will discuss the key challenges facing our industry on its journey to net zero carbon and explore the big solutions needed. You will have the chance to attend various expert panels and get your key questions answered, as they explore the how and why of topics such as the talent and skills challenge, the materials challenge, and science-based targets.

- Tuesday 26<sup>th</sup> September, 9:30 AM- 5:30 PM
- Coventry Building Society Arena, CB6 6GE
- Register [here](#).

**3. Wellbeing Leadership Group**

- Chair vacancy, started the process for applicants (5) has to be a partner to be a chair, will be going out to vote, new chair for next session.
- Rewritten Terms of reference attached to the email ACTION: share any comments with Lyndsey
- Business Planning Process- new process, annual impact survey- identify key issues and base new business plan on this, next session will be in November
- Wellbeing Leadership Focuses:
  - Opened up to culture change task force (#MakeItVisible).
  - Gave quick overviews of the [#MakeItVisible Conference](#) and the [Indoor Air Quality Conference](#)
  - Delivery of the Wellbeing Training Programme- 1X conference, 12x workshops, 6x webinars (flexible)- with a focus on making this a more proactive programme going forward, rather than reactive
  - Overview of Wellbeing Training from the past 6 months
  - Overview of upcoming Wellbeing training for the next 6 months

**4. Jamboard- Group Mapping- Future Workshops**

- In groups, we looked at the challenges that need to be solved in certain groups and the outcomes/ what would the group like them to achieve as a result of a workshop. The groups were:
  - Senior Leaders
  - Contributing Factors
  - Supervisors and Managers
  - Individuals

(Please see the [Jamboard](#) for the results.)

**5. Suicide Prevention Month**

- Emily Pearson is running a webinar on Preventing Suicide in the Construction Industry on the 13<sup>th</sup> September you can register [here](#)
- This is an important topic as every 20 seconds, someone attempts to take their own life. In 2021, 5,558 suicides were lives lost in the UK that could have been prevented. Around 500 of those lives lost to suicide were to men in the construction industry.

## 6. Make it Visible

- Reactive Taskforce is working on five priorities:
  - o Priority 1: The development, launch and marketing the Make It Visible Portal
  - o Priority 2: The expansion of Make It Visible Onsite
  - o Priority 3: The launch of Wellbeing Champions Support
  - o Priority 4: The expansion of the Beacons across UK and Ireland
  - o Priority 5: The expansion of the Critical On-site Support services

## 7. Proactive Wellbeing Support and Culture Change Roadmap

This is looking at:

- o How do we change the industry STRATEGICALLY?
- o Mates in Mind are working strategically with partners to identify the issues that are contributing to poor mental health.
- o Issues like Terms of payment / Working hours / Regulation / Procurement.
  - This will be achieved through working together across industry: Tier 1's, Supply Chain, stakeholders, charities, subject matter experts, practitioners
- o Assessing the impact of changes made

We will provide further information to follow including how to get involved & timescales, the focus group will probably include:

- o People from throughout the Supply Chain
- o Work on key 'issues' and developing action plans for change
- o Structured: Terms of reference, RACI, action plans, deliverables, feedback requirements.
- o Measurement and reporting

## 8. Industry Mapping

- What we need is an Industry Mapping Initiative to make sure what we are providing is a new offering. To make sure of this, we will need to understand what other initiatives are in the market place, why people are choosing the directions they are, what we can learn from other industries, who the key influencers are, how it's being measured, and how to share best practice. As a result, we will be forming our first **Focus Group** to look into this further.
- Those who have volunteered already (not a firm commitment at this stage):
  - o Sophie Jessop
  - o Wendy Storey
  - o Sharon Turner
  - o Brian Madden- ISS Labour
  - o Karla Clarke
  - o Claire Scrimgeour
  - o Jane Dyer - Tudor Rose Workplace Wellbeing
  - o Rosalind Barrows
  - o Suki Dhillon-Basra
  - o Peter Crosland
  - o Duncan McNicol
- **Do email Alice Crowsley if you would like to be added to this list.**

**Wellbeing Leadership Group Meeting**  
 Wednesday 2<sup>nd</sup> August, 2023

- We then used the remaining time to add to an Industry Mapping Jamboard, thinking about the following areas:
  - o Forums and Initiatives
  - o Standards, Charters, Legislative Changes
  - o Key Stakeholders and Influencers
  - o Optimal way to engage and/or spread the word
- And kept these questions in mind:
  - o What forums do you belong to?
  - o What initiatives do you know about? – what are they working on?
  - o What standards/charters/legislative changes already exist or are being created?
  - o Who are the key stakeholders / influencers?
  - o What is the optimal way to engage with this hard-to-reach community / how can we spread the word?
- **Action:** Please add to the [Jamboard](#) if you have anything else you would like to mention.
- It was suggested that perhaps the first action of the focus group could be to create a form that we send out to industry to ask them about this. To gather as much information as possible.

**ACTIONS:**

Please see **Accompanying Information slide deck for information on the below.**

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| <b>Partners to:</b>   |
| - Partners to invite supply chain and colleagues to training activities and learning resources; utilising their workshops, inviting colleagues to events and embedding the use of the school across the business.   |
| - Email Alice Crowsley ( <a href="mailto:alice.crowsley@supplychainschool.co.uk">alice.crowsley@supplychainschool.co.uk</a> ) if you would like to provisionally volunteer for the Focus Group for Industry Mapping, please send through the names of anyone who may be interested. |
| - Please add to the <a href="#">Jamboard</a> if you have anything else you would like to mention regarding the Industry Mapping exercise.   |
| - Share/ register for the Preventing Suicide in the Construction Industry on the 13 <sup>th</sup> September- you can register <a href="#">here</a>  |