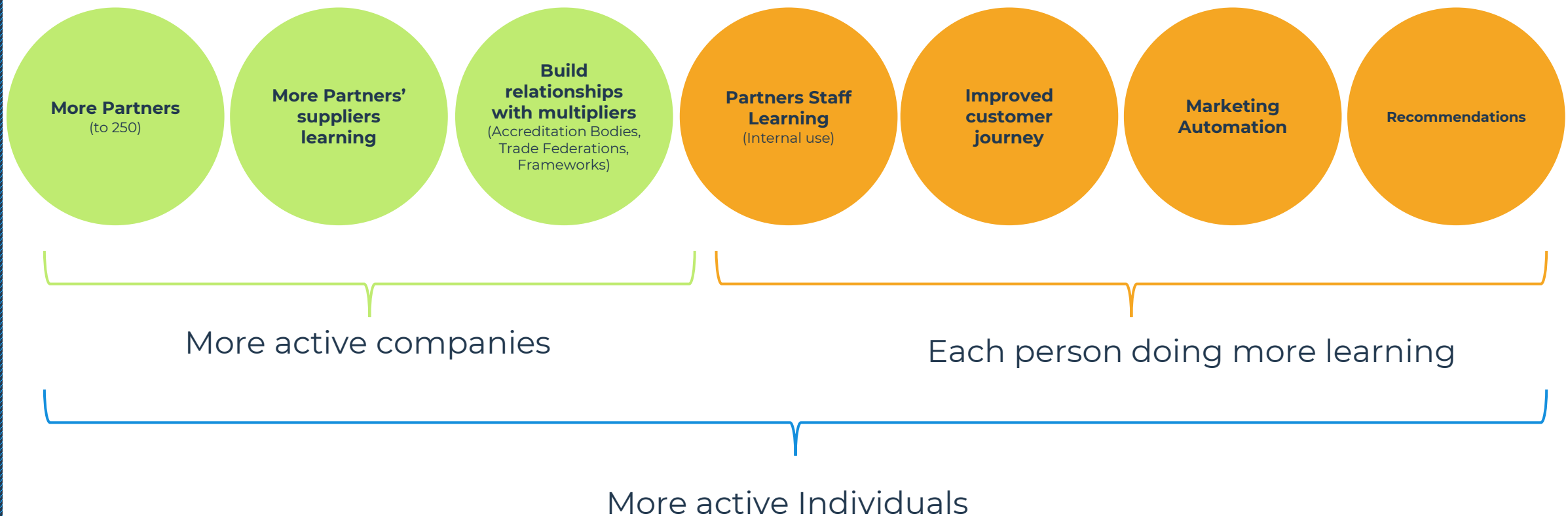


# FOCUS ON

## THE HOW . . . 7 ACTIONS TO DRIVE OUR IMPACT



# Focus 2025

To educate and upskill more people in the built environment on how to improve wellbeing in the workplace.

- **Enabling Positive Behaviour Change**

- We need to encourage & enable positive behaviour change in the industry. In order to improve wellbeing, we need to improve the way that people interact with each other at both an individual and organisational level: Delivery of Virtual Conference on 'Trust & Productivity'
- FIR Collaboration
- Training programme content focusing on workforce wellbeing

- **Communicating the Business Case for wellbeing – SMEs / Leadership Teams / Managers of Teams**

- SME pack: Investment case for wellbeing downloadable resources. (Who would like to be involved in this?)

- **Collaboration**

- Working closely with lighthouse / mates in mind / CECA / HCLG / National Grid and others to better understand other industry wellbeing initiatives and projects being undertaken.

- **Measuring the impact of wellbeing initiatives in the workplace**

- Creation of new webinar / workshop content on Measuring the impact of wellbeing initiatives in the workplace
- Developing business case for creation of new 'wellbeing survey' – similar to the Diversity survey (Is this something people will be willing

# KEY PERFORMANCE INDICATORS 2025/26

Deliverables Target	Q1	Q2	Q3	Q4	Total
Learners @ training (23/24= 865) (23/24 Achieved = 1,368) (24/25 = 1,780) (24/25 Achieved = 1,730 to end Jan) (Number of individuals attending training and webinars)	840	340	360	360	1,900
Virtual Conferences (inc. collaboration with other groups) (Average of 500 learners @ each) (23/24 = 558 registered 287 attended) (24/25 = 892 registered 511 attended)	1	0	0	0	500
Training workshops (Average of 20 learners) (including partner workshops)	2	2	3	3	10 workshops = 200 attendees
Webinars (1 hour) (Average of 100 learners)	3	3	3	3	12 webinars = 1,200 attendees
Learning pathway engagement (Wellbeing: An Introduction (level 1) = 416 (128 complete) (Wellbeing and the Built Environment (level 2) = 247 (56 complete)					800 assigned 300 complete
Engagement with multiplier organisation & signposting	1	1	1	1	4 Good Collaborations

# HOW DOES THE ACTIVITY SUPPORT THE 100K STRATEGY?

Activity	Why is this needed?	Who is the audience?	How does this benefit the sector?	How does this help to get people learning through the School?	Who can we collaborate with? (other membership organisations; trade federations etc)
Wellbeing Virtual Conference: Trust	<p>We need to encourage positive behaviour change in the industry. In order to improve wellbeing, we need to improve the way that people interact with each other at both an individual and organisational level.</p> <p><i>'Workers at companies where trust is high report 106% greater energy at work, 74% lower stress levels, 76% greater engagement and 50% more productivity than their peers at low-trust businesses' (Harvard business review)</i></p>	Building on the 'Employee engagement' VC in 24 - the proposed VC will focus on 'TRUST'. Including – include: the shadow we cast, emotional intelligence, relationships, supply chain, social equity, behaviour change, procurement/supply chain	The agenda will look at the importance of trust in individual working relationships, in teams, leadership, community and at supply chain level. Improved trust = improved wellbeing = improved project performance	This will be relevant for ALL members in-	<p>Social Value, FIR, Modern Slavery, Procurement</p> <p>Lighthouse, Mates in Mind, MHFA, CLC, CITB, British Property Federation</p>
Training Programme content development	We will signpost to individual wellbeing support (e.g. Lighthouse). Our focus will be on how we can improve wellbeing at organisational level.	<ul style="list-style-type: none"> <li>• Whole School:</li> <li>• Supervisory level and above.</li> </ul>	Our training programme will support our member organisations to consider the factors that contribute to poor wellbeing and put policies, action plans, training and strategies in place to improve wellbeing of their workforce, contractors and across their supply chains.	Increasing the breadth of our offer	As above
Face to Face Wellbeing Leadership Group meeting: Summer 2025	Partners fed back in the impact survey that they would like to see more face to face sessions. Not a priority for members.	75% of LG members voted that they would attend one face to face meeting per year	To encourage more engagement with the group - partner to host.	Improved collaboration across our Partners – looking at how we engage our supply chain more.	possibly involve Lighthouse or someone to demo one of their vans / get one of our trainers to deliver some training etc.

<i>Activity</i>	<i>Why is this needed?</i>	<i>Who is the audience?</i>	<i>How does this benefit the sector?</i>	<i>How does this help to get people learning through the School?</i>	<i>Who can we collaborate with? (other membership organisations; trade federations etc)</i>
Collaboration with Industry multipliers & associations	To enable us to reach new audiences	Whole School	The School as a central 'hub' for collaboration and signposting - cross referrals from sites / include their resources in our resource library and vice versa. Continue to work on the 'survey' to bring together who is doing what.	Reach a new, wider audience with other organisations promoting School content	As above
<p>Investment Case for Wellbeing Resources</p> <p>Create a downloadable pack to enable people to present easily on 'the investment case for wellbeing'</p> <p>Business Case / action plan template / links to resources</p>	<p>A lot of time and resource went into researching and producing the report: This needs to be more accessible and aimed at smaller businesses - for them to better understand WHY they need to invest in Wellbeing / why is wellbeing important.</p> <p>Providing a 'ready made' resource for them to use to give them a head start with 'creating their strategy' - (slide deck, informative narrative, action plan)</p>	<p>. SME's</p> <p>Providing a 'ready made' resource for them to use to give them a head start with 'creating their strategy' - (slide deck, informative narrative, <b>action plan</b>)</p>	<p>To help organisations understand the business benefits of aligning their wellbeing strategy with their business strategy.</p> <p>Creating happy, healthy, thriving places for people to work will improve workplace culture, reduce absenteeism and increase productivity</p>	<p>Marketing the pack to SME's and encouraging downloads. Then also signposting to other resources (e.g. the report &amp; other supporting information)</p> <p>We can link this with the 'Capability Assessment Questions' – helping with 'templates' for an action plan / how to start creating a strategy'.</p>	<p>Wellbeing Charities (Lighthouse / Mates in Mind etc)</p> <p>Trade Associations / Professional Associations</p> <p>Partners</p>

# WHAT ADDITIONAL RESOURCES ARE NEEDED?

Activity	Why is this needed?	Who is the audience?	How does this benefit the sector?	How does this help to get people learning through the School?	Who can we collaborate with? (other membership organisations; trade federations etc)	Resources required (£)
<p>New e-learning module:</p> <p>Wellbeing for supervisors and managers</p> <p>An idea to create a series of shorter e-learning modules (10 mins) put together to form one (similar to the neurodiversity series).</p> <p>This could be more accessible?</p> <p>Or 1 x 30 mins e-learning</p>	<p>Line managers are often the first point of contact for employees when it comes to workplace issues. They are responsible for overseeing day-to-day operations, managing team dynamics, and ensuring that employees meet their targets. Given their proximity to employees, line managers are uniquely positioned to influence their team's well-being directly. However, without proper training, they might lack the skills to effectively support and promote wellbeing.</p> <p>Access to wellbeing training for managers &amp; supervisors on-site is a challenge</p>	<p>This e-learning will be relevant for a high proportion of our membership. Aimed at anyone with 'supervisory' or 'management' responsibilities.</p> <p>This could then be used/updated etc for the Ireland and US schools too</p>	<p>Easy access to Wellbeing support for managers, supervisors, team leaders across the sector – helping them to develop skills to effectively support and promote wellbeing.</p>	<p>We currently have no wellbeing e-learning in the School.</p> <p>Wellbeing webinars are amongst the highest attended in the school. We feel that a 'wellbeing for managers' e-learning would be very popular – also easy to access for people who are on site / shifts, so unable to attend webinars.</p>	<p>Ripple and Co potentially to lead on the content development. Also an expert on the 'interaction' element.</p> <p>AS have previously developed a 'wellbeing for managers e-learning' for Bentley.</p>	<p>£15,000</p>