

Attendees:

Lyndsey Morrison, **Supply Chain Sustainability School**, Alice Crowsley, **Supply Chain Sustainability School**, Ann-Marie Coulthurst, **Murphy Group**, Nick Smith, **Once for All**, Angela Batt, **Wessex Arch**, Steven Graham, **Colas Rail**, Rachael Blackwell, **Wessex Arch**, Sam Davies, **BU-UK**, Debbie Chadwick, **Costain**, Lee Hier, **Sunbelt Rentals**, Anthony Williams, **City Holdings**, Joanna Hill, **H W Martin**, Nicola Scott, **Briggs**, Ben Keegan, **VGC Group**, Karen Kendall, **Higgins Group**, Aimee Skelly, **Egis Group**, Louise Logan, **NG Bailey**, Alison Boyer, **Arcadis**, Rachel Birtles, **Lighthouse Charity**, Suzanna Caccavone, **Binnies**, Helen Spafford, **Denbighshire Council**, Daphning Pierre, **National Grid**, Dola Fowokan, **Alstom Group**

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

1. Welcome and Introductions

- Lyndsey welcomed the group to the Leadership group meeting. All attendees introduced themselves and gave context of their work in Wellbeing.

2. Updates

- **School Engagement**
 - Alice gave the group an update on the School's overall progress up until March 2025. She compared this to the previous year and how our progress has increased, emphasising 'how can the wellbeing group assist with this training?'
 - The School has hit its target of 50,000 individuals with a final count of **42,015** Active Individuals coming from **6,981** Active Companies.
 - In the same time period, there were **159,702** resources viewed and **451** training activities (workshops, webinars, conferences).
 - Lyndsey then shared the KPIs from the current year, showing how close we are to achieving these goals. We had many more workshops than scheduled, and are on target for many of the other objectives.
 - Lyndsey shared the numbers for our webinars over the year, highlighting the topics that proved the most popular. These were the 'Employee Engagement' virtual conference, 'Having Difficult Conversations' webinar, and 'Stress Prevention in the Workplace' webinar.
 - Lyndsey also shared highlights from the newly created Wellbeing for Managers webinar, that showcased the excellent feedback received for this session.

3. Wellbeing Calendar

- Lyndsey described the vision for the calendar, looking at how it would look on the website, ensuring that each Awareness Day was given linked resources, with the aim

of aligning supply chains on the same topics at the same time. Importantly, structure was given as a major case for the calendar in the industry.

- Lyndsey shared the plan for the calendar, including the themes and resources that will be shared. She highlighted that we have gaps in some of our resources and asked if the group had any recommendations to fill the areas.
 - Ruth Powell suggested the [HSBC programme](#) of financial wellbeing and seeing if there are any resources available there.
 - Emily shared the work they are doing for men's health and the programme and offered this a resource.
 - Sam Davies talked about '[Over the Bloody Moon](#)' who talk about menopause and highlighted that they may have resources available.
 - Rachel Birtles highlighted that [Lighthouse](#) have courses on Menopause and how to support people going through this journey including family members and leaders. She also shared information on andropause and that there is information about this we could share.
 - Other resources shared were:
 - **Action:** Alice to update Wellbeing Calendar to include andropause
 - **Action:** Alice to reach out to Rachel about links to webinars on these topics.
 - **Action:** If you have any resource suggestions, please contact alice.crowsley@supplychainschool.co.uk
- The group went through their choices, explaining why certain topics had been chosen and highlighting campaigns that companies have internally.

4. Training Programme

- Lyndsey ran through the training programme and the events coming up over the year. She highlighted the upcoming conference- Trust Matters that will look at the importance of trust and how it influences wellbeing.
 - **Action:** Register here and share this link with your colleagues- learn.supplychainschool.co.uk/local/resourcelib/catalogitem.php?id=9962
 - **Action:** Share our social media and posts to help spread the word
- Partner Workshops- Lyndsey reminded the group about their workshop entitlement and what wellbeing workshops we offer:
 - How To Develop A Wellbeing Strategy That Works
 - Preventing Suicide in the Construction Industry
 - Bringing your whole Self to Work
 - Menopause awareness in the workplace
 - Wellbeing for managers
- School Leadership Groups
 - Lyndsey highlighted the importance of collaborating with other groups in the school, looking particularly at what work we could do together.

Lyndsey reminded the group of example work we have collaborated with other groups on and the links to wellbeing in each:

- Future Workforce: [Routes into Industry Videos](#) / Skills for Net Zero
- Plant Group: [Sustainable Site Set Up E-Learning](#) / Air Quality
- Offsite Group: [The Benefits to Mental Health and Wellbeing of Offsite Construction](#)
- Retrofit: [Retrofit and People E-learning](#) / Health Impacts of Retrofit
- The Group answered a poll on the groups they would most like to collaborate with, the top answers were:
 - FIR
 - Social Value
 - Construction/Future Workforce
- Lyndsey opened the conversation up to the group to ask what ideas they have about collaborating with Social Value
 - Tudor Rose talked about procurement, making more appealing when looking at wellbeing
 - Louise suggested a collaboration using the social value group to help push out wellbeing initiatives.
 - Nicola suggested looking at how to offer volunteering opportunities, school involvement and this is having great positive impacts on wellbeing.
- Construction:
 - Adrian pointed out that construction is the main sector we are working in and so we need to collaborate to know where to focus our attention on, he also commented on the need to define boundaries on who leads an activity.
- Future Workforce
 - Rachel was interested to find out how other people are working in this area, how people are making construction attractive and what can we do to support apprenticeships and keeping apprentices on. Is there an opportunity for students to undergo work experience?
 - Nicola shared the need to know what each of these groups are doing and how these initiatives can be impacting wellbeing. She highlighted the need to make sure that people are not 'greenwashing' wellbeing and looking at the root of any wellbeing concerns.
 - Angela stated that we also need to find ways to engage with linking work with the national curriculum

5. Lighthouse Update

- Rachel gave an overview of what the lighthouse charity does, including some of their services such as their 24/7 helpline. They have a complete set of self-paced e-

learning modules set at a reading age of 12 to ensure inclusivity. Topics include 'what's a credit score' 'building resilience' and 'managing anxiety'.

- They have committed to releasing 3 new courses per quarter, in the last quarter they produced: 'Neurodiversity Awareness', 'Understanding Andropause' and 'Nutrition for Productivity'. Their new topics will look at leadership in the form of e-learning and tutor led courses.
- She shared the support they offer for Mental Health First Aiders, including peer support sessions, a tracker and intervention support. These all help to improve MHFA's interactions and provides much needed support for those taking on this role.
- MakeItVisible Tour- In 2024 they increased the number of vans, the teams and visited 572 sites. For 2025 they have already visited 220 sites and had 20 active rescues. Their waiting list is now open after tackling their large waiting list. This is being opened by region to ensure they can accommodate the tour.
- Physical Health Checks- Lighthouse are sending out nurses to give health checks to make sure people have the opportunity to check on any issues surrounding physical health. By ensuring they have people going out to provide advice, they are able to provide advice on what to do next.
- They have teamed up with R;pple which is a software that will move your google search over to other support depending on your search. The collaboration means that if you are in the construction industry you will be forwarded to help via Lighthouse.
- Ben shared about a project he is working on uses a health machine that looks at BMI, blood pressure etc and noted that these initiatives are used in the industry.
- Matthew shared that they use the lifestyle machines and noted that the accuracy may not be entirely correct. He asked how far the reach of Lighthouse goes in terms of construction. Rachel responded saying, they would always say to get in touch with them and then they will reach out to a different charity to collaborate with the support, if there is any reason they cannot support, they will signpost and check in with them periodically.
- Ruth raised a question about if they provide trainers for specific sites and move them to a different setting. Rachel shared information about the Awareness team, looking at how to access the site, as well as training for Mental Health First Aiders or training looking at menopause or other mental health areas.

6. Diversity Survey

- Liban Ahmed gave an overview of the Diversity Survey, explaining what it is, insights, and how to report your data.
- What it is:
- We collect information such as the size of your organization, any sectors you work in that allows us to sort of pull sector benchmarks as we move forward and then it asks you to update upload data on your current employees also your leavers. We also collect data on diversity statistics such as the gender pay gap.
- Insights:
- 24.6% are women

- 15.2 % are ethnic minorities
- 2.9% have a disability
- 2.5% identify as LGBTQIA+
- Can see an age gap through the data we have collected
- While these statistics are up on previous years, we are still not representative of the most recent census data.
- While the industry is attracting some of these groups, they are leaving before the age of 34, meaning they are not retained.
- How to Report your Data:
- If you report your data, you get your own dashboard and you get the industry benchmarks on your dashboard so you can see where you sit.
- Reporting opened on the 19th May
- You can compare your data with the final report

7. FIR Update

- Dana James-Edwards shared the new resources FIR have produced, the SME Community Hub and the new E-Learning Module for SMEs.
- They are creating new case studies for FIR, and she shared that they are looking for smaller organisations who are looking for people to share these.
 - **Action:** If you know anyone who would like to feature in a case study, reach out to dana@supplychainschool.co.uk
- She shared upcoming webinars and events FIR are hosting, focussing on the Inspiring Change Conference and Awards. She shared the new Nominations for awards and what the conference will look at.
 - **Action:** If you have anyone you would like to nominate for an award, do reach out to Dana.
 - **Action:** Help spread the word about this conference!
- Black Hats Project- FIR are launching a new project that is a new mobile phone app to bring FIR to site operatives on the ground. The app will be in 5 languages and will feature voices and faces from people on the ground.
 - **Action:** Please share any site operatives who would like to be involved with this project with Dana.

8. Final Share

- Ruth shared about the need to encourage movement for those working from home. Rachel updated the group on their 'Wellbeing Wednesday' option that encourages this. They will also be launching a yoga session that is just for men.
- Ann Marie shared about the PSA and what they will be covering. They will be looking at low testosterone levels in men and the correlation within mental health, as well as mental health assessments