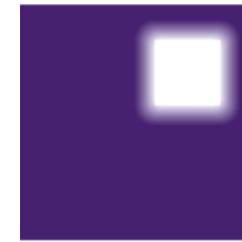


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November 2021

- Welcome
- Introductions
- Tom Oxley
- Colin Stuart
- Q&A

- What's next

Wellbeing in the built environment

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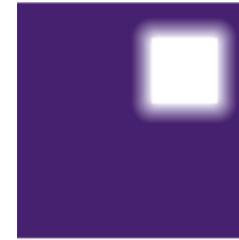
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The Feed

We are a social enterprise with a mission to motivate change in people to prevent poverty, hunger and homelessness in Norwich.

We have years of experience providing the highest quality food for office catering, business lunches and events.



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Prince of Wales Road Cafe

Passionate about food, passionate about people



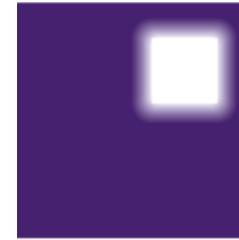
Waterloo Park Pavilion Café

A café at the heart of the community

Tom Oxley

Bamboo Mental Health

bamboomentalhealth.co.uk



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bamboo

mental health



Understand Your (3-part) Brain



HUMAN BRAIN

What can I learn?

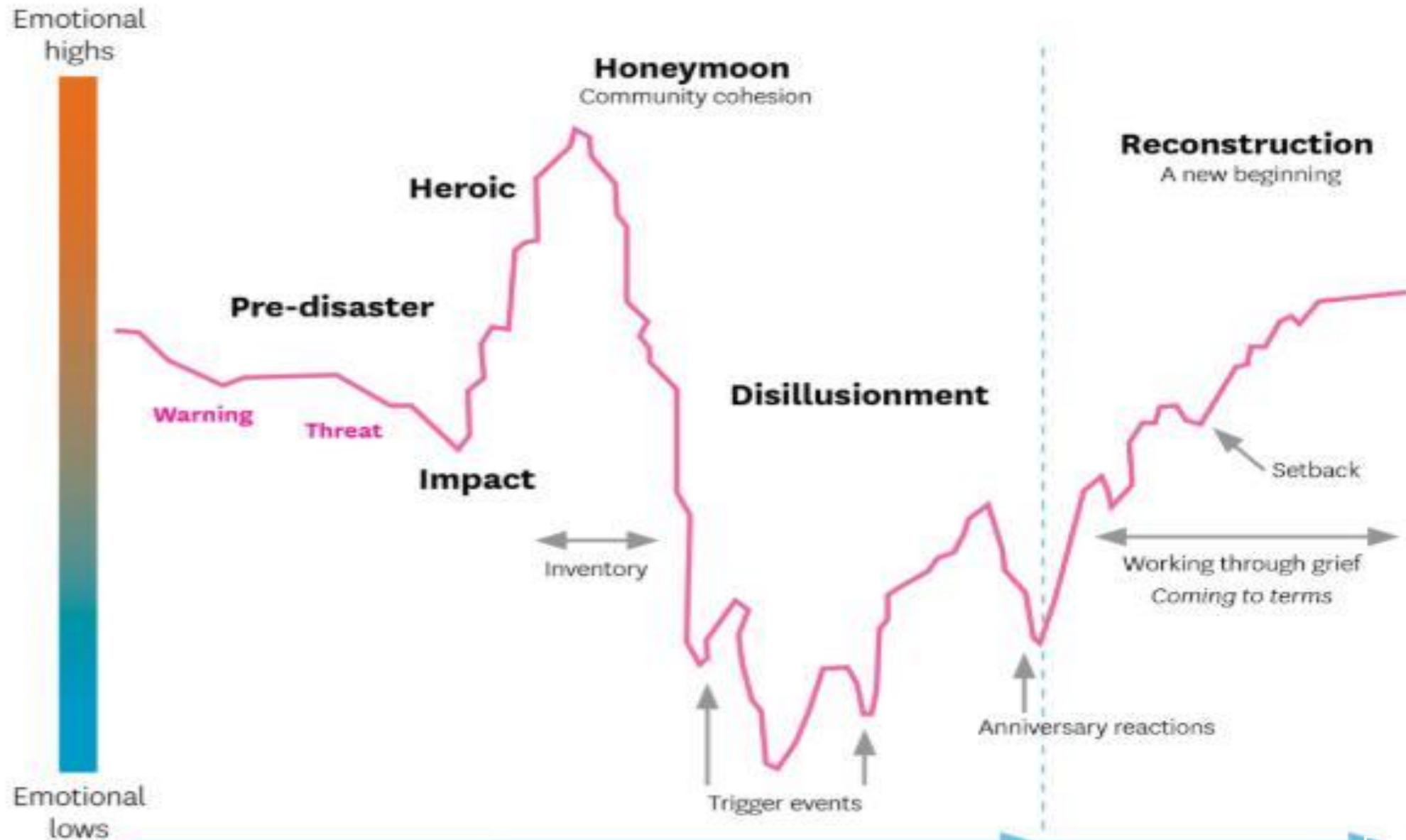
MAMMALIAN BRAIN

Am I loved?

REPTILIAN BRAIN

Will I live?

Resilience, and our experiences go up and down – that's normal



Where's everyone else?

Overall reduction in
above-threshold
psychiatric symptoms

In total, about a
quarter of the
population is doing
poorly

and

56% showed
NO poor
mental health
at all

Considerable
improvement
in mental
health (8.5%)

How?

Shared experience
Social bonds
Coming together
Sense of belonging
Shared identity

Financial & isolation
created poor mental
health NOT the virus
itself

So

So we are NOT all in trauma. But...

The Covid Effect: a mental health disaster?

43.3% work-life spill-over

39.8% feeling too stressed to unwind after work

- Global: 13% more (shorter) meetings. More attendees.
- 5% more internal emails. 8.3% more emails after hours.
 - 48 mins more work per day.



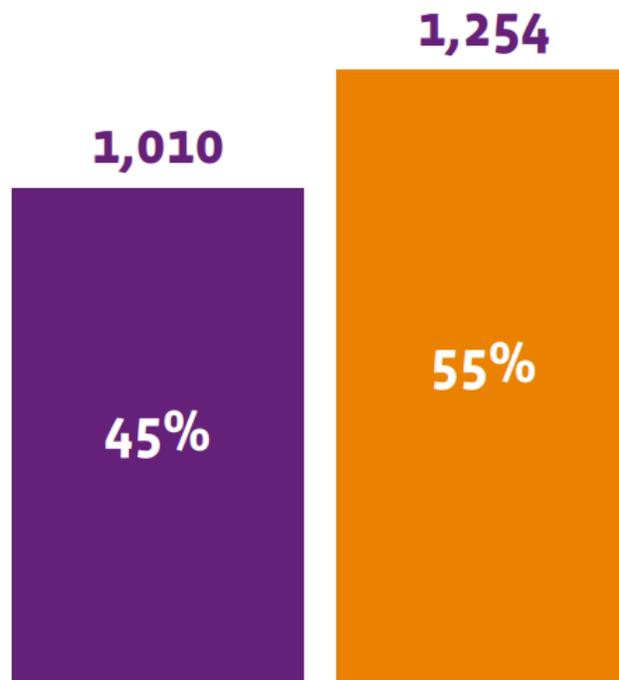
What's the effect on construction?



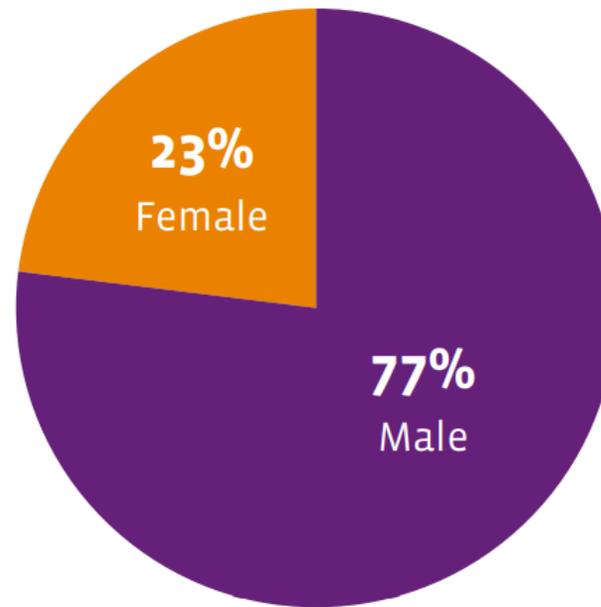
Supporting our Construction Community

Total no of calls from construction families needing support – 2,264

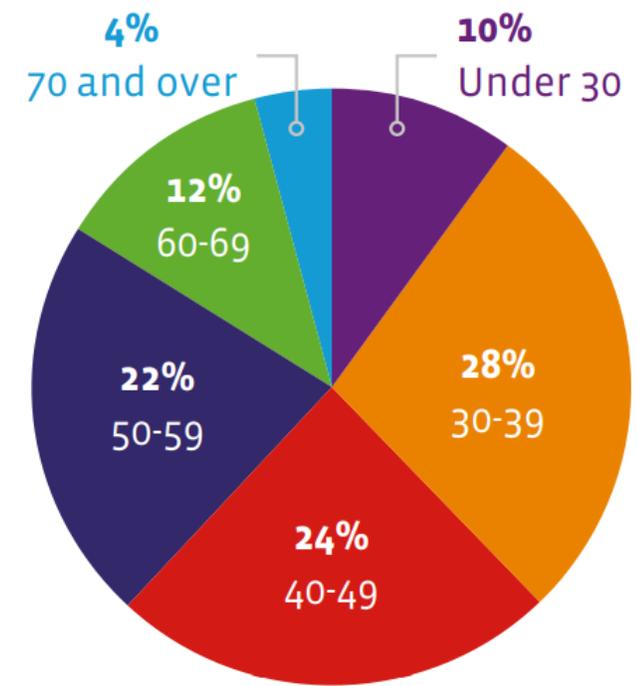
Call Handling



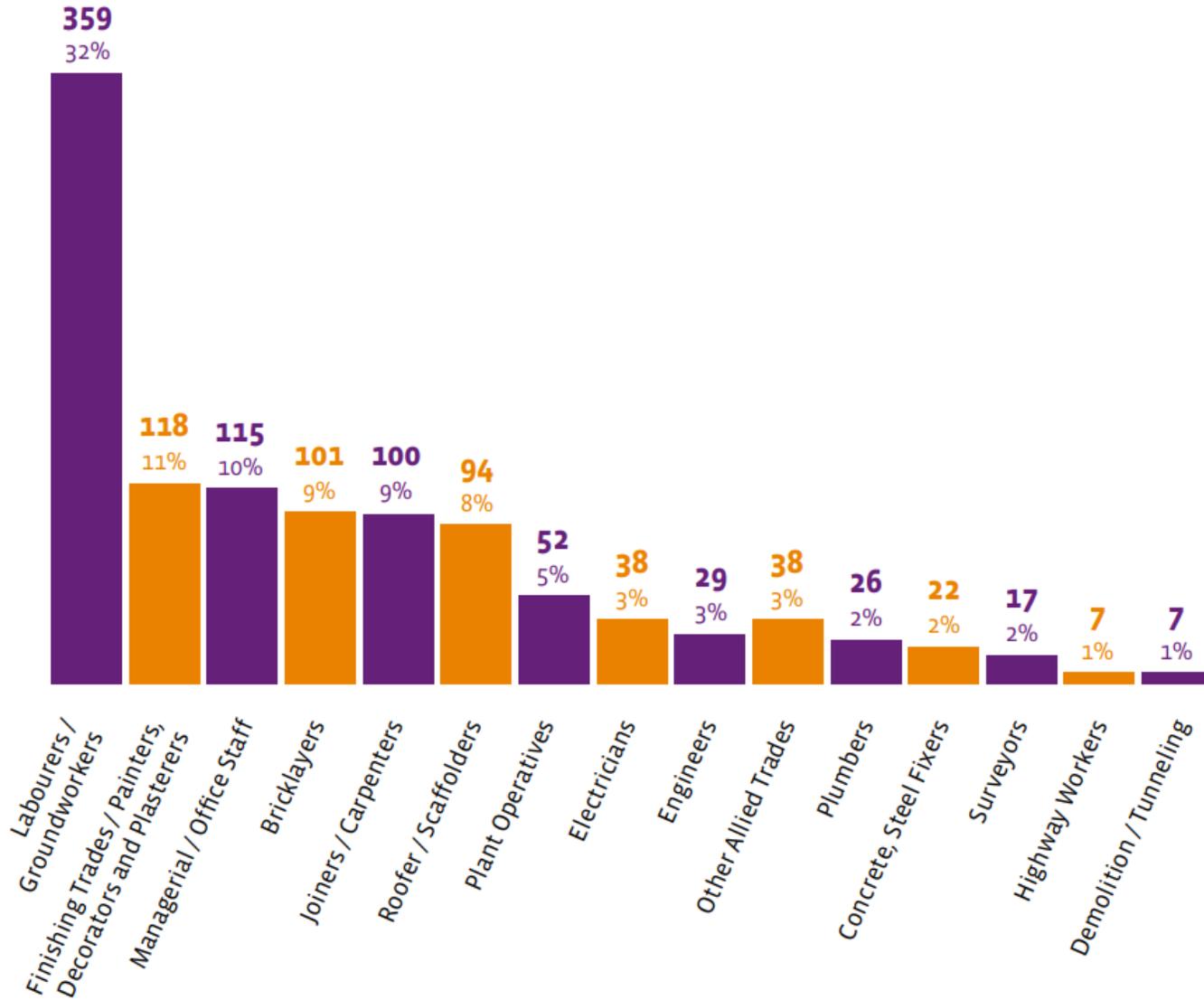
By Gender



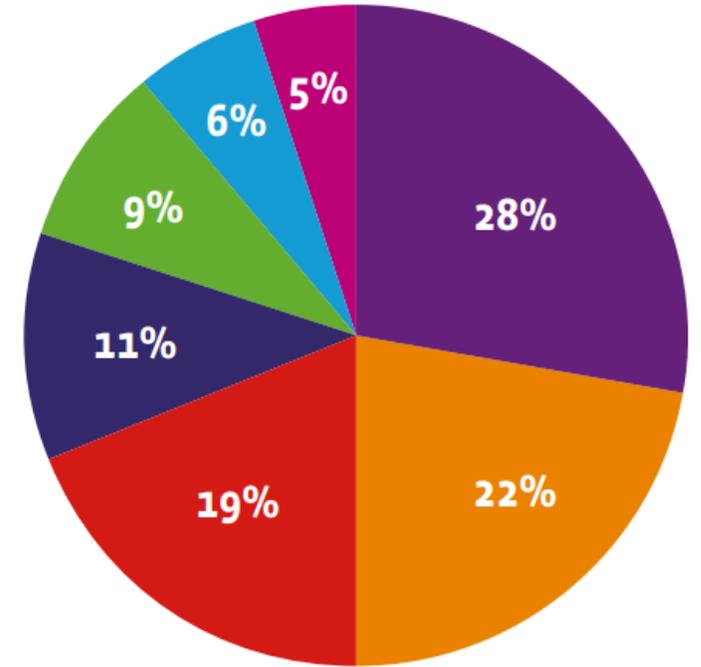
By Age



By Occupation (%)



Source of Referral



28% On site posters and helpline cards

22% Turn2Us

19% Employer

11% Citizens Advice

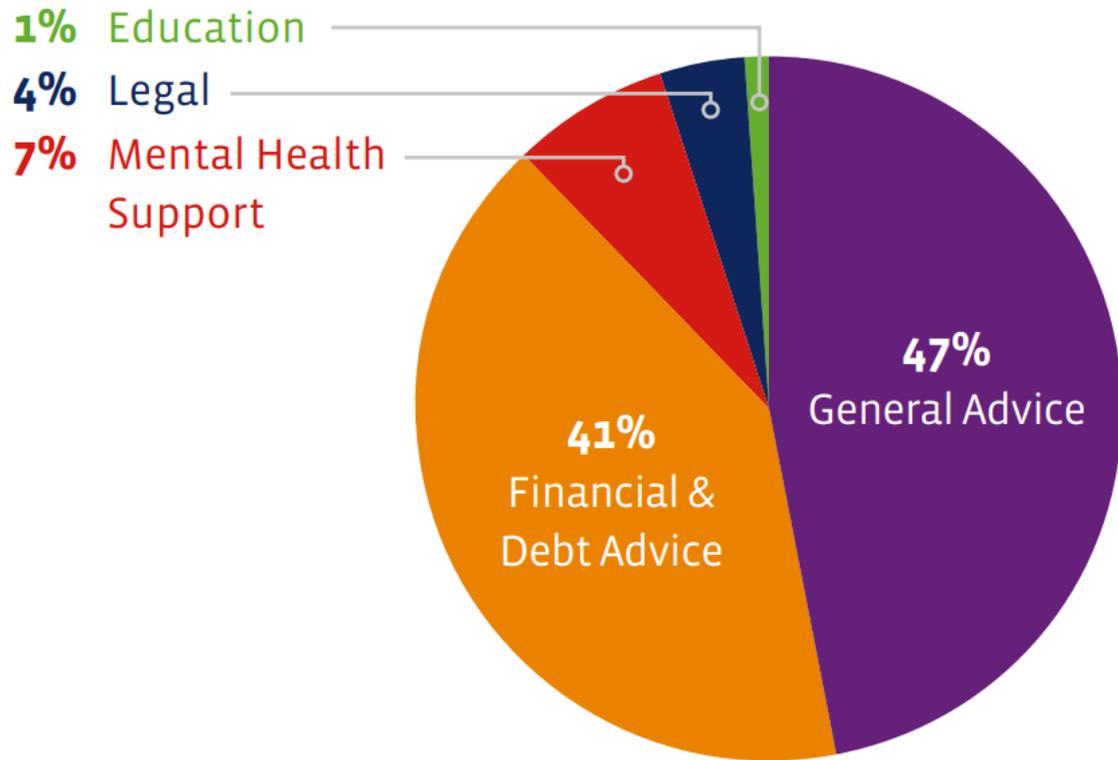
9% Internet Search

6% Local Authority

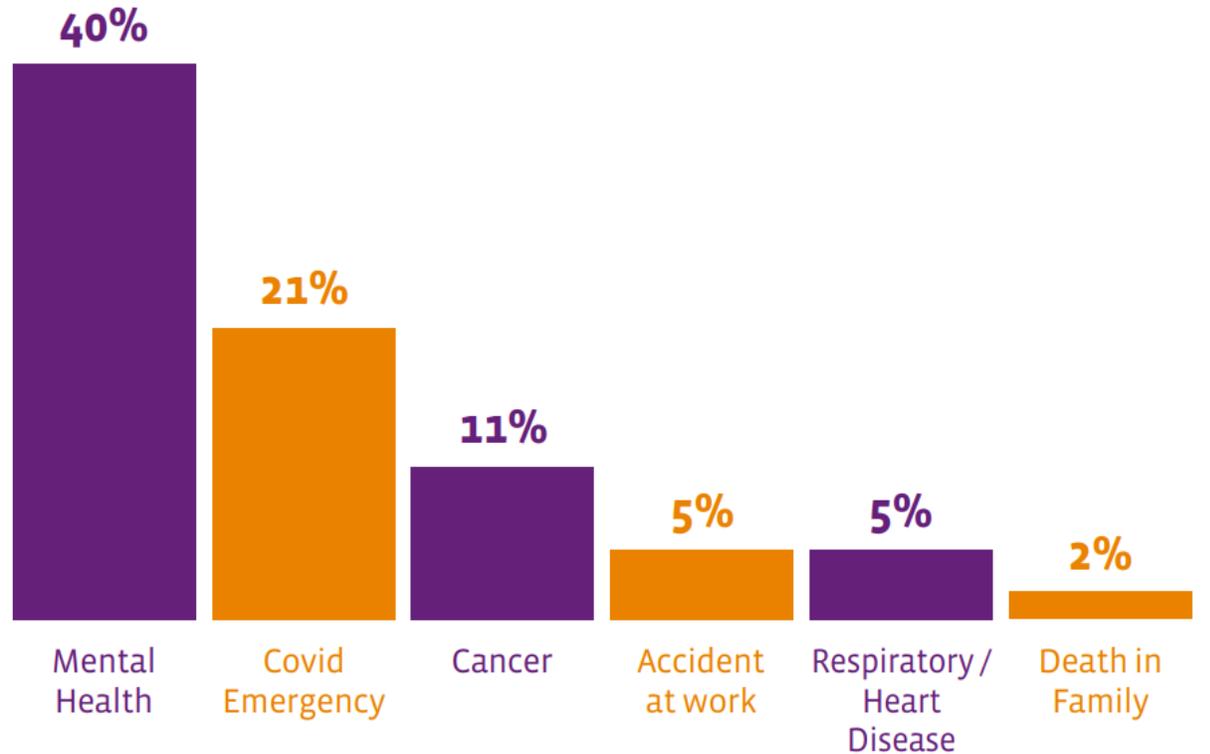
5% MacMillan

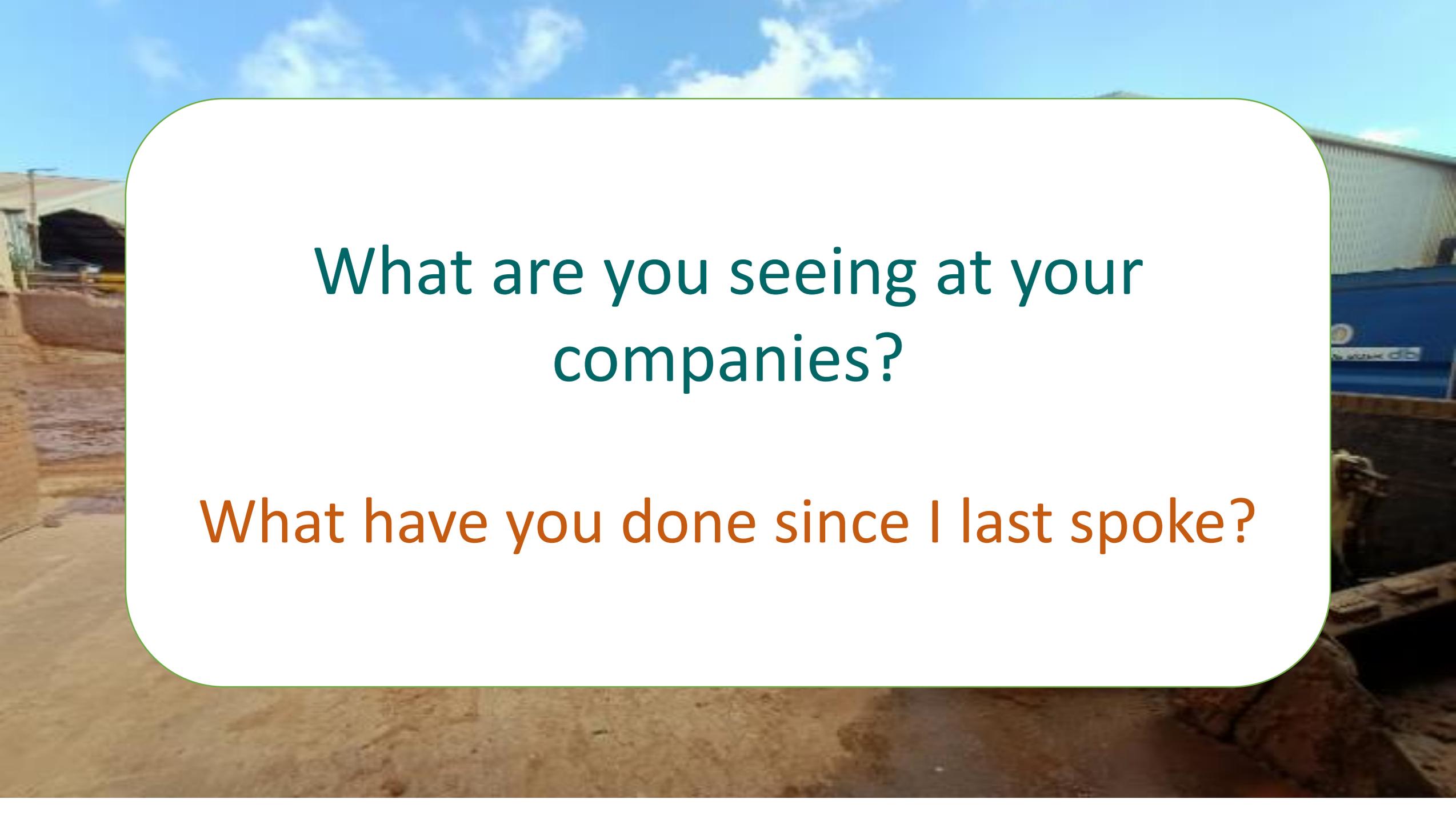
Why are people calling?

Primary Reason for Contacting the Helpline



Underlying Reasons for Contacting the Helpline





What are you seeing at your
companies?

What have you done since I last spoke?

A photograph of a child in a yellow shirt sliding down a blue slide at a playground. The slide is part of a larger metal structure with multiple levels and platforms. The background shows trees and a grassy area with a bench.

Are we
psychologically
safe?

Get it right:
Psychological safety
sounds like...

"I have the authority to take 5 mins out of my job to just talk to someone... to say are you ok, what going on...? Just be there for that person... Just listen..."

"It's not about just being generous, it's about performance."
HRD

"We resource things properly – call it Health and Safety AND Wellbeing. Make it independent roles. We're really serious about it. Not just another campaign."

Regional Production Manager

"Operations are the majority of the workforce. This is the sector that is getting more attention."

HR Manager

"Changing from shifts back to days. It means the world. It means everything. I get to see my daughter for more than half an hour a day."

Production employee

"We've created a safe space for everybody to be themselves and talk about feelings. Basic psychology."

Employee, sales

Where do I start?



Run a stress risk assessment

Use national campaigns

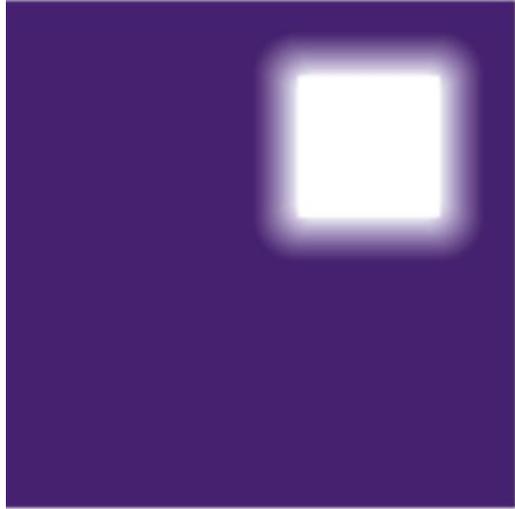
Ask & train your people

Offer support, eg counselling



Get ideas from each other



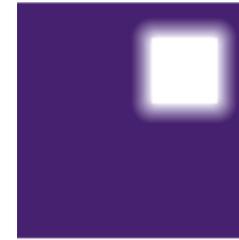


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- **Wellbeing in the Built Environment**

- **The Impact of Changes to How We Work on Workplace Wellbeing**

- Colin Stuart, Baker Stuart
- c.stuart@bakerstuart.com
- www.bakerstuart.com

What is wellbeing?

- **Health** “is a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity”

(World Health Organization, 1948)

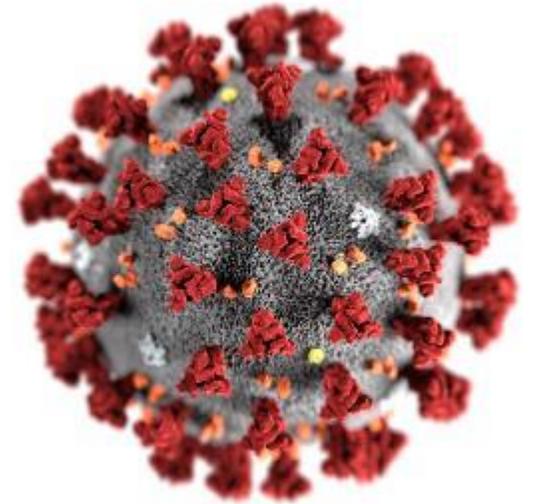
Workplace wellbeing: working life now



- Technology and it's impact on working life
- Mobile work, flexible work, agile work...
- Stress
- Covid-19!

Covid-19, Mental Health and Overwork

- The average working day has increased by 2 hours since mid March
- 49% of people were working more than 40 hours a week
- Before COVID-19, 62 percent of employees reported positive mental health. It is now just 28 percent,
- job satisfaction has fallen from 57 percent to 32 percent
- Job motivation from 56 percent to 36 percent.



What Do People Want?

- 95% want remote working
- 56% of respondents would be unhappy or very unhappy to return to pre Covid-19.
- 55% would choose home as their primary work location. Up from 5% before the pandemic
- Only 4% of respondents envisage returning to the office 5 days a week
- Typically respondents want 2 to 3 days in the office



95%

Want some form of remote working going forward

62%

Respondents want to work from home at least 2 days a week



¹ BakerStuart PeopleLOOK Survey, June 2021

Why should we focus on wellbeing in the workplace?

“Given that a significant proportion of an individual’s life is spent at work, the workplace offers the opportunity to influence the behaviour of large numbers of people.”

Greater London Authority (2012) ‘London’s business case for employee health and wellbeing’

This is your life



79 YEARS
28,835 DAYS

After sleep, work is the one activity we spend the majority of our lives doing.

In an average lifespan of 79 years, we spend **13 years and 2 months** (or 4,821 days) working

● IN BED

● WORK

● SCREEN TIME

● EATING

● HOLIDAYS

Why should we focus on wellbeing in the workplace?

15.4
MILLION

**working days lost due to work-related stress,
depression and anxiety in 2017/18**

(Labour Force Survey 2018)

Why should we focus on wellbeing in the workplace?



£26 billion

lost productivity across the UK every year

(Greater London Authority 2012)

£250,000

estimated loss annually due to sickness absence in an average sized london firm of 250 employees

(Greater London Authority 2012)

35%

of all work related illness is due to stress

80%

feel stressed at work



40%

of people need help managing stress

43%

of all working lost are due to stress

(HSE, 2015)

Why should we focus on wellbeing in the workplace?

employees with high levels of wellbeing report being 20% more productive

Dr Judith Grant, Director of Health and Wellbeing at MACE (2019)

Why should we focus on wellbeing in the workplace?



Source: Well Works (2019)

The elements of workplace wellbeing

10 key concepts:

- Air
- Water
- Nourishment
- Light
- Movement
- Thermal Comfort
- Sound
- Materials
- Mind
- Community



What Can You Do?



mental
health

The Mind Concept

- mental health awareness & training
- mental health support
- stress reduction
- pastoral education
- sleep

What Can You Do?



mental
health

Mental health awareness

- mental health awareness campaigns (including workshops, information packs, talks etc)
- Management training in mental health
49% of managers have never received training on how to manage mental health problems (HR Review 2019)

- *mental health awareness*
- *mental health support*
- *stress reduction*
- *pastoral education*
- *sleep*

What Can You Do?



mental
health

Mental health support

mental health first aiders

- make mental health resources available – online, flyers etc
- mental health room
- office design aesthetics (biophilia / plants, beauty, wellbeing-enhancing working environments, art and stimulating spaces)
- regular check-ins and surveys (e.g. PeopleLOOK)

- *mental health awareness*
- ***mental health support***
- *stress reduction*
- *pastoral education*
- *sleep*

What Can You Do?



mental
health

Stress reduction

- Manage meetings – shorter and core hours
- promoting breaks and managing boundaries
- outdoor space – provide seating to increase time spent outside
- promoting flexible / hybrid working
- time management training
- stress management training

- *mental health awareness*
- *mental health support*
- **stress reduction**
- *pastoral education*
- *sleep*

What Can You Do?



mental
health

- *mental health awareness*
- *mental health support*
- *stress reduction*
- ***pastoral education***
- *sleep*

Pastoral education

- resilience training
- provide some financial education – personal finance workshops, resources

25% of people with financial worries say it affects their ability to do their job

CBI & CIPD (2016)

What Can You Do?



mental
health

- *mental health awareness*
- *mental health support*
- *stress reduction*
- *pastoral education*
- *sleep*

Sleep

- provide a nap room!?
- define a healthy sleep policy
- sleep workshops - education

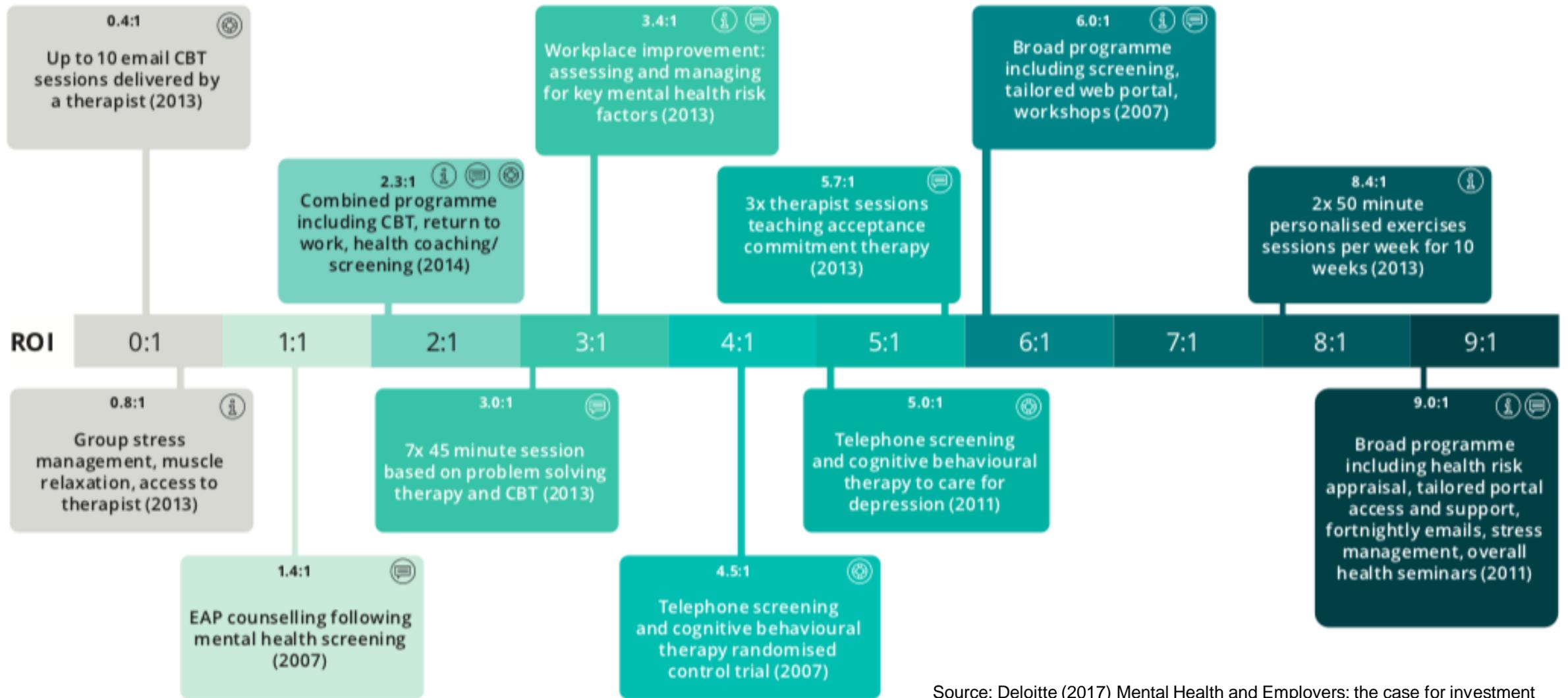
Sleep in numbers



1 RAND Europe • 2 NHS Living Well • 3 NHS Choices • 4 One You • 5 TUC • 6 Sainsbury's Living Well Index • 7 IOSH

Source: <https://publichealthmatters.blog.gov.uk/2018/01/30/is-lack-of-sleep-affecting-your-work/>

It Makes Sound Business Sense



Source: Deloitte (2017) Mental Health and Employers: the case for investment

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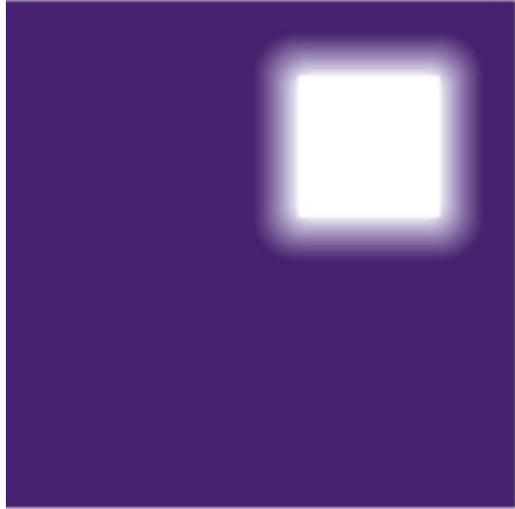
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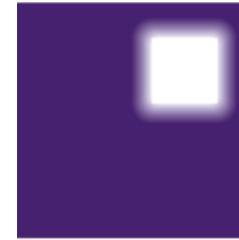
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Thank you

**Tom Oxley
Colin Stuart**



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Festive Event

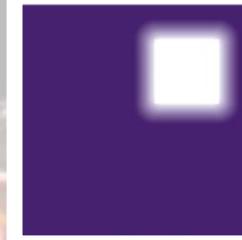
Thursday 2nd December

Join us for a seasonal networking event to end the year with fellow members from Norfolk Constructing Excellence.

- Food
- Drinks
- Social interaction
- Charity raffle

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Tickets now on sale!

**7pm Dragon Hall
Kings Street
Norwich**