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| Text  Description automatically generated with low confidenceMental Health & Wellbeing Meeting |

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| February 9, 2021 |
| 3:00-5:00pm |
| Online |

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| Meeting called by: | John Williams | Type of meeting: | Quarterly Mental Health & Wellbeing |
| Facilitator: | John Williams | Note taker: | Gareth Gunter |
| Timekeeper: | Gareth Gunter |  |  |

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| Attendees: | Matt Messias, Andrew Carpenter, Daniel Macey, Tim Jones, Lawrence Stone, Adam Davies, Cally Lane, Jessica Taylor, Shaun Hoppins, Kate Hutchinson, Laura Beddis, Giles Blight. |
| Please read: | Presentation sent Prior |
| Please bring: | N/A |

## Minutes

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| Agenda item: | Welcome & Introductions | Presenter: | John Williams |

#### Discussion:

John introduced Gareth and Matt. Everyone introduced themselves to the newly chaired group.

#### Conclusions:

N/A

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| Action items | Person responsible | Deadline |
| * If everyone could send their contact details to John Williams, he will engage with individuals regarding any actions for him. J.williams@reddot365.co.uk
 | Everyone | Next Meeting |
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| Agenda item: | Culture Proceeds Performance | Presenter: | Matt Messias |

#### Discussion:

Presentation will be sent as soon as I have received from Matt.

#### Conclusions:

For further information please contact Matt on mattmessias@hotmail.com

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| Agenda item:  | Mental Health and Wellbeing in the Construction Industry. | Presenter: John WilliamsJohn  | John Williams |

#### Discussion:

See presentation attached. The Size of the challenge. How do we know? Where do we start? What evidence do we have? John asked for group to voice their opinions on mental heath & wellbeing within each of the sectors or organisations, both positive and areas to be improved upon?

KH suggested a culture of overworking in Architecture. That the sector should address challenges and perception of this culture from University through to C-Level Exec.

JT has been involved in Dickensian environments where often the mindset was and, in some places, still is that Wellbeing is a luxury and that there is a long way to go.

AC highlighted that CESW see it as a major and growing priority for all the construction sector, however it seems we are also only just starting this journey and have a long way to go to understand demand on many levels to ensure we can provide appropriate, meaningful solutions.

TJ discussed 1) the quality threshold, productivity, and attrition concerns. 2) How the need to invest in people is being seen but more investment is needed. 3) Sustainability in both people and places, the responsibility of everyone and 4) The ethical approach, how students are more aware of ethical building and environments.

SH discussed how behavior across the industry are not contusive to health and wellbeing of the people, highlighting: The need for a bottom-up approach, the current tick box attitude, poor terms and conditions, risk management, health & safety, tendering and the ‘lowest cost’ approach.

CL highlighted their Gold standard approach to mental health & wellbeing and the work they have completed with IIP and their internal people survey.

#### Conclusions:

The discussions highlighted positives and negatives of mental health & wellbeing. Which was followed up with conversations around what is now needed? What is Required? How do we know what will work for the people working in each organisation? How do you start this Journey and how would its success be measure?

JW proposed a pilot project assessing the mental health & wellbeing of people in the construction industry. Offering the use of Red Dot 365 digital platform to confidentially understand the wellbeing of the people in each organisation, displaying the results in a dashboard whilst maintaining their anonymity. This would provide tools for dialogue and discussion as to what solutions and interventions would be best for the people. A bottom-up approach, giving people a voice across the pilot.

DM & AC suggested each organisation be specific to organisations in the South West, representative of each of the sectors. Contractors, Sub Contractors, Consultants & Suppliers.

Nominations from the floor as well as from AC & DM to be part of the Pilot followed. These where:

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| Action items | Person responsible | Deadline |
| * DM to contact Stonewater and introduce JW
 | DM & JW | 18th May |
| * CL to confirm with Halsall Construction and connect with JW
 | CL & JW | 18th May |
| * AC to introduce JW to Roll Along
 | AC & JW | 18th May |
| * GB to confirm with partners of Baileys Partners & liaise with JW.
 | GB & JW | 18th May |
| * JT to confirm Ashfords Law and liaise with JW to confirm
 | JT & JW | 18th May |

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| Agenda item: | A.O.B  | Presenter: | John Williams |

#### Discussion:

Discussion from floor. Actions below

CESW are now offering certificates of attendance. Please log into [www.mypropass.co.uk](http://www.mypropass.co.uk)

#### Conclusions:

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| Action items | Person responsible | Deadline |
| * JW to send email outlining the pilot to AC & DM
 | JW | 12th feb |
| * JW to email minutes and presentations to Lynn
 | JW | 12th Feb |
| * GG to attach hyperlink to minutes that gives outline of Red Dot 365 See special notes below
 | GG |  |
| * GG to attached hyperlink to survey and dashboard used by Red Dot 365. See special notes below.
 | GG |  |
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| Agenda item: |  | Presenter: |  |

#### Discussion:

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#### Conclusions:

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| Action items | Person responsible | Deadline |
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## Other Information

#### Observers:

NA

#### Resources:

Presentations attached

#### Special notes:

[Red Dot 365 Customer Presentation](https://reddot365.co.uk/prospecting.html?p=ppw47Zzg1uPMLoUpgzRW)

[Red Dot 365 Survey](https://reddot365.co.uk/prospecting.html?p=ppw47Zzg1uPMLoUpgzRW)

[Red Dot 365 Dashboard](https://reddot365.co.uk/prospecting.html?p=ppw47Zzg1uPMLoUpgzRW)

Date of Next Meeting – **18th May 2021 3-5pm**