

Issue #31 October 2026

Welcome to the October 2026 edition of the ESG newsletter, which will provide you with a roundup of activities, events and progress across our ESG agenda. This month's focus and theme is around **Principles**.

Supporting Black History Month in Lambeth

Devia, Ian and Kareem proudly represented the Somerleyton Road project at A Sister's Story, a Black History Month celebration bringing the community together through culture, creativity and shared heritage. The evening featured art, family history, music, fashion and live performance, celebrating stories and connections across Jamaica, Ghana and Britain.





Stop Smoking Drop In
04 November 2026, 10am – 2pm, Canteen



We are working in partnership with Essex Working Well, as part of our Workplace Accreditation, and are thrilled to be able to offer free Stop Smoking Support for staff.

On 4th November 2026, the Stop Smoking Team will be attending to offer FREE stop smoking support and advice to staff.

Essex Working Well are proud to support the national Swap to Stop programme.

- **What is it? –** encourages smokers to switch to vaping, a less harmful alternative, by providing a free 4 week Vape Starter Kit and support
- **Why is it happening? –** The programme is part of a broader effort to reduce smoking rates in the UK and create a smoke-free generation
- **How it works?** You receive a free Vape kit and personalised support from an NHS Stop Smoking Support team
- **The Benefits?** Research suggests that vaping is significantly less harmful than smoking, and provides a structured approach to become smoke free
- **Eligibility?** Its open to all adults (over 18) who are registered with an Essex GP

Following a conversation with a colleague on the day, you will be asked to consent to join the 4-week programme and set a Quit date. You'll be given your Free Vape Starter Kit and will then consent to one of the following Swap to Stop options:

- Weekly 1:1 telephone support for 4 weeks, with the option to receive a further 4 weeks Stop Smoking support which could include NRT or oral products.
- No 1:1 support and a call after 4 weeks to discuss your progress and the option to receive a further 4 weeks 1:1 stop smoking support, which could include NRT or oral products or Alan Carr's Easy Way (CBT) programme.

Part of the Provide community

Commissioned by Essex County Council

Make a Difference with Your Volunteering Day

Looking to give back? Explore a range of volunteering opportunities through Higgins WhatImpact portal and book your place today.

✓ Find your preferred event - HERE
✓ Get Line Manager approval
✓ Log your volunteering day via My Higgins
✓ Share photos and feedback on WhatImpact so we can celebrate the difference you're making in our communities



Social Value Partner Spotlight | CFO Evolution

We are proud to partner with CFO Evolution, which supports people in custody and ex-offenders in the community who face barriers to employment and successful reintegration. Through tailored employability, skills and personal development support, CFO helps participants build confidence and progress towards employment, education and training.

Through our partnership, we aim to connect participants with opportunities across construction,

helping to remove barriers, open doors and create sustainable pathways into employment.

Following our attendance at three drop-in sessions hosted by CFO Evolution and Reed in Partnership, Isabelle and Kareem from the Social Value team volunteered a total of *24 hours*; in relation to our Ladywell Park Gardens, Lewisham and Somerleyton Road, Brixton engaged with rehabilitating ex-offenders interested in pursuing careers in construction. They provided information on work experience, apprenticeships, and employment opportunities across our projects, helping to build confidence and support positive pathways into work. As a direct result of these engagements, one participant was offered a one-week work experience placement at our Lewisham project, demonstrating the positive impact of connecting individuals with meaningful career opportunities and pathways into the construction industry. A big thank you to Senior Project Manager Rakesh and the site team for facilitating this opportunity.

Find out more: CFO Evolution and Reed in Partnership



Live Vacancy Session in partnership with Construction Youth Trust

Earlier this month, we hosted a Live Vacancy Session in partnership with Construction Youth Trust, welcoming 13 young people keen to explore careers in the construction industry.

The session included a presentation and Q&A on construction career paths and roles, with a particular focus on our Management Trainee Programme, alongside advice on CV writing and interview skills.

It was great to see the candidates actively engaging, asking questions and learning more about the opportunities available. They also heard first-hand from members of our Social Value team and current Management Trainees, Brodie and Jake, who shared their experiences and talked about their progression on the programme.

More information: Higgins Group | Management Trainee Programme

Construction Youth Trust said:

"Construction Youth Trust would like to express a big thank you to Higgins Partnerships for hosting us and connecting young people with career opportunities. Hearing directly from volunteers who took the Management Trainee and apprenticeship routes brought the recruitment process to life and helped our young people build their networks. Next, we'll support these young people with tailored apprenticeship applications and focused coaching as they prepare for their post-18 transition."



Inspiring the Next Generation of Construction Talent! 👷

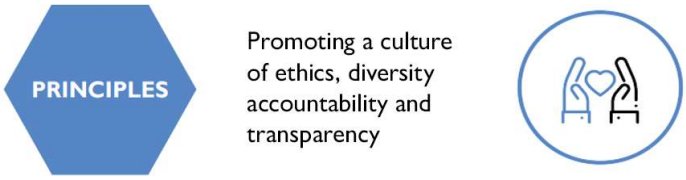
We recently joined our partners at Inspire Education Business Partnership for their World of Work Week 🌎, taking part in a workshop linked to our Buckland Street development in Hackney. 🏙️

🤝 Alongside social value colleagues from National Grid and Morgan Sindall, we helped young people explore the diverse roles and exciting career opportunities available across the construction industry. 🦺📐

🌱 Engaging with young people and showcasing the many pathways into construction is an important part of supporting and inspiring the next generation of industry professionals. 🚀 💡



Higgins Pillar of the Month



Higgins commitment to our **Principles**

Governance & stakeholder engagement

Governance of our ESG strategy will be overseen at board level and led by an ESG Steering Group comprising various working groups and staff representatives.

Support and promote diversity of thought, skills, background, gender and ethnicity at all levels particularly when it comes to our company leadership.

Ethics & transparency

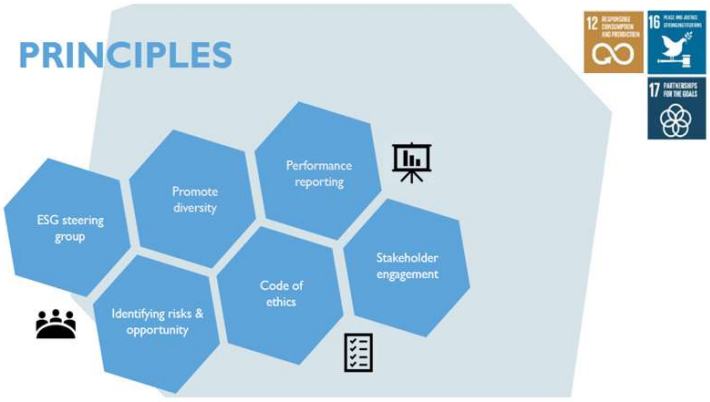
Implement and monitor a company-wide Code of Ethics which will be supported by an array of guiding policies/programmes which includes: anticorruption/ bribery, anti-slavery, etc.

Fairly share relevant performance information with all relevant stakeholders both internal and external.

Risks & opportunities

Conduct materiality assessments to regularly identify, measure and manage what matters most to us with regards to social and environmental issues.

Actively engage with all relevant stakeholders (internal and external) and share progress updates (successes and challenges) with regards to our ESG journey.



Environmental Social Governance (ESG) Update



Click on the image to view our ESG Policy Document

12th Annual Echelon Improvement Partnerships Conference

We attended the 12th annual Echelon Improvement Partnerships (EIP) Conference on the week commencing 5th October 2026 at Allianz Stadium, Twickenham, joining housing sector professionals to discuss the challenges and opportunities facing the sector.

The day opened with a keynote from Scotty Mills on teamwork, leadership and overcoming fear, followed by discussions on data, governance, competence and conduct, and how these can support better assurance, more efficient services and stronger organisations.

Thank you to Echelon and sponsors Devonshires for bringing the sector together for a valuable day of discussion and knowledge-sharing. A big thank you to our Bid team for representing Higgins Group at the event.





Black Professionals in Construction (BPIC) Award

We're delighted to announce that we have been shortlisted in two categories at this year's BPIC Awards:

🏆 Best Social Value Team
🏆 Best Community Project

Being recognised in these awards is a reflection of our commitment to creating a positive, lasting legacy across the communities in which we work.

From creating inclusive opportunities through employment, apprenticeships and skills development, to supporting community organisations and local initiatives, we work collaboratively with our clients, partners and community stakeholders to deliver meaningful and measurable outcomes.

We're proud to see the commitment of our teams and partners recognised and look forward to celebrating with our fellow finalists at the BPIC Awards in December 2026.



Essex Working Well

Essex Working Well Accreditation Level 1 ★☆☆

Monthly Wellbeing Sessions 🧘

Working Well is part of the Essex Wellbeing Service which provides free workplace health and wellbeing support to all Essex workplaces, which with our head office being in Loughton also gives Higgins employees access. 🧘 🥑 🍏 Find here the latest sessions that you can get involved in 👉

Weekly Update: Click HERE
Password: UpdateEww

All training, guest speaker sessions, webinars and the Thursday Drop in Mindfulness with Tansey are now all booked through our LMS:

- https://signup.essexworkingwell.co.uk
- Organisation name: Higgins Partnership
  Organisation code: WE33
- Watch the sign-up tutorial video **(***once you have logged into the LMS for the first time if you can't see the courses, please press "select" and then "clear filters" and the courses will be visible.)*
- Members Area (to download factsheets, campaign resources etc:
  www.members.essexworkingwell.co.uk
  Username: workingwell
  Password: Working_Well2026!

✨**Training, guest speaker sessions and webinars – booked via the LMS**

Essex Working Well – Booking System

Log in using the details below to access free training and events

https://essexworkingwell.co.uk/category/whats-on-at-essex-working-well/

Booking System

Company name: Higgins Partnerships
Company code: WE33

Don't forget, after you have registered on the platform, please use this link for instant access:

https://booking.essexworkingwell.co.uk/

Members Area

Username: workingwell
Password: Working_well2026!

Guest Speaker sessions, webinars and online training:

- Mon 2nd Nov – Wills – The Unspeakable – back by popular demand
- Tue 3rd Nov – Let's Talk Money webinar
- Thur 5th Nov – Book Club
- Tue 17th Nov – Managing Stress at Work Toolkit – ACAS
- Tue 17th Nov – Suicide Postvention for Managers
- Thur 19th Nov – From Surviving to Thriving
- Thur 19th Nov – Unspeakable – back by popular demand

Also included:

- Workplace Health Champion eLearning
- Coming soon.... VBA Toolkit
- Pre-Retirement Survey – your chance to have your say
- National Cholesterol Month
- MHFA England Workplace Standards – download them from the Members Area
- November Campaigns
- Download the Top Tips for managing stress in the workplace from the Members Area (Campaigns folder)
- Menopause Resources
- Men's Mental Health Support Groups in Essex
- Find your active morning and lunchtime classes - start again on 1st October: https://essexworkingwell.co.uk/whats-on-at-essex-working-well/active-essex-workplace-pledge_and-toolkit/

All training, guest speaker sessions and webinars are now all booked through the LMS: https://signup.essexworkingwell.co.uk

Watch the sign-up tutorial video (once you have logged into the LMS for the first time if you can't see the courses, please press "**select**" and then "**clear filters**" and the courses will be visible.



Shout is a free, 24/7 (***Texted 85258***) support service for anyone struggling with their mental health. Text anytime, anywhere to connect with a trained volunteer who can help you move from crisis to calm and find the right next steps. Provides instant support – you can have a conversation at any time, at school, at home, on the bus, anywhere. This service is for everyone, but for younger people especially; texting is a trusted and familiar form of communication and using text rather than apps makes it simple and accessible for everyone with a phone. Click **HERE** for more info

There is always hope

The UK's largest mental health support directory. Whether you want to find a service to help you feel better or you want to support someone who is struggling, click **HERE** to get access to the right support.

Hub of Hope

Suicide & Co

Supporting those bereaved by suicide. A community which helps navigate life after suicide.

Suicide&Co is a national charity providing specialist support for anyone bereaved by suicide. We know that navigating suicide loss can be hard and isolating. We're here to change that.

- **On-demand workplace support videos**
  New resources for HR teams, managers, and organisations to better support employees dealing with grief and bereavement. Watch video **HERE.**
- **Media Marathon 2026**
  A London half-marathon event that raised **over £50,000**, funding counselling sessions for people affected by suicide loss.
- **Monthly Donor Programme**
  A new initiative encouraging regular donations (from £5/month) to help sustain support services and outreach year-round. **Donate Now.**

Learn more about Suicide&Co **HERE.**

Suicide&co

Sign Up to StepUp!

It's a fun social app to track steps with colleagues/friends and a great way to get you moving about away from your desk. Helping you keep healthy and active while at work.

Tap the link **HERE** & copy and paste the link into the app to join the group:

https://join.thestepupapp.com/EBuzOS



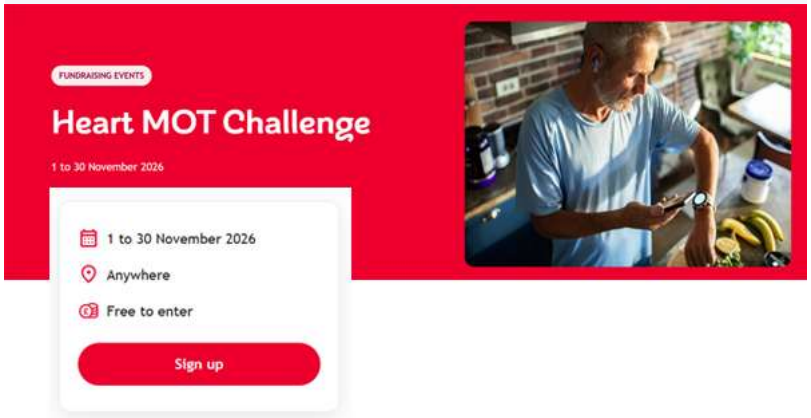
Heart MOT Challenge
What is the Heart MOT Challenge

The Heart MOT Challenge is a 30-day challenge that helps you take simple steps towards looking after your heart, while raising money for British Heart Foundation.

Designed with men aged 45+ in mind, but open to everyone, the challenge gives you a clear and achievable plan to follow from home. You'll complete your Heart MOT and then throughout November spend just 10 minutes a day completing guided activities focused on movement, strength and mobility, helping you build healthier habits that can last beyond the challenge. All backed by BHF expertise.

If you are looking to take part in this, please kindly let the CSR@Higginspartnerships.co.uk team know so that we can highlight your work on this on the next issue of the newsletter.

You can find out more information about this **HERE**.



Movember: Changing the Face of Men's Health 💙

November is Movember, a global movement raising awareness of men's health, including mental health and suicide prevention, prostate cancer and testicular cancer.

There are lots of ways to get involved! Grow a moustache, take on a Move challenge, organise a fundraising event or donate. Most importantly, check in with the men in your life, start conversations and encourage each other to seek support when needed.

Let's get talking, take action and make a difference together! 💙



October Awareness | Breast Cancer 🎀

Please CLICK HERE for Octobers Awareness Campaign – Breast Cancer 🎀

Breast cancer is the most common cancer in women in the UK. Although the risk increases with age, it can affect women of all ages. It can also affect men too, although it is much less common. 💗

A breast cancer diagnosis can be challenging not only for the individual but also for those around them. There are many ways we can support those who may be affected:

👂 **Listen without judgement** and allow them to talk at their own pace.

🛒 **Offer practical help** such as shopping, meal preparation, or transport to appointments.

📱 **Check in regularly** with a simple message or phone call.

💗 **Be patient and understanding,** as treatment and recovery can be physically and emotionally demanding.

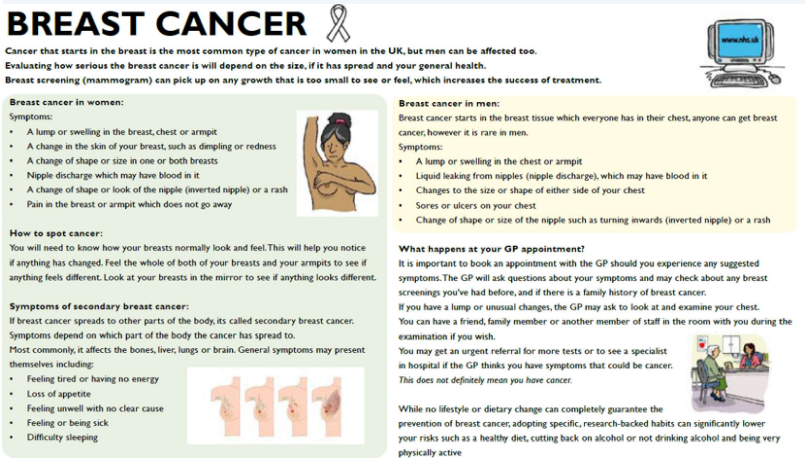
🤝 **Respect their wishes and privacy,** while letting them know support is available.

Sometimes, simply being present and showing kindness can make a real difference. 🌷

🔎 **Take a few moments to familiarise yourself with the signs and symptoms of breast cancer** within the campaign and encourage your loved ones to do the same. Early detection saves lives, and awareness is one of the most powerful tools we have. 🎀

📢 **Please also circulate this to your subcontractors** so they can access the links provided within the campaign.

💗 **Together, awareness, support and early detection can make a difference.**



BREAST CANCER

Cancer that starts in the breast is the most common type of cancer in women in the UK, but men can be affected too.
Evaluating how serious the breast cancer is will depend on the size, if it has spread and your general health.
Breast screening (mammogram) can pick up on any growth that is too small to see or feel, which increases the success of treatment.

Breast cancer in women:

Symptoms:

- A lump or swelling in the breast, chest or armpit
- A change in the skin of your breast, such as dimpling or redness
- A change of shape or size in one or both breasts
- Nipple discharge which may have blood in it
- A change of shape or look of the nipple (inverted nipple) or a rash
- Pain in the breast or armpit which does not go away

How to spot cancer:

You will need to know how your breasts normally look and feel. This will help you notice if anything has changed. Feel the whole of both of your breasts and your armpits to see if anything feels different. Look at your breasts in the mirror to see if anything looks different.

Symptoms of secondary breast cancer:

If breast cancer spreads to other parts of the body, its called secondary breast cancer. Symptoms depend on which part of the body the cancer has spread to.
Most commonly, it affects the bones, liver, lungs or brain. General symptoms may present themselves including:

- Feeling tired or having no energy
- Loss of appetite
- Feeling unwell with no clear cause
- Feeling or being sick
- Difficulty sleeping

Breast cancer in men:

Breast cancer starts in the breast tissue which everyone has in their chest, anyone can get breast cancer, however it is rare in men.

Symptoms:

- A lump or swelling in the chest or armpit
- Liquid leaking from nipples (nipple discharge), which may have blood in it
- Changes to the size or shape of either side of your chest
- Sores or ulcers on your chest
- Change of shape or size of the nipple such as turning inwards (inverted nipple) or a rash

What happens at your GP appointment?

It is important to book an appointment with the GP should you experience any suggested symptoms. The GP will ask questions about your symptoms and may check about any breast screenings you've had before, and if there is a family history of breast cancer.
If you have a lump or unusual changes, the GP may ask to look at and examine your chest.
You can have a friend, family member or another member of staff in the room with you during the examination if you wish.
You may get an urgent referral for more tests or to see a specialist in hospital if the GP thinks you have symptoms that could be cancer.
This does not definitely mean you have cancer.

While no lifestyle or dietary change can completely guarantee the prevention of breast cancer, adopting specific, research-backed habits can significantly lower your risks such as a healthy diet, cutting back on alcohol or not drinking alcohol and being very physically active

Helpful links:

NHS

BREAST CANCER NOW

Cultural Awareness Campaigns 🌱

Share your input

If there are any cultural awareness items that you would like us to promote, we would be happy to raise awareness of these. If you have any suggestions, please contact: CSR@Higginspartnerships.co.uk.

November 2026 | Celebrations:

UK & Global Cultural Celebrations 🌍

November 02 - 06 | International Stress Awareness Week 🤾🏽

November 03 | World Jellyfish Day 🪼

November 04 | National Stress Awareness Day 😅

November 05 | Guy Fawkes / Bonfire Night 🔥

November 05 - 14 | Being Human Festival (UK humanities festival) 🦨

November 07 - 08 | Alexandra Palace Fireworks & Drone Festival 🚀

November 08 | Diwali 🪅

November 08 | Remembrance Sunday 🇬🇧

November 10 | World Science Day 🔬

November 11 | Remembrance Day 🇬🇧

November 13 | World Kindness Day 💝

November 13 - 19 | Transgender Awareness Week 💝

November 13 - 22 | London Jazz Festival 🎼

November 14 | World Diabetes Day 🧁

November 14 | Lord Mayor's Show (City of London) 🤙

November 14 | Hogwarts in the Snow (Warner Bros. Studio Tour London) ❄️

November 15 | World Prematurity Day 🏔️

November 16 - 20 | Anti-Bullying Week 🚫

November 16 - 20 | UK Malnutrition Awareness Week 🍽️

November 16 - 22 | National Self-Care Week 🎗️

November 19 – 22 | Kendal Mountain Festival 🏔️

November 18 | World COPD Day 🎗️

November 19 | International Men's Day - focusing on men's mental health and wellbeing 🎗️

November 20 | World Children's Day 🤱

November 20 | Transgender Day of Remembrance 💝

November 19 | Carers Rights Day🗣️

November 24 | Guru Nanak Jayanti (Gurpurab) 👏🏾

November 25 – 10 December | White Ribbon Day / 16 Days of Action Against Domestic Violence 🎗️

November 26 | Thanksgiving 🦃

November 27 | Black Friday & Buy Nothing Day 🛒

November 30 | St. Andrew's Day 🏴

November 30 | Cyber Monday 💻

Health & Awareness Campaigns 👄

Movember | Focuses on men's health, including mental health, suicide prevention, prostate cancer, and testicular cancer 👨🏽

Lung Cancer Awareness Month | Highlights early symptoms, prevention, and patient support for lung cancer 🫁

Pancreatic Cancer Awareness Month | Promotes early detection and raises funds for pancreatic cancer research 🫀

Mouth Cancer Action Month | Encourages regular dental check-ups and 45-second self-checks for early warning signs 🗣️

World Vegan Month | Celebrates vegan lifestyles and sustainable food choices 🥒

Disability History Month (16 November – 16 December) | Promotes equality, disability rights, and historical awareness 🦯

Higgins Values Awards ⭐



Nomination Process

Nominations are now closed and winners will be informed in November 2026.

Please do submit your nominations via The Hub, more information can be found HERE.

More information about our awards nominations process can be found HERE.

RESPECTFUL COLLABORATIVE COMMITTED RESPONSIBLE

Follow us on social media

© 2026 Higgins Group PLC. All rights reserved.

Unsubscribe