

# Health and Wellbeing

LN ER is committed to providing a working environment which promotes and maintains the health and wellbeing of its people; where the physical, psychological and social environment supports good work.

We will:

- Proactively identify issues that may adversely affect the health and wellbeing of our people in the workplace and prevent work related injury and ill health.
- Recognize and evaluate the implications of what is happening in work so we can respond and make good decisions that are realistic, achievable and effective in improving health and wellbeing.
- Empower people to take ownership of their own health and wellbeing and support them through periods of ill health and recovery back into their roles. We will treat everyone with equality and compassion and look beyond our own community to those around us.
- Encourage the development of a culture where managers take an interest in the health and wellbeing of their people and understand some of the implications of physical and mental ill health on work and work on health.

Our commitment to maintaining a fit, healthy, highly motivated workforce will be achieved by:

- The provision of an in house specialist Health and Wellbeing team so our people and managers have access to up-to-date, rail specific occupational health and wellbeing advice.
- Provision of a dedicated wellbeing team to drive a wellness culture within LN ER
- Advice on exercise, diet, sleep, work/life balance and other key health topics will be available and should assist employees to make informed choices regarding lifestyle issues.
- The promotion of healthy lifestyle choices and information and advice to support these choices and this advice will be clearly signposted.

We will deliver on 6 mental wellbeing commitments

- 1) Provide strong and clear leadership on mental wellbeing
  - 2) Equip managers across the business to support mental wellness
  - 3) Create policies and procedures that have wellness at their heart
  - 4) Create an open culture around mental health through awareness and advocacy
  - 5) Provide appropriate specialist services and tools to support our people's wellness
  - 6) Use feedback and data to measure wellbeing impacts and improve services
- Providing access to mental health and musculoskeletal services through external partners
  - Empowering individuals to develop the knowledge and understanding to make informed choices about their health, wellbeing and safety, and reducing risk-taking behaviour.
  - Encouraging our workforce to take responsibility for all aspects of their own health by engaging actively with the manifold services and supports available within LN ER and via the NHS

Employees are encouraged to utilise our Close Call App for reporting any safety related concerns and to follow the Speaking Up channels for reporting malpractice or wrongdoing that would be in the public interest.

I ask all LN ER employees through active participation to support the aims of this statement and make LN ER a great place to work.

**David Horne**  
Managing Director

