

Health and Wellbeing

LNER 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.

Have empowered 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 Health and Wellbeing team support, which will include the opportunity for all our people to attend medical screening and wellbeing clinics as appropriate.
- Advice on exercise, diet and work/life balance 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.
- Mental Wellbeing commitment to you:
 1. You know where to go for help: there will be experts and champions you can talk to, but ultimately we want to create a culture where you feel like you can talk to anyone.
 2. We educate those with less understanding: we will give advice on what people can say, how they can be supportive and make sure everyone knows what good mental health means for them and their job.
 3. Mental ill health will not be a taboo phrase.
- Provide access to independent counselling and other advice and support through our Employee Assistance Provider.
- 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, which are within their own control, such as accepting and acting on advice provided in wellbeing clinics and visiting their GPs as and when required to ensure that routine tests are conducted and their health is regularly monitored.

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

David Horne
Managing Director

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(This policy statement will be reviewed annually)