

Supporting colleagues' wellbeing, including neurodiverse colleagues

A case study

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Network Rail owns, operates and develops Britain's railway infrastructure

- That's 20,000 miles of track, 30,000 bridges, tunnels and viaducts and the thousands of signals, level crossings and stations. We manage 20 of the UK's largest stations while all the others, over 2,500, are managed by the country's train operating companies.

Our Purpose

- We exist to get people and goods where they need to be and to support our country's economic prosperity.

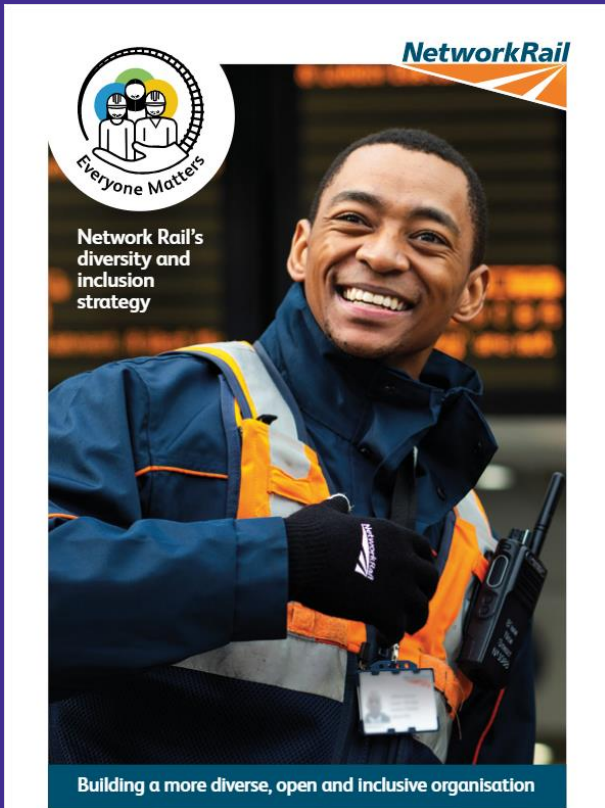
Our Role

- Running a safe, reliable and efficient railway, serving customers and communities.

Our employees

- We have 44,000 employees in a variety of roles based all over the UK
- Around half are currently working remotely from home
- Statistically around 6,500 of our employees are likely to be neurodiverse

Our diversity and inclusion strategy



Working together as an industry, the power of coming together



The rail industry's first mental wellbeing survey

The first of its kind survey was conducted by Railway Safety and Standards Board in partnership with the University of Surrey, to identify the scale of mental ill-health across the rail industry. The survey takes into account the impact of Covid-19 and that which new working conditions may be having.

They will examine the exposure of the industry's workforce to psychosocial hazards (e.g. work-related violence) and the prevalence of mental ill-health. Currently there is no validated industry specific data to determine these.

- key to inform the industry's future health and wellbeing strategy. This will provide targeted interventions to support those most at risk.
- The data will also be used to provide the industry with a baseline to assess the effectiveness of industry initiatives.

Supporting colleagues through coronavirus:

Some webinars are aimed at managers, to provide advice on how they can support their teams, while others are open to all colleagues.

Welfare Webinars



Mindfulness

Building and maintaining Resilience

Managing Energy Levels During COVID-19

Staying productive and setting boundaries during COVID-19

Stretch & Flex

Network Rail Mental Wellbeing Hub



Ask Twice Video and Discussion Pack

This video and discussion pack were created to support the continuing commitment at Network Rail to end mental health stigma and encourage everyone to know 'its ok to say you're not ok'. Equipping colleagues with information on;

- Being able to recognise common signs and symptoms of reduced mental wellbeing
- Having a better sense of when someone might not be themselves
- Remembering to speak up and 'ask twice' how they really are
- Being able to support by having wider awareness of what services and resources are available to sign post to
- To take steps to improve or maintain your mental wellbeing

[Link to Ask Twice Video and Discussion Pack](#)



Access to Work Mental Health Support Service

The Access to Work Mental Health Support Service is a free and completely confidential Government-led initiative. It can help colleagues with a range of mental health issues affecting their work, such as depression, anxiety and stress.

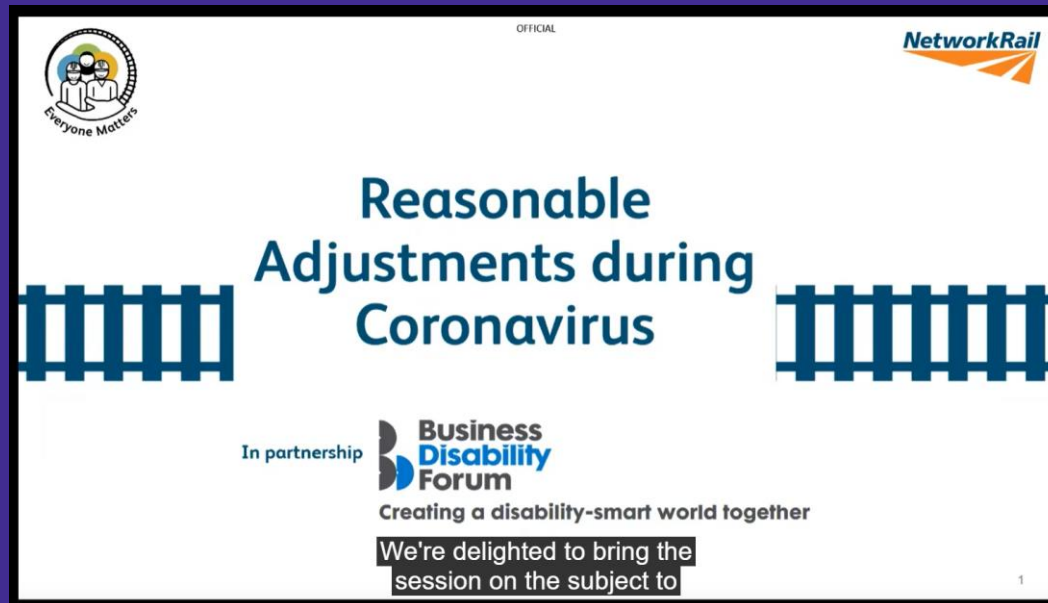
Vocational coaches provide practical advice, coping strategies and a support plan for colleagues, as well as helping to identify workplace adjustments.

Coaches are knowledgeable about neurodiversity generally and can signpost to specialist services.

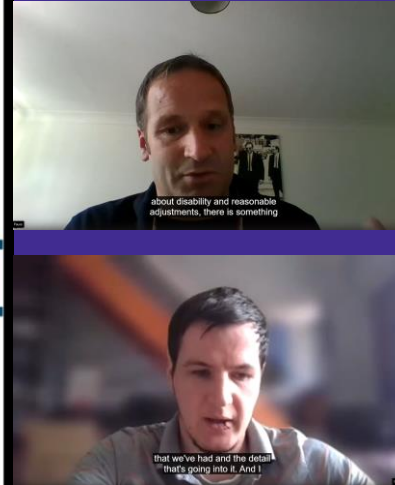
We widely promote this service to our employees.



A renewed focus on the importance of reasonable adjustments



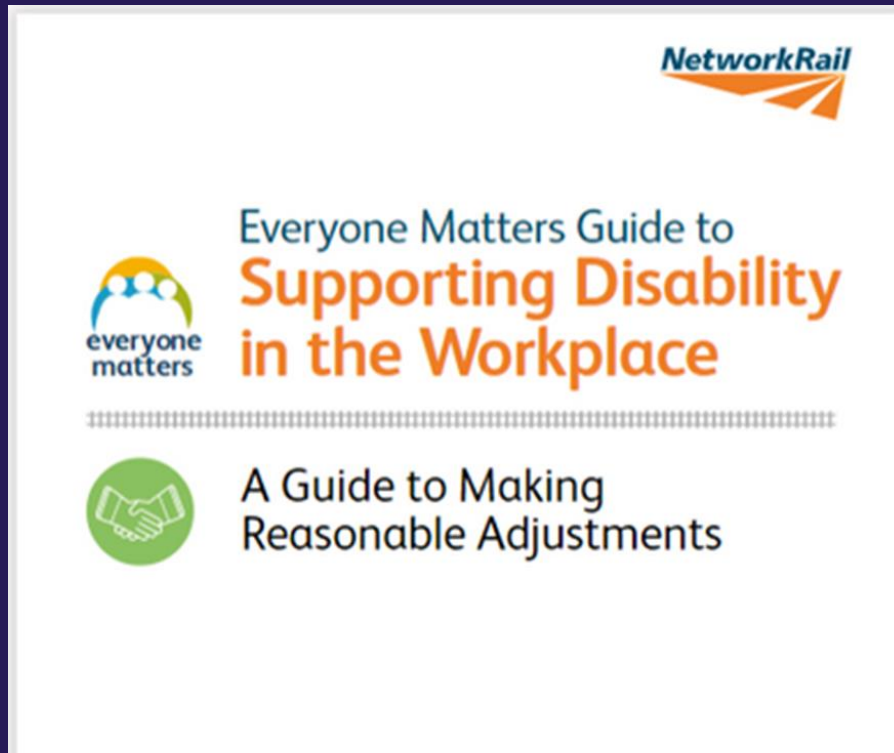
The slide features the 'Everyone Matters' logo in the top left, the 'Network Rail' logo in the top right, and a stylized blue fence graphic on either side of the title. The title is 'Reasonable Adjustments during Coronavirus'. Below the title, it says 'In partnership with Business Disability Forum' and 'Creating a disability-smart world together'. At the bottom, a text box contains the sentence: 'We're delighted to bring the session on the subject to'. A small number '1' is in the bottom right corner.



Increasing knowledge of reasonable adjustments at Network Rail. Designed for managers and colleagues.

Led by Business Disability Forum (BDF), who support organisations to be more disability smart. We have speakers from CanDo, Network Rail's employee network for disabled employees, and by Transport Salaried Staff Association (union).

Reasonable Adjustments Specific documents



Reasonable Adjustments
Guidance and toolkit

The image shows the cover of a 'Reasonable Adjustments Discussion Form'. It features the NetworkRail logo in the top right corner. The title 'Reasonable Adjustments Discussion Form' is in blue text. Below the title, there is a paragraph of text: 'Use the below form to discuss with the employee their needs and set out the adjustments requested and confirm whether they can be implemented.' Below this, there is a link: 'Please use the [Reasonable Adjustments Navigator Toolkit](#) in this process'. The form itself is a table with several rows for employee information and a large section for a description of disadvantages.

Employee Name	
Employee Number	
Job Title	
Department	
Line Manager	
1. Description of any disadvantage (or barriers) experienced by the employee	

Reasonable Adjustments
Discussion Passport