

# WELLBEING STRATEGY

EDF

Nuclear Operations  
Nuclear Services

CHANGE IS IN *OUR POWER*



# WELLBEING APPROACH



- ✓ Inclusion and wellbeing as enablers to nuclear, conventional & psychological safety
- ✓ Aligned to our nuclear safety culture traits and zero harm position, ensuring our people are fit for duty
- ✓ Evidence-based insights to inform wellbeing strategy and plan, aligned to business change and transformation
- ✓ 4 strategic pillars: Prevent, detect, promote & support

**Stress is an error precursor so, it's important we feel mentally fit for duty, as well as physically.**



**We always attend work fit for duty**

# WELLBEING APPROACH



Taking an integrated, holistic approach to achieving cultural excellence in mental health and wellbeing through:

### Organisational Capability

- Wellbeing vision and goals that align to organisational objectives
- Executive level support and buy in
- Clear KPIs
- Data to inform strategic plan
- Clearly articulated vision
- Tools, data and processes to support wellbeing strategy
- Employee Assistance Programme and Occ Health support services
- Wellbeing friendly absence policy
- Flexible working
- Mental Health supporters network
- Wellbeing survey

### Individual Capability

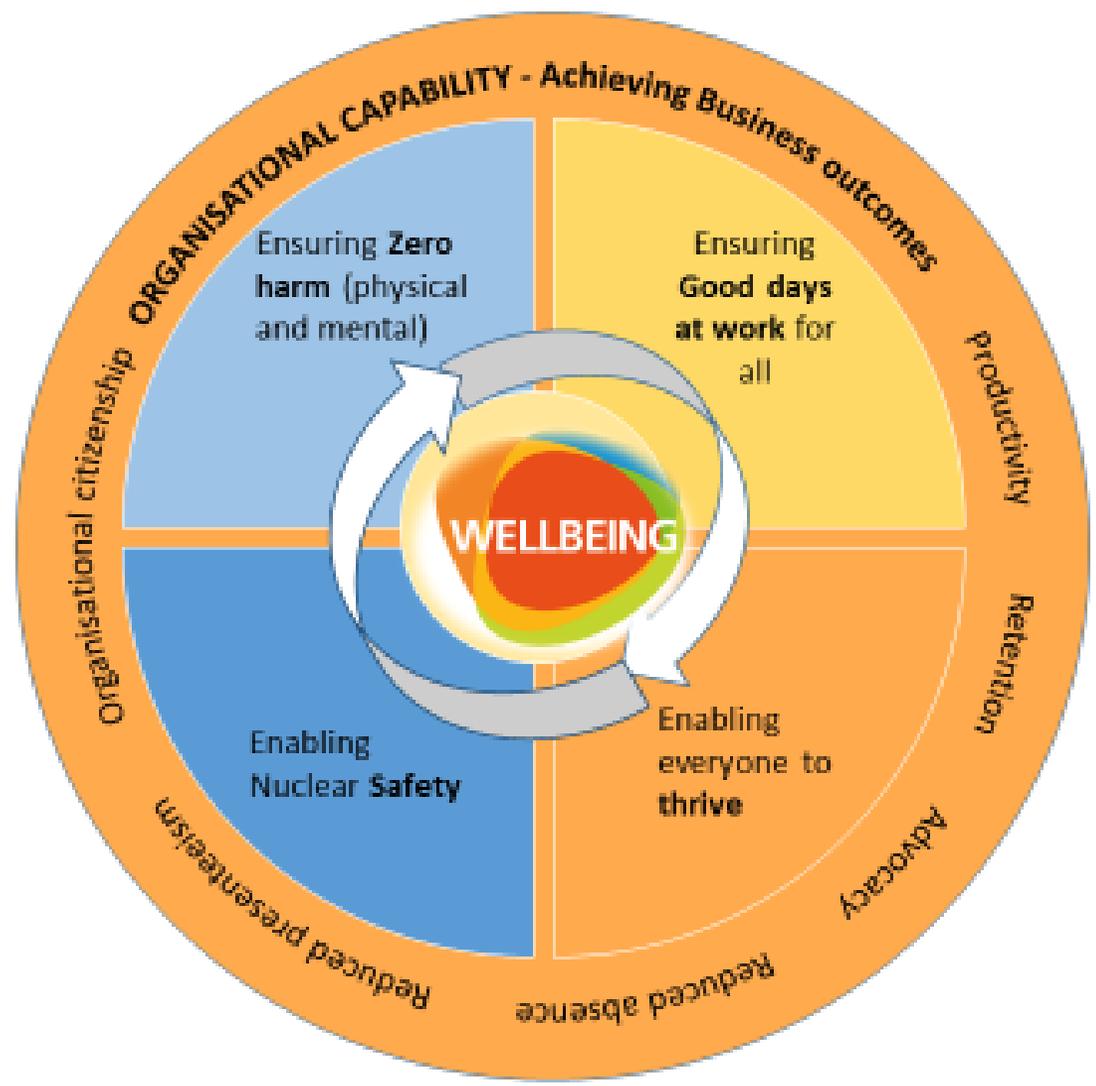
- Confidence, knowledge and skills to utilise pertinent support
- Dedicated wellbeing hub
- Employee Assistance programme

### Leadership Capability

- Knowledge, skills and confidence to lead with wellbeing in mind
- Wellbeing oriented wellbeing training
- Team level wellbeing data and insights
- Wellbeing assessments, between line manager and team member
- Leadership toolkits
- Dedicated leadership wellbeing resources
- Focussed 'stand down' leadership events

### Individual Capability

- Mental Health First Aiders
- Health Checks
- Gym membership
- Wellbeing calendar of events
- Wellbeing assessments
- Financial support
- Employee networks



# WELLBEING PLAN AS AN ENABLER TO ZERO HARM



Wellbeing: Sense of being well; spanning mental, physical and emotional health in the workplace

STRATEGIC GOALS

**PREVENT**  
Prevent ill health and its causes



**DETECT**  
Detect ill health and its precursors with proactive strategies



**PROMOTE**  
Promote good health and wellbeing for everyone



**SUPPORT**  
Support health with best-in-class resources



*Ongoing connection with government 'Keep Britain working' initiative*

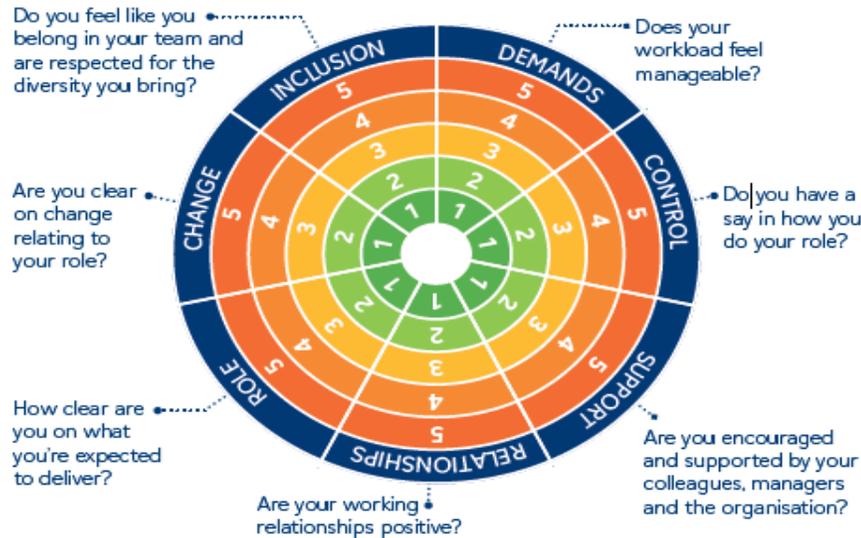
- Governance, oversight and delivery through a central Wellbeing Action group, with Executive Sponsorship and diverse representation (including leaders, union representation, MHFAs, network members and HR across all site locations) and Business and local level reporting
- Embedding wellbeing into organisational practice/processes and connecting to existing cultural values to build engagement (e.g. Zero harm and safety culture) so it becomes part of everything we do
- Using evidence-based insights to inform action -
  - Quantitative metrics (e.g. absence and Occ Health data, wellbeing assessment data)
  - Qualitative – listening to our people (e.g. Mental Health First Aiders, central Wellbeing action group members, networks, 'moments that matter' focus groups)
  - Benchmarking and partnerships with organisations such as Electrical Industries charity, Robertson Cooper, Headtorch
- Developing our leaders with knowledge, skills and behaviours to lead with wellbeing in mind and embedding psychological safety and wellbeing into leadership and development programmes
- Empowering and educating our people through campaigns, accessible tools and access to resources and frameworks to support quality conversations and inviting lived experience sharing to inform key areas of focus



# EXAMPLE - WELLBEING WHEEL TOOL



## 'JUST IN TIME' CHECK IN Are you feeling mentally well?



### Rate yourself on the scale:

- 1 Feels positive.
- 5 This is having a negative impact on me, right now (STOP and take action - see reverse).

Use this to determine whether anything is having an impact on your mental health. If it is negatively impacting you, stop and take action!

**Stress is an error precursor so, it's important we feel mentally fit for duty, as well as physically.**



**We always attend work fit for duty**

Based on the Health & Safety Executive's management standards for work related stress.

Front

If you need support, talk to your **line manager** or engage with the support outlined via the **Wellbeing Action Group eNZO page**.

**FOR IMMEDIATE SUPPORT**, contact **Occupational Health, Text WELLBEING [redacted]** or contact the **Employee Assistance Programme [redacted]**. Your **Mental Health First Aiders** are also available on site to signpost relevant support, for you.



**Wellbeing and inclusion are core components to ensuring Zero harm** (ensuring you're free from physical **and** mental harm), ensuring good days at work for everyone and enabling everyone to thrive. This ultimately contributes to achieving **Nuclear Safety as our overriding priority**.

**YOU AND YOUR WELLBEING MATTER!**

Back

A6 printed cards, mobilised across all sites to enable a 'just in time' check mental health check in.

Invites individual, peer or team rating across the 6 contributors to mental health in the workplace (aligned to HSE Management Standards) and inclusion.

Call to 'stop and act' if there is a negative impact

Support is also signposted

For use at any time, complimenting the employee assessment (completed on a minimum annual basis)

Adopted from Headtorch's wheel as an 'off the screen tool'

How can I be



# Consciously Inclusive?

Slow down your thinking so that you are conscious in your decision making and...



## Be Curious

Be curious to know more - **build your knowledge** about difference experiences - what matters to your peers and why?

Invite a range of people to shape, inform and review what you do - **'inclusion by design' to reduce 'group think'**.

Get involved in our **Networks and inclusion events**.

## Be Respectful

**Don't make assumptions** about others; everyone is unique and has different experiences, including you! **Ask if you're unsure.**

Know that **everyone makes mistakes** - be open to be challenged about behaviours and attitudes that may impact others and encourage **respectful disagreement**.



## Support and Empower

**Utilise visual cues** e.g. 'everyone's welcome' lanyard, pronouns on emails to show support for others.

**Speak up for others** and **celebrate positive behaviour when you see it.**

Provide a **safe environment for people to express concerns** and be heard.

**Signpost further sources of support**, including our networks.

## Be Yourself

**Know yourself** - your own heritage, culture, personal history and feel proud of who you are.

Learn about your **own privilege**; how does this affect you and others?

Show **courage** to learn, be **honest** about your own vulnerability.

Developed via our Inclusion Action group - building psychological safety and recognising the connection between inclusion and wellbeing as an enabler to zero harm