

Crossrail – Six Steps to Wellbeing

Activity/Action planned Centrally
1. Create a shared view and vocabulary of wellbeing
<ul style="list-style-type: none"> • Creation of Strategy • Definition of Wellbeing: “Employee wellbeing is a positive state in which the individual is able to function at or near their optimal level based on their physical, mental, emotional and social functioning.”
2. Build awareness and visibility of wellbeing
<ul style="list-style-type: none"> • Linking wellbeing to other health & safety events • Getting wellbeing articles published in the in house publication • Running an awareness programme in conjunction with “Mates in Construction” • Running a mental health stigma campaign in conjunction with Headtorch • Providing content for monthly Toolbox talks
3. Create local support and champion network to drive localised approach
<ul style="list-style-type: none"> • Set up wellbeing champion network • Provide resources, training and support for network
4. Educating and upskilling local managers and staff
<ul style="list-style-type: none"> • Hold workshops on Personal Resilience, Leading Resilient Teams and Stress Management • MIND mental health awareness training • Mental Health First Aid training
5. Create governance and accountability structures that reinforce the need to change
<ul style="list-style-type: none"> • Incorporating Wellbeing in: <ul style="list-style-type: none"> ○ Occupational Health standards ○ Performance management criteria (Maturity matrix)
6. Provide access to resources and opportunities to change behaviour
<ul style="list-style-type: none"> • Existing resources stored on central SharePoint • Directory created to make it easy to find right resource for right need • Additional resources created