

HS2



I care. You count. **We matter.**

Stations - Safe at heart

We matter team conversation

Briefing pack

February - March 2021



We matter

About this pack

This is the third in a series of 3 **Safe at heart** conversation packs to bring **I care, You count** and **We matter** to life for your teams.

The focus for this pack is:

We matter

Recognising that what we do together matters to the future of HS2, our industry and our country.



Messaging: Being Safe at heart means each of us every day showing:

I care

Caring about ourselves, our colleagues, everyone impacted by HS2 and the work we do

You count

Making sure that every decision and action we take in our teams and organisations *counts*

We matter

Recognising that what we do together *matters* to the future of HS2, our industry and our country

Overview: Why are we having this conversation?

Together, we are building a **Safe at heart** transformation plan that will be meaningful to everyone.

We believe an **exceptional health, safety and wellbeing culture** will transform performance and contribute to history-making legacy.

What we do together matters to the future of HS2, our industry and our country

Let's **commit to improving the way we learn, share and innovate together to make HS2 the UK's safest ever mega-project.**

The platform for transformation

The opportunity: we have it in our hands to make HS2 the UK's safest ever mega project.

The challenge: if we settle for current best practice, our legacy might be:

3
Fatalities

713
non-fatal
injuries

5408
made ill or
more ill
through their
work on HS2

Mark Thurston's **personal commitments** to health, safety and wellbeing



My three personal health, safety and wellbeing commitments

Individual accountability

I will put health, safety and wellbeing at the heart of all my decisions and actions as CEO

Team and organisational accountability

I will put all my energy into creating a culture we can be proud of.

Collective accountability

I will lead the drive to achieve an improvement in standards and ways of working.

What we achieve together as a family **matters**

...for industry leadership

Leaders from across the project came together at our Safe at heart conference in March 2020 - just before the first lockdown - to commit to making HS2 the UK's safest ever mega-project!

Our shared Safe at heart leadership commitment

HS2 - Together, changing the face of our industry

On HS2 we are Safe at heart. We personally *care* for one another.

We listen and act, making every person involved in the project *count*.

People *matter* and are healthier and happier for having worked on HS2.

By 2025 we will set new benchmarks and standards of performance in workplace health, safety and wellbeing.

I care; You count; We matter

(This is a 'living' commitment and will evolve)



What does **We matter** mean to Mark Thurston?



to bring us together to make a difference in our industry



Stations Safe at heart commitment

All of the Stations SLT care about getting this right, you count and will enable us as a team to deliver on these promises.

We matter because we have the opportunity to change our industry for the benefit of all those involved.



Conversation overview: **We matter**

Aim: Engaging in a conversation about **what** 'We matter' **means** in the context of the work our team does and how it contributes to HS2's aspiration to leave a history-making legacy for health, safety and wellbeing. What role does learning, sharing good practice and innovation play in our team's contribution?

Output: **Improvement actions &**
We matter word cloud

Outcome: **Understanding of what We matter means** to our team's capacity to contribute to a history-making Safe at heart legacy

Timing: 25 mins

We matter

Recognising that what we do together *matters* to the future of HS2, our industry and our country.

Safe at heart: I care. You count. We matter.

- **We matter** is about our **collective accountability and power**, as a future-focused leader, to make HS2 the **UK's safest ever mega project**, reset industry benchmarks and leave a history-making legacy for our industry and country.
- It represents our **collective commitment** to doing things differently and better together; a relentless **curiosity to learn**, to improve, to **speak up** with our ideas and concerns, to **share our successes (and failures)** with a generosity of spirit and an eye on constant improvement.
- **We matter** is the **collective impact** of each of us caring, each of us taking safe decisions and actions, each of us feeling we can and are contributing to our goal.

We matter

Recognising that what we do together *matters* to the future of HS2, our industry and our country

Every contribution matters

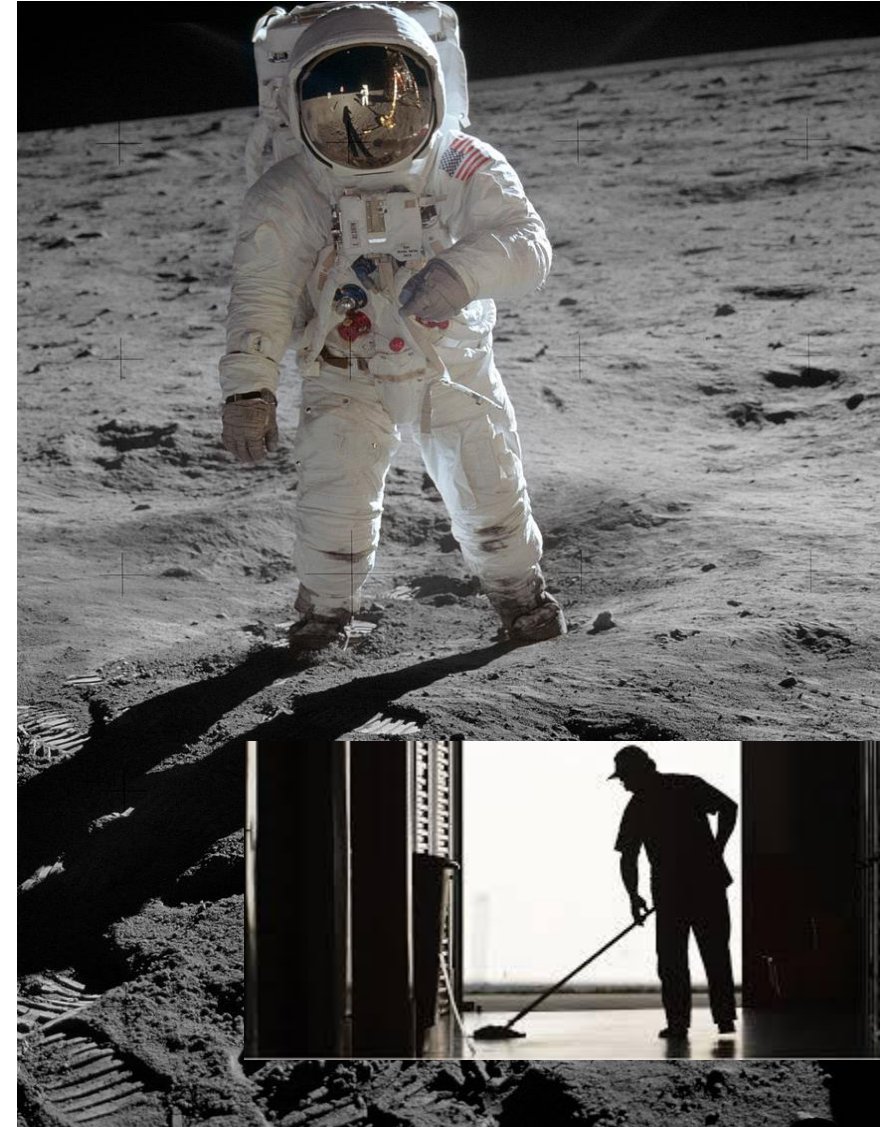
When John F Kennedy noticed a janitor carrying a broom at NASA he asked what the man was doing.

“Well, Mr President,
I’m helping put a
man on the moon.”

He felt he was contributing to the bigger picture.

He knew his contribution mattered.

He became part of the legacy.

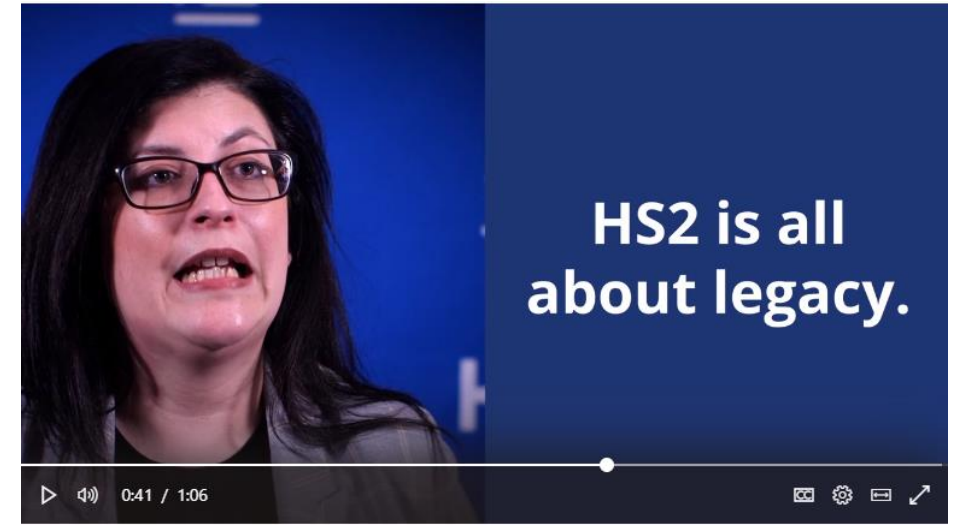


What we achieve together as a family **matters**

...for our legacy

We launched our **Safe at heart learning legacy challenge**, showing it's never too early to capture and share innovation, learning and good practice for the sake of HS2, wider industry and future projects.

Almost
150
Submissions
from across the
project



HS2 Learning Legacy Learning Legacy Development Hub

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Send by email



Safe at heart Learning Legacy Challenge

About the Safe at heart Learning Legacy Challenge

The Safe at heart Learning Legacy Challenge will capture good practice, innovation and learning on occupational health, safety and wellbeing from across the HS2 programme. By sharing this knowledge with industry, we will continue to raise the bar in health, safety and wellbeing and contribute to improved productivity across the whole UK.



Author Guidelines

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HS2 Learning Legacy Development Hub

Welcome to the HS2 Learning Legacy Development Hub

This Learning Legacy Development Hub provides advice and guidance on contributing to the HS2 Learning Legacy. The HS2 Learning Legacy is the collation and dissemination of good practice, innovation and lessons learned from the HS2 programme aimed at raising the bar in industry, improving UK

News See all

- Author Briefings for the Safe at heart Learning Legacy...
Two author briefings were held this...
Brigid Leworthy January 21
- Technical Papers Competition 2020 Winners
The winners of this year's...

Stations legacy examples



What does **We matter** mean to people across HS2?



Discussion points



Choose one or more of these topics – or come up with your own!

- What **words come to mind** when you think about **'We matter'** and health, safety and wellbeing (HSW)?
- How are we incorporating HSW **learning, good practice and innovation** into our planning processes?
- What does **good learning** look like in action?
- What are we doing that could impact positively on HSW **now** on the project/**long-term** on wider industry?
- How can we identify, capture and share **our team's potential legacy learning**/good practice/great ideas?
- What are we doing to show **visible health, safety and wellbeing leadership**?

What **actions** will our team take to contribute to a **history-making Safe at heart legacy** for HS2, wider industry and our country?

Share your **We matter** actions

What actions do we agree to take forward to demonstrate our commitment to make HS2 the UK's safest ever mega project?	Reflecting back on the conversation with your team, summarise and agree the top three action points for you and your team.	Completion date
Action 1:		
Action 2:		
Action 3:		

Example We matter word cloud



We need your feedback!

Click on the form to complete and send us your feedback about your session.

Stations We matter conversation feedback

* Required

1. Did your conversation make you think more as a team about how you collaborate/interact with other teams? *

Not at all 1 2 3 4 5 Excellent

2. Did your conversation make you think more about how your team can contribute to our Safe at heart legacy? *

Not at all 1 2 3 4 5 Excellent

3. How engaged was your team with the We matter conversation? *

Not at all 1 2 3 4 5 Excellent

4. How can we make future Safe at heart conversations more engaging?

Enter your answer

Thank you!



Safe
at heart

I care. You count. We matter.

