

HS2

Safe at heart: HS2 Together 2020

I care

Stations Briefing Pack

June 2020



Introduction

- We're at the start of a journey to **transform our health, safety and wellbeing approach** and performance: our Safe at heart transformation journey
- We've **refreshed our Safe at heart brand** to make clear our accountabilities as individuals, as teams and organisations, and as a collective
- This is the first of a series of 3 sessions beginning with **I care (individual accountability)**.
- The session will be no longer than ~~an hour~~ **55 minutes** and you will have opportunity to work in smaller groups to explore what **I care means to you**.
- We will explore how **we care** about ourselves, our colleagues, everyone impacted by HS2 and the work we do.

But first some context as we start our journey...



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

Why a step change in the Safe at heart approach?

We refuse to accept the **predictable outcome** – getting what we've always got by doing what we've always done is not an option. We believe:

- strategies, plans, structures, policies, processes and systems are not enough
- health, safety, wellbeing and performance are intrinsically linked
- we can do things better and differently through Safe at heart to make 'the possible' a future reality
- caring for our people is at the heart of transforming delivery

Our personal and joint Safe at heart commitment will guide us towards our history-making goal.



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.

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)



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.



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

Focus for this workshop:

I care

Focus for today: I care

Aim: Engage team members in a well-rounded conversation about what 'caring' looks and feels like right now, challenges, upsides and potential impact on 'caring' when life returns to normality. Align with current wellbeing endeavour.

Output: **I care word cloud; top three actions for change**

Outcome: A team understanding of what caring means to individuals' wellbeing, quality of work and health, safety and wellbeing across the project.

Support: Our health and wellbeing champions, MHFAs and health and safety leaders can provide support.

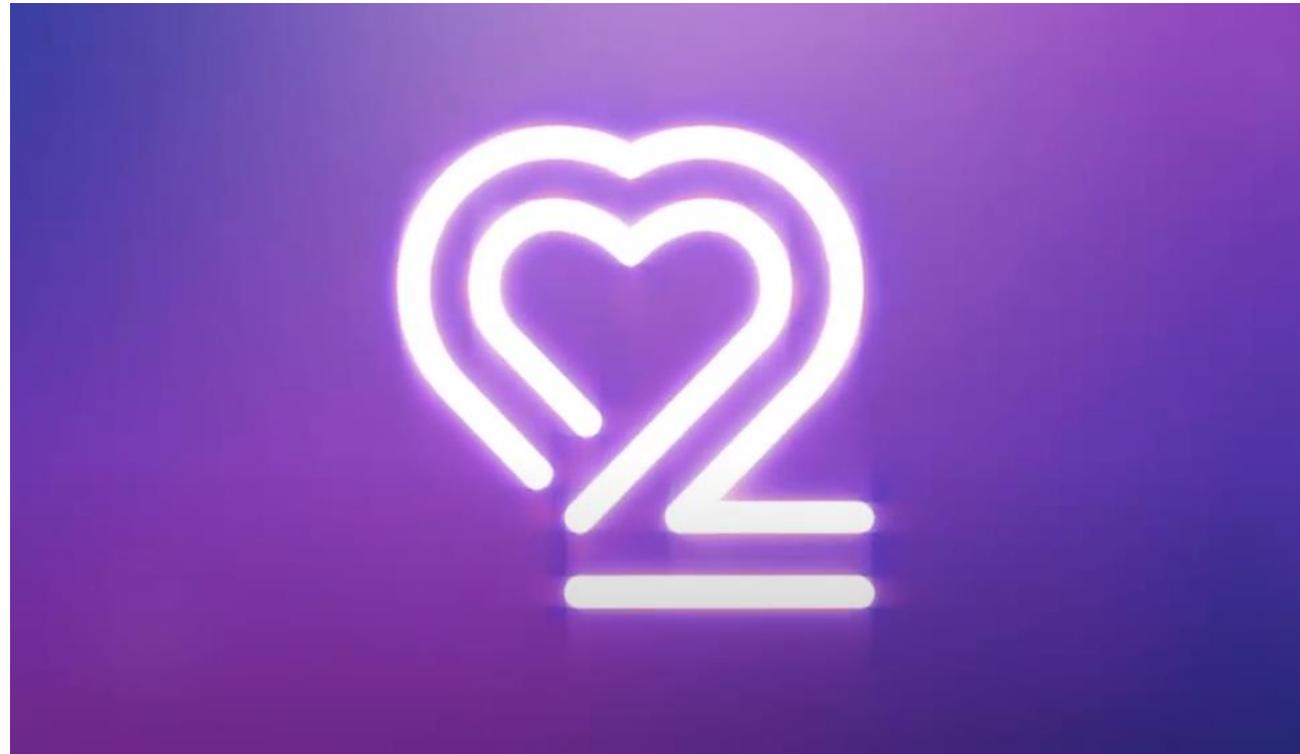
Timings: 55 minutes

I care

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

HS2 Together Conference March 2020

Here is an **I care** podcast to get us going: [I care video](#)



Discussion points in small groups

Discussion point	Questions to consider
What does caring mean within our team?	<ul style="list-style-type: none">• Why does it matter?• What difference does it make to us as individuals, in our teams and as a project?• What does caring feel like right now (during the pandemic)?• What recent examples have you seen of I care in action (individuals, teams, HS2)?• Where could HS2 improve in showing it cares about us?• What downsides might there be to caring?• What are/could we be doing to show we care for ourselves?• What are/could we be doing to show we care for each other?• What are/could we be doing to show we care about our colleagues• What are/could we be doing to show we care about our work and the impact it has on others



Actions from the workshop

<p>What three actions do we agree to take to show we care about ourselves, our colleagues and the impact of our work?</p>	<p>Reflecting back on the conversation with your team, summarise and agree the top three action points for you and your team.</p>
<p>Action 1:</p>	
<p>Action 2:</p>	
<p>Action 3:</p>	

Safe at heart: How do we know we're making progress?

I care

What we would see?

Colleagues have a plan for actively looking after their wellbeing.

Colleagues are alert and aware of the wellbeing of others.

Colleagues are coming up with a lot more ideas for improving team wellbeing and considering it in their work.

What would we hear?

"I feel so much better - looking after health and wellbeing is so important"

"I want to share what has worked for me because it might work for someone else."

"Could we consider doing things this way to make life easier for others?"

What would we feel?

Fulfilled, flourishing, mindful, ownership and inspired



Teams feedback survey

Follow this link to access the feedback survey on Teams.

Your feedback will help us make this a better experience for the future. Thank you.

Teams feedback link -

https://forms.office.com/Pages/ResponsePage.aspx?id=_kLg78_Ea06o1CMjTGnF7FcLyHX3-IFHt-Vg-7D6Au9UM01YMEROTIE0VkZIOU40OUU1WVNNR0VZTiQIQCN0PWcu

Safe at heart - I care - Stations survey

Following the I care workshop please provide us with some feedback - many thanks.

* Required

1. Do you feel you have a good understanding of the refreshed Safe at heart approach? *

Yes

No