

HR/Wellbeing Team of the Year

Winner

**Health & Safety Team, National Grid,
Grain LNG**

This category recognises a team in the workplace that has had a positive impact across their staff. Large or small, the team should demonstrate that they have been crucial in driving mental health initiatives

Grain LNG did not always include mental health as a core value for staff. The diverse workplace consists of an array of engineering and support services. The business itself imports and stores Liquefied Natural Gas (LNG) and its employees have a range of skills and backgrounds, with a large proportion of them male and working in manual or technical roles.

Then National Grid signed the 'Time to Change' pledge and all that changed. Grain LNG seized the opportunity to go beyond the corporate programme to create its own tailored approach, putting mental health at the heart of the business. Initially the focus was on safety, but as it evolved, the programme incorporated wellbeing as a key factor.

The 11-strong Health and Safety team at Grain LNG was the driving force behind the scheme, overseeing all aspects of health and safety on the potentially hazardous work site, including behavioural, occupational and environmental factors.

The strategy's aim was to 'recognise the importance of a healthy workforce', with caring and value-led attitudes to work becoming embedded into best working practices. In fact, the team partners with the business to ensure best practice is



'Five Ways to Wellbeing' provides structure for targeted, SMART (Specific, Measureable, Relevant and Timed) activities

observed, and that the right structures, guidelines and training are all in place.

The aim was streamered into strategic priorities, each aligned to the Five Ways to Wellbeing, and each priority having an innovative range of activities to support it. With mental health established as vital to the business, it is now easier for the team to advocate change.

Achievements

The team and Wellbeing Champion are now a core, specialist part of the company, helping to integrate mental wellbeing across the business – whether that's

Judges' comments

through Key Performance Indicators, hardwiring mental health into business performance metrics, or proactively creating and organising mental health wellbeing events. Mental wellbeing is now on everyone's agenda.

They ensure the implementation and continuous improvement of mental wellbeing on-site, listening to feedback and acting on ideas. Most importantly, the focus is to embed wellbeing using a strategic approach, underpinned by action on the ground.

More than 88% of employees have received some sort of mental health training, including mental health for line managers, and suicide prevention awareness. Grain has also created its own mental health training working with Enact, which uses actors to bring situations to life.

Mental health experts give talks on site, and looking after the local community is also important: staff are actively encouraged to attend at least one community day a year.

Grain LNG recently achieved 1,700 days without a Lost Time Injury (LTI) for which it won a prestigious National Grid award, and the Wellbeing Champion is a regular invitee to local and national forums.

Underpinned by an ongoing culture of learning, and proactive engagement with colleagues, the team often finds itself 'pushing at an open door' when it makes suggestions for improvement. ■

■ This company has obviously worked hard to galvanise a core team of health and safety professionals who wanted to make mental health one of their strategic priorities. A worthy winner!

■ This is a good entry but I would have loved to have got more of an insight into the team itself.

→ Avis Budget Group
Avis Budget Group
HR Department

→ Ogilvy UK Thrive Team
Ogilvy UK

→ The Walt Disney Company
The Walt Disney Company