



home  
safe  
and well



# Your Checklist

- A5 note pad – please do not take more than you need!
- [Copy of approach](#) – please ensure you read the corporate plan actions prior to delivering your briefing
- Line manager briefing slides – you will need to personalise what home safe and well means to you
- Please ensure you consider team members with any specific needs when delivering the briefing

# Home safe and well approach

## Line Manager Briefing

# Our Aim

- Highways England is committed to our aim, that by 2040
  - “No one should be harmed when travelling or working on the strategic road network”

# Our Vision

- Our vision is simple
  - We want everyone who works with us and everyone who travels on our network to get home safe and well

# A message from your colleagues

Home safe and well is a big step forward and a shared responsibility for all of us; we're asking you to take ownership and contribute towards stopping people being hurt, or worse.

See what home safe and well means to some of your colleagues.





# Why it matters....please be aware

Please be aware the following video contains an emotional story about suicide.

If you have been affected by this or find this video upsetting please feel free to leave the room at any point before or during the film.

If after watching the film you need to speak to anyone please contact PAM Assist on 0800 882 4102, the Samaritans on 116 123 or speak to one of our mental health first aiders.

# Why it matters

Our approach places central importance on health and wellbeing. Michaels Story shares the experience of mental health from Cheryl Ward based at the East Regional Control Centre.





# What is the approach?

- Home safe and well supports delivery of our first imperative, safety
- It gives us a framework for how we will display our values
- It builds on the strong foundation set by our Health and Safety 5 Year Plan
- We have identified six focus areas that are critical to how we will go about improving health, safety and wellbeing
- It is a 5-year approach sponsored by our Executive Directors
- We aim to reduce KSI by 20% and lost time incidents by 50%

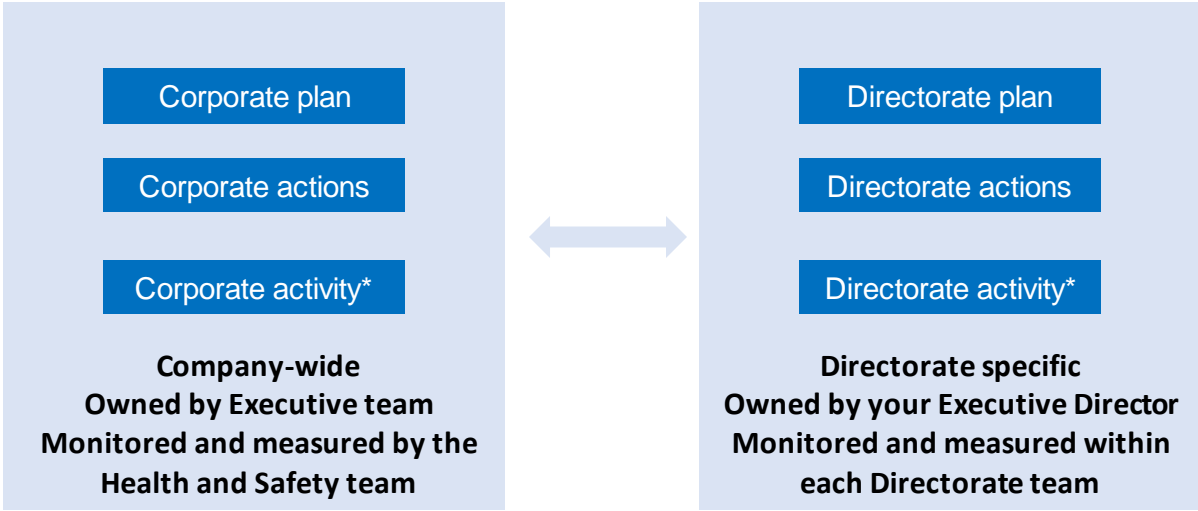


# What does home safe and well really mean?



# Creating action from the approach

Our Home Safe and Well approach



\*Corporate & Directorate activity reported to Board Safety Committee

# Corporate Plan

## Effective Leadership

**Leaders as health, safety and wellbeing role models:**

- Leadership development
- Building health, safety and wellbeing skillsets
- Behavioural leadership



# Capable People

**People are competent and able to undertake their role:**

- Training and development
- Research led behaviour change
- Clear expectations throughout employee lifecycle

# Clear Expectations

**Everyone is clear on what is expected of them and has access to systems they trust:**

- Highways England Passport
- Reducing the volume of health and safety procedures by 50%
- Achieving ISO45001

# Engaged Stakeholders

Internal and external stakeholders are involved:

- Sharing expertise and best practice
- Raising industry standards
- Safe journeys and road users
- Suicide prevention

# A Learning Organisation

We use data and assurance to continually learn and improve:

- Learn from robust hazard and near-miss reporting
- Improve incident investigation
- Easy-to-use reporting tool that provides feedback on action taken
- Develop and use leading measures to reduce KSIs and lost time incidents



# Health, Safety Wellbeing by Design

Health, safety and wellbeing is considered at the outset of any plans:

- Employee, other road workers and road user safety built in from the outset
- Build in design to risk assessment and business processes
- Use of innovation and technology to reduce or eliminate risk
- Prioritise health and wellbeing
- Correct tools and equipment

# Your plan.....Your Action

- Your directorate plan, led by your Executive Director, will address the challenges and opportunities at the heart of where you work
- Read the Home Safe and Well approach and understand it – how will it change the way you operate? Explore this with your teams
- Review your H&S goal to ensure it reflects our home safe and well approach
- Ensure you H&S mandatory training is up to date
- Review your progress at regular 1:1's
- Celebrate success on High 5/Extra Mile



extra mile

# Help is here...

- [Frequently asked questions](#)
- More information is available on the [H&S](#) SharePoint pages
- Email us your questions or feedback at [homesafeandwell@highwaysengland.co.uk](mailto:homesafeandwell@highwaysengland.co.uk)

## Give us your feedback

- We would like you to post your photos and stories from the briefings you give via our home safe and well [Yammer](#) group





# home safe and well

