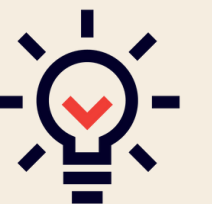


Wellbeing – It's all connected

Step
Change
in Safety



Disclaimer: this safety moment is designed to prevent similar incidents occurring. All guidance herein is provided in good faith and Step Change in Safety nor its member companies accept responsibility for any inaccuracies or omissions contained within this safety moment.

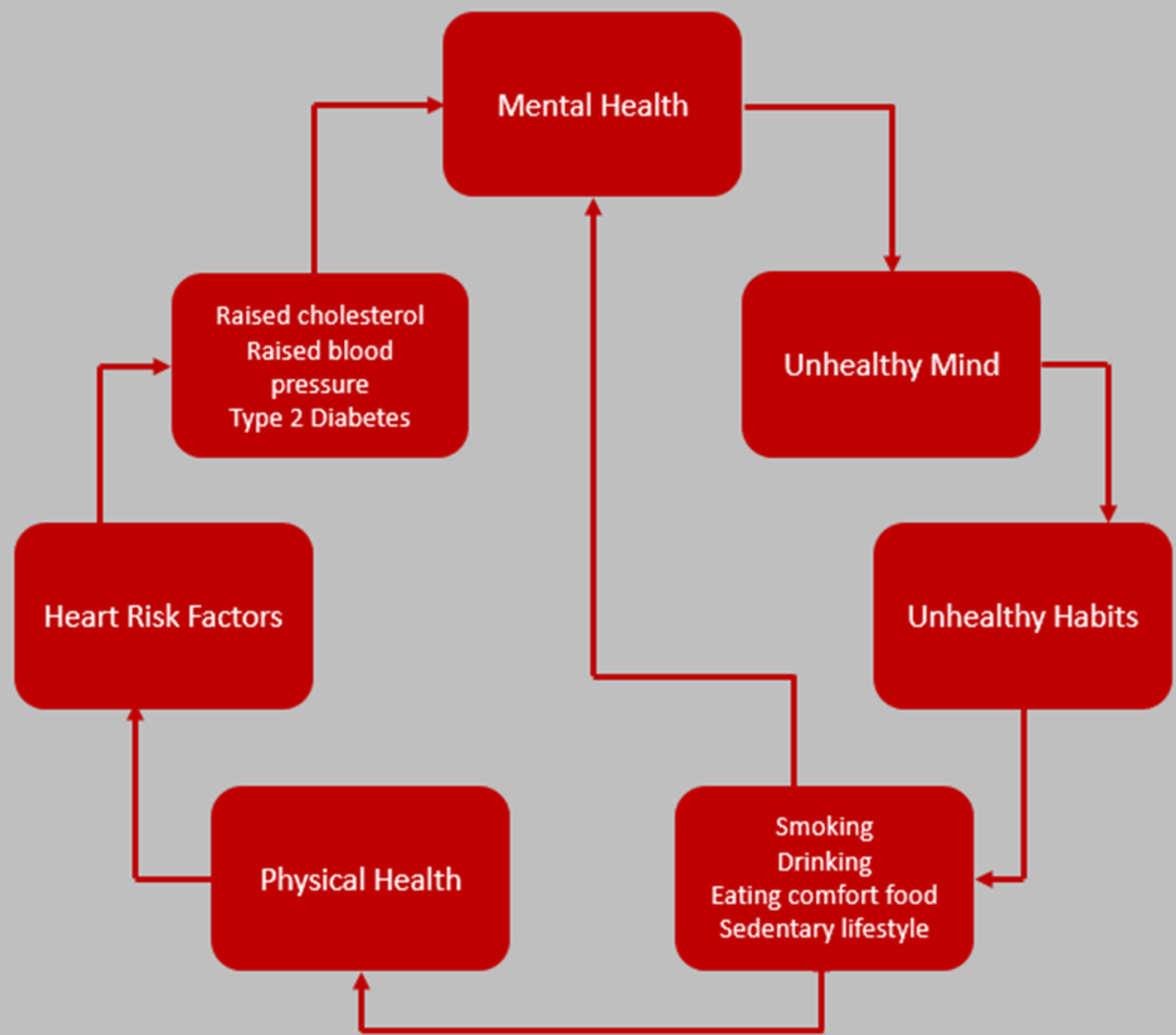


Did you know?

Wellbeing - the state of being comfortable, healthy or happy.

Wellbeing has many aspects including mental, physical, social, financial, and environmental.


These aspects are all connected. When one aspect of our wellbeing is out of balance, all the others are affected.



Take the time to talk



Example taken from a company observation system:

What did you observe or what changed? Redact Translate 

Looking out for each others:

When I came on board, I was struggling a little. My Supervisors all took time out of their own day to talk to me and make sure things were ok.

These guys have genuinely each helped way more than they needed to and thanks to them, I've been able to feel better, work better and get in a better place mentally.

It's people like that, that make this more like a family who have each others backs.

I think they deserve recognition for going the extra mile and genuinely showing concern for their colleagues, thank you.



Can you relate to this?

What could you do to support this sort of conversation?

How do you know when someone needs help?

What could be the signs?

How do you access your Employee Assistance Programme?



What good looks like – examples from across the industry

Break that stigma. It's good to talk!

An hour a week, initiated by employees who are trained mental health first aiders, employees come together and discuss anything on their mind (or just listen).

'We realise that this event will come with a certain stigma from some parties, so we don't hide away, we sit in the galley, cans of pop and a chocolate bar and discuss anything that people want to talk about.'



Exercise Nights – Socially Fit

'3 or 4 times per week, we drill jiu jitsu as well as boxercise classes.'

We get high attendance for these events and all newcomers are welcomed. This is supported by the platform welfare and funding has helped purchase matting, boxing pads as well as gloves.'

The crew are mindful that we are on an offshore establishment, so the drills are controlled in order to avoid injury to personnel.'

The mental health benefits that the guys appear to gain from this is fantastic and all state how much better they feel when partaking.'

Vendors who have attended have commented on the unique camaraderie that exists during these events.'



What good looks like – examples from across the industry

Sponsored runs or events

Having a sponsored team event like a run or walk supporting a charity can also be a great way of maintaining a good balance of physical & mental wellbeing.

An event like the Beast Race is a 10km obstacle course that can be attempted where a strong team dynamic over a physical event clears the mind and promotes fitness.

Other examples could be;

- Run Balmoral
- London Marathon
- Kiltwalks
- Race for Life
- 3 Peaks hill walk
- Great North Run
- Business Fives Football



Social responsibility / community outreach

A very simple and rewarding action can be setting up a collection for a local food bank.

Supporting aspects in the local community can be great for your physical & mental health. Some other examples can be;

- Pride Events
- Sheltered Housing/care Home befriending
- Community Gardening
- Sponsoring evening events and fundraisers
- gathering raffle prizes for community events,
- Litter Picks
- Local walks



What can organisations do to support your wellbeing?

Discuss



- Promote Health
- Provide health checks
- Health insurance protection
- Manage disability
- Provide occupational health support
- Employee Assistance programme
- Ensure Safe working practices
- Provide personal safety training



- Stress Management
- Risk Assessments
- Conflict resolution training
- Training line managers to have difficult conversations
- Train and provide mental health first aiders
- Manage mental ill health
- Provide occupational health support
- Employee Assistance Programme



- Ergonomically designed working areas
- Open and inclusive culture
- Effective people management policies
- Training for line managers
- Sickness management
- Effective people management policies
- Workload
- Working hours
- Work life balance



- Promote healthy choices
- Social responsibility and community out- reach programmes – such as charity walks
- Lunchtime activities – Walking clubs, yoga
- Provide healthy menu selections



Resources and references



- [Step Change in Safety Wellbeing page](#)
- [Mental Health Guidance and supporting resources](#)
- [Prevention of Personal Injuries safety moment](#)
- [CIPD Fact Sheet – Initiatives and activities to support peoples health and wellbeing](#)



Verification of learnings shared and feedback

Safety Moment

To ensure this learning leads to meaningful improvement, follow the Plan Do Check Act process and provide your feedback to Step Change in Safety.

Plan

Review the learning and assess how it applies to your organisation, work area or tasks.
Identify any risks, gaps, or required changes to current procedures.



Do

Implement necessary actions - communicate changes, update procedures, and ensure everyone affected understands their responsibility.



Check

Monitor the effectiveness of the changes. Observe work practices, gather feedback, and verify that the learnings have been understood and applied correctly.



Act

Make any needed adjustments based on what you've learned.
Share lessons with your team, document improvements and feedback to Step Change in Safety.



Share your learnings and feedback. **Your proactive engagement helps create a safer workplace for everyone.**



Feedback Form

Link to [Resource Feedback Form](#)

