BEST PRACTICE

LOCATION:	**Company-wide**	**ARTICLE YEAR**	**2026**
ACTIVITY:	**Improving health and wellbeing**	**COMPANY:**	**Smith & Sons (Bletchington) Limited**
SUB ACTIVITY:	**No Sub Activity Available**	**COMPANY LOCATION:**	**Company-wide**
BEST PRACTICE No:	**BP2271**	**COMPANY TEL:**	**0000**
COUNTRY OF ORIGIN:			

TITLE

Topic 6 - Championing health, safety, and employee wellbeing.

ARTICLE

DESCRIPTION

Smiths have developed a multi-faceted Wellbeing Programme in response to evolving staff needs, addressing issues such as mental health challenges, physical wellbeing, financial pressures, and social isolation.

The programme also tackles hazards identified in ‘The Fatal 6’, by raising awareness and encouraging positive behavioural change through initiatives like an annual health, safety and wellbeing focus day.

A dedicated Wellbeing Team has been established to ensure that the programme is proactive, responsive, and tailored to real-world challenges. The team offers real-time, empathetic support tailored to individual needs, ensuring colleagues feel truly heard, supported, and empowered.

The team meets regularly to share ideas and drive initiatives, building on the feedback and suggestions from employees. At the core of the programme is the belief that when people are well, they thrive both professionally and personally.

Smiths recognise that enhancing employee wellbeing requires a broad and proactive approach, which is personal and human led. This helps to build trust, connection, and understanding in ways that technology alone cannot replicate.

Please watch the video and view the additional pdf to find out more about Smith's initiatives.



BENEFITS

- A more resilient, engaged, and high-performing workforce.
- Enhanced mental, physical, and emotional health through targeted support programmes.
- Improved resilience, work-life balance, and morale across the workforce.
- Raised awareness of high-potential hazards.
- Reduction in near misses and high-risk incidents.
- Employees actively reporting near misses, and adopting proactive health, safety, and self-care behaviours.
- Leadership is visibly championing safety and wellbeing, reinforcing a positive culture.
- Improved employee knowledge of safe practices, risk identification, and preventative action.
- Employees are more productive and engaged.
- Reductions in absenteeism and staff turnover, decreases in downtime.
- Employees have developed a stronger sense of belonging and purpose, building stronger internal and external community connections.
- Increasing levels of participation by employees in the wellbeing programmes and safety initiatives.
- Positive feedback from employees.
- A safer, healthier and happier environment for all.

ARTICLE IMAGES