



Championing health, safety, and employee wellbeing

Smith & Sons (Bletchington) Limited



Safety and Wellbeing Focus Day

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.

The beginning of this approach was the establishment of a team of Mental Health First Aiders. Over time this has evolved into a comprehensive, holistic and preventative approach that proactively supports all aspects of employee wellbeing that includes activities both inside and outside of the work environment.

Key activities include:

- An annual Health, Safety and Wellbeing Focus Day, where all staff are involved, and topics are selected such as nutrition and mental health.
- Activity challenges to encourage physical activity and engagement both in and outside of work.
- The development of the Gill Mill Wellbeing Walk, providing a tranquil space for mindfulness and relaxation.
- An annual Family Fun Day to strengthen social connections and work-life balance.
- The renewal and enhancement of the Employee Assistance Programme, offering advanced support packages to employees and their families.
- Partnerships with organisations like the Lighthouse Charity to increase visibility of support resources, with Smiths recently hosting the 'Make It Visible Campaign'.



- Actively promoting awareness days throughout the year to encourage open conversations and reduce stigma around mental health.
 - Sharing information and resources on key dates including Suicide Prevention Day, World Mental Health Day, and Time to Talk Day.
 - Providing mental health training for managers and supervisors, equipping them to support everyday conversations, recognise early signs of stress, anxiety or other mental health challenges and manage workloads and expectations while prioritising employee wellbeing.
 - Providing a comprehensive health surveillance programme tailored to job roles, delivered across multiple locations for every employee.
 - One-to-one health, safety, and wellbeing objectives set through manager-employee conversations focusing on key safety, wellbeing, and behavioural safety topics.
 - Managers working collaboratively with the relevant teams to implement targeted improvements.
 - Paid leave for HGV drivers to attend medicals, supporting proactive health management.
 - Charity events, including Elf Day and raffles, to foster community spirit and support worthy causes.
 - Management at Smiths have demonstrated strong leadership by investing in resources, encouraging open conversations, and embedding wellbeing into the company culture. Each quarter, the management team meets with wellbeing as a standing agenda item, ensuring recent initiatives and upcoming activities are reviewed and supported.
 - Communications supporting the change management process is clear, consistent, and varied. Updates are shared through newsletters, awareness days, and regular team meetings, ensuring that information is accessible, timely, and reinforces key messages across the business.
 - Vision Zero drives a culture of safety and wellbeing through shared values that promotes behaviour change, reinforces accountability, and ensures all employees can work safely and well every day.
 - As part of Smiths first Health, Safety, and Wellbeing Focus Day, employees contributed ideas for a company safety tagline. The winning entry was:
 - "Smith's, Switch On, Let's Stay Safe Together".
 - The tagline reflects Smiths collective commitment to Vision Zero and the active role every team member plays in maintaining a safe and healthy workplace.
- 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.

DEVELOPMENT AND TRANSFERABILITY

While technology and apps can provide information and tracking, Smiths has found that a human-led approach builds trust, understanding, and meaningful connections that digital solutions alone cannot replicate. Partnerships, awareness campaigns, and scenario-based training for managers facilitate continuous improvement and learning from best practice.

Smiths will be introducing new opportunities for growth and engagement. Planned improvements include expanded mental health training, broader workshops, guest speakers, and interactive activities. It will collaborate with leading health organisations and develop an internal resource hub to provide up-to-date guidance and support.

By prioritising people, organisations strengthen wellbeing and recognise employees as their core strength. When employees feel supported, organisations enhance wellbeing while cultivating a thriving, positive workplace culture.



BENEFITS

- A more resilient, engaged, and high-performing workforce.
- Enhanced mental, physical, and emotional health through targeted support programmes.