

What are we doing to help you?

Below are the key areas we are addressing and some examples of activities. Ask your manager if you want more information.

Safety leadership

- Continue to run our Anglia Safety Leadership team collaboratively with our supply chain
- Continue positive staff engagement through Health and Safety Week and visualisation
- Regular collaborative Health, Safety and Welfare Councils
- Hold an annual Health and Safety Conference with our TU reps

1 Design in safety	
Lineside safety	Introduce modern protection systems for staff Expand the number of staff who use electronic safe work packs Improve control of risk at S&C
Level crossings	Refine narrative risk assessments Act on Transport & Works Act Orders inquiries report
2 Correct tools for the job	
Equipment	Plant review group will evaluate tools to reduce manual handling and reduce vibration
3 Planning	
Implement	Implement our revised 019 RA template (1 page) simple activities
Trial	Revised 019 RA template (4 page) complex activities
4 Clear task control	
Workforce safety communications	Simple periodic cascades and information to focus on PPE, close calls, Take 5, health and wellbeing, teamwork and accountability
Task risk	Implement one-page safe work pack and provide new kit for electronic exchange of packs

Slips and trips	Continue access-point maintenance and begin cress path improvements
Operations	No overdue Junction Signal Overrun Risk Assessments Hold 6 VariSPAD assessment workshops
5 Supervision	
Supervisor training	One-day H&S training course
Safety critical communications	Continue comms review groups
6 Work environment	
Access points and cress pathway	Maintain access points and target improvements to cress walkways
7 Competency, health & behaviour	
Health	New health and wellbeing centre Target reduction of high blood pressure as identified by the health booth monitoring
Mental wellbeing	Continue mental wellbeing programme, support champions and deliver line managers training
Fatigue	Support national Home Safe Plan, introducing a revised standard
8 Reporting and learning	
Investigations	Managers' training for faster and higher quality investigations

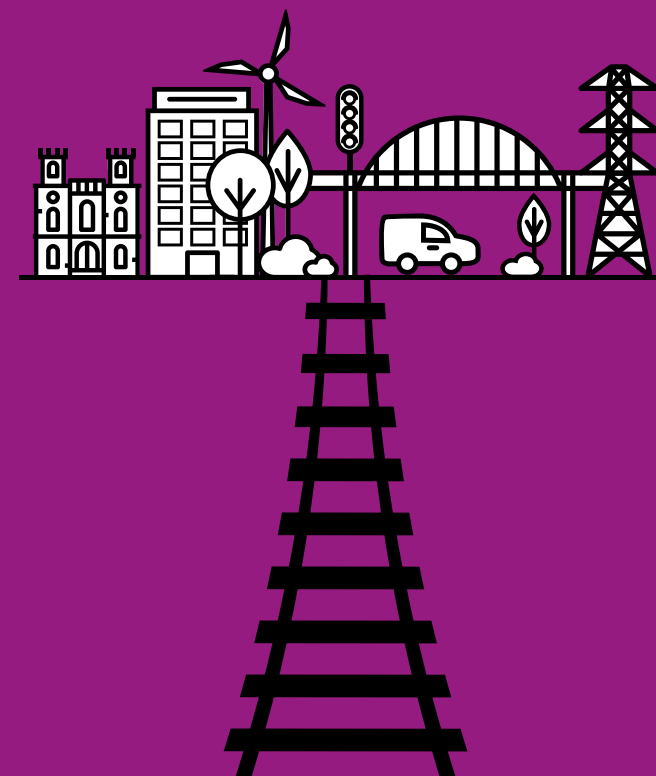
Sustainability

We recognise the importance of being a sustainable business. We aim to be an environmentally sustainable and responsible route, proactively managing our environmental impact and enabling social and economic benefits for our customers and wider stakeholders.

To achieve this we will:

- Implement any actions from the Varley review on vegetation management
- Build upon our start to improved energy management
- Target improvement and legal compliance of our Sites of Special Scientific Interest
- Bring our depot environmental plans up to date
- Effectively manage the removal of badgers causing risk or damage to railway infrastructure.

2019/20 Anglia Route Health, Safety & Sustainability Plan



Everyone Home Safe Every Day

Five very easy words to say and five words that Anglia Route is determined to continue to deliver, so we do not injure ourselves, our team mates or our contractor colleagues.

During 2018/19 we have shown how fantastic our staff and contractors are within Anglia by rising to the challenge of keeping our colleagues safe. Our positive action and commitment meant that 18 fewer people than in 2017/18 were injured so they couldn't return to work the next shift. That's a 44% reduction.

By acting together, we have started to build a positive safety culture where people feel free to speak their mind, know that they will be treated with respect, fairly, and feel they can innovate.

We are committed to make safety the first and last consideration of how we work and look to remove the barriers that might prevent this. It will be at the forefront of the decisions we all make and the actions we all take every day.

1
PROCESS:
DESIGN IN
SAFETY

Improving our safety record

WHAT DO WE NEED TO ADDRESS?

Learnings from recent incidents indicate the following root causes need to be addressed in our plan.

2
CORRECT
TOOLS AND
EQUIPMENT

3
EFFECTIVE
PRE JOB
AND TASK
PLANNING

4
CLEAR
STRAIGHT
FORWARD TASK
CONTROLS

SAFETY
LEADERSHIP

5
SUPERVISION
& SELF
ASSURANCE

6
THE
ENVIRONMENT
WE WORK IN

7
INDIVIDUAL:
COMPETENCY,
HEALTH AND
BEHAVIOUR

8
REPORTING
AND
LEARNING

What's your role?

Everyone from operative to executive leader has a role to play in making and keeping our route safe and sustainable. Here are some of the expectations of each and every one of us.

Executive: Provide clear direction, be visible and take accountability.

BAND 1:

Set clear goals, demonstrate clear leadership and be visible to assist teams.

BAND 2:

Lead teams with our behaviours, hold teams to account, be a solution finder.

BAND 3:

Set expectations, allocate resources to enable safe work, escalate issues quickly when solutions can't be found.

BAND 4:

Including LOMs, SMs, construction managers: Lead team leaders and supervisors, enable staff to be trained, take feedback and hold teams to account, understand standards.

Team leaders, supervisors: Lead operatives to show correct behaviours, supervise teams, take charge, direct and coach. Collaborate and enable innovation.

Everyone including operatives and signallers: Be alert, support your teammates, be trained in your work, speak up and challenge, provide feedback to managers.