

Unanswered audience questions

Q: What is your advice for gaining support from senior managers within a department so that they are onboard with the idea of setting up a peer-to-peer support network? I'm really interested in helping my colleagues improve their mental health & wellbeing but I'm not receiving any help from senior managers

A: As Nick mentioned we would recommend engaging senior leaders from the beginning. Keeping them involved and up to date with any wellbeing ambassador activities. Matt Rice Route Director North and East is actually a wellbeing ambassador!

Q: Any specific advice for Neurodivergent people building peer-to-peer support networks? I have always struggled with this aspect, and it is clear that this is the only part of my work-life suffering.

A: I would encourage everyone to part of the network. The more diverse and inclusive the network the better. If you would like information on your lead ambassador, please get in touch with Nick (nick.baddeley@networkrail.co.uk)

Q: Does every region currently have this programme throughout Network Rail?

A: No, I don't think they have all adopted this programme however all regions have some kind of peer to peer support network.

Q: What was the biggest challenge in onboarding colleagues to become wellbeing champions?

A: I don't find it difficult to find people that want to be involved. My main challenge is engaging people that are independent enough to use the resources and support we supply and organise activities etc themselves. Spreading the word that the network exists has also been challenging but platforms like this help improve that.

Q: is there a group support beyond the local/area should the well-being ambassadors need it?

A: Yes, all ambassadors have the support of the national network

Q: Are there any plans for a wellbeing support sharepoint site and details of local wellbeing ambassador contact details? In many cases people feel very isolated and that there is no one to talk to without confidential issues coming back to haunt them. Would love to see wider availability of wellbeing support for teams as there are many who make do who could benefit from support that could be available.

A: Eastern region already have a sharepoint but it is still being developed. There are details of some of the ambassadors but not all. We have QR codes on health and wellbeing notice boards that take people directly to the sharepoint.

Q: I'm really keen to become a wellbeing ambassador; what the first step i need to take?

A: Identify who your lead is and tell them! Nick will be able to tell you who that person is (email address above).