



NTS

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DISABILITY, MENTAL HEALTH AND WELLBEING REPORT

2023



Introduction

NTS is a welcoming and inclusive workplace where people are able to bring their whole selves to work. Diversity and inclusion is a top priority, we embrace uniqueness and are strongly encouraging of disabled employees and applicants.

Through our mental health and wellbeing strategies and initiatives we have created a safe, healthy and inclusive workplace where our people are able to connect and collaborate remotely, in the office or a combination of both. We were delighted to receive the Mind Silver Award for promoting staff mental health and demonstrating progress and impact over time.

Our achievements don't end there, and in 2022 we met our commitment to secure Disability Confident Status Level Two. This status has acted as a springboard to help us achieve Level Three in 2023 ensuring we continue to understand the needs of disabled employees and that our recruitment practices and workplaces are inclusive and accessible and fully support attraction and retention of disabled people.

I am pleased to report that 2.4% of our employees have declared they have a disability against our in-year target of *4.5%. However, we still have progress to make in order to eliminate the gap altogether and achieve our 2025 target of 6%.

Growing our disabled workforce is the right thing to do. We have invested in our succession planning and talent management activities to identify and retain talented disabled colleagues. We have also improved our diversity data and reporting within NTS, with 98% of our employees sharing their diversity data or preferring not to say.

Moving forward, we are working hard to address our gaps in the number of disabled people employed at NTS by launching disability focused recruitment campaigns to introduce more disabled people to the business with a key focus on early talent, placement schemes, neuro diversity and ex-armed forces recruitment.

We are building a culture where our people are at the centre of what we do; developing more awareness and understanding across NTS about disability, mental health and wellbeing matters to ensure that colleagues feel confident in discussing their disability and symptoms openly and can ask for support and adjustments to continue working safely at NTS.

All these changes are instrumental in ensuring we are committed to creating a welcoming and inclusive workplace where everyone can thrive.








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OUR ACHIEVEMENTS ON DISABILITY



Our achievements on disability

-  We have appointed an executive level sponsor for diversity who is the driving force behind diversity action plans and supports the HR and our Enable Disability Forum to transform the employee experience for disabled employees across the business.
-  Our disability network 'Enable' meets monthly to share experiences, educate and raise awareness of disabilities across the business.
-  Our tea and chat sessions for disabled employees are well attended, along with a wide variety of events promoted and held across the year looking at professional and personal matters through a disability lens.
-  We have encouraged more colleagues to share their diversity information from 80 to 98%.
-  We have ensured interview panels are suitably trained and provided equality for disabled candidates as well as those with wellbeing and mental health challenges. Hiring managers are taught how to be confident they are hiring the best candidate, making every effort to accommodate any personal challenges an applicant has and avoid discrimination and unconscious bias throughout the recruitment process. Examples include hiring manager training, use of blind CVs, sharing of questions before interview so applicants can be their best self, as well as all the standard adjustments and checks for those with a disability.

Our achievements on disability



We have been offering an interview to disabled people who meet the minimum criteria for the job for a number of years. The Disability Confident Badge is on all our vacancies advertised, along with written text and there is a tick box during the application process as a safety net for those who want to make use of the guaranteed interview scheme.



We are fully functioning with the Microsoft Teams system and offer in person and remote interviews making all the necessary adjustments that could be requested by applicants. The use of blind CVs and removal of any disability, mental health and wellbeing disclosures allows us to make assessments based on experience and capability demonstrated at application stage.



All applicants are offered adjustments as required to ensure equal access and opportunity for disabled applicants; allowing them to act as the expert on the effects their disability will have on the recruitment process and the support they will require.



All third-party providers are required to hold themselves to the same standards as NTS when supporting our recruitment process and are encouraged to be Disability Confident.



To improve attraction, we have also taken time to understand and learn from disabled employees leaving or changing profession within the business and have proposed appropriate courses of action, recognising in some cases it may be that disabled employees have sought opportunities elsewhere for development outside of NTS' influence and control.

Our achievements on disability



Working in collaboration with diversity and inclusion (D&I) experts and employment law specialists, we have developed a suite of equality and diversity training that provides our employees with a practical guide to equality, diversity and inclusion, and their key rights and responsibilities under the law. In addition, the HR team have had expert training in D&I in early 2023.



In 2022/23, we refreshed the focus on an armed forces career transition programme to support the drive to employ more disabled applicants as well as those with wellbeing and mental health challenges.



At NTS, we promote succession planning and talent and development interventions that ensure balance to pro-actively support disabled employee progression, focusing on gaps in diverse talent which includes those with disabilities.









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OUR ACHIEVEMENTS ON MENTAL HEALTH & WELLBEING



Our achievements on mental health and wellbeing

-  We rolled out the NTS mental health and wellbeing strategy and 'thriving at work' action plan that supports a healthy and resilient workforce, built the on four pillars of support - physical, mental, social and financial.
-  We have trained and appointed mental health first aiders at a ratio of 1 in every 30 employees.
-  We have launched a library of wellbeing resources including the Menohub to empower employees to make healthy choices about their wellbeing and access the tools and specialist support available at NTS.
-  We have educated and raised awareness through topical health and inclusion campaigns, supporting employees to care of themselves and others.
-  NTS offer all employees with mental health or wellbeing challenges the opportunity to have a workplace adjustment passport.
-  We have reviewed how we communicate and keep in touch with employees during career breaks and long-term sickness and propose a course of action to effectively reintegrate them into the business on their return.
-  Mental health and wellbeing matters are now covered in inductions with dedicated information hubs.

Our achievements on mental health and wellbeing



We have reviewed all our people policies and processes to ensure they do not exclude those with mental health and wellbeing challenges and instead support them to be in work, fit and well. In the past year, 41 people have been absent from work due to mental health matters.



Employees have access to employee led affinity networks that help deliver meaningful changing in all areas of mental health and wellbeing.



Mentoring, coaching and buddying along with other support is available to all staff especially those with mental health and wellbeing challenges. Support available includes: Passport to Work, Employee Assistance Programme, health and wellbeing apps, Healthshield virtual GPs, The Nuclear Benevolent Fund, and wellbeing coaching. These tools and interventions empower employees to set goals and take small steps with expert support to improve their wellbeing. In the past year alone, 47 staff accessed our wellbeing coaches.



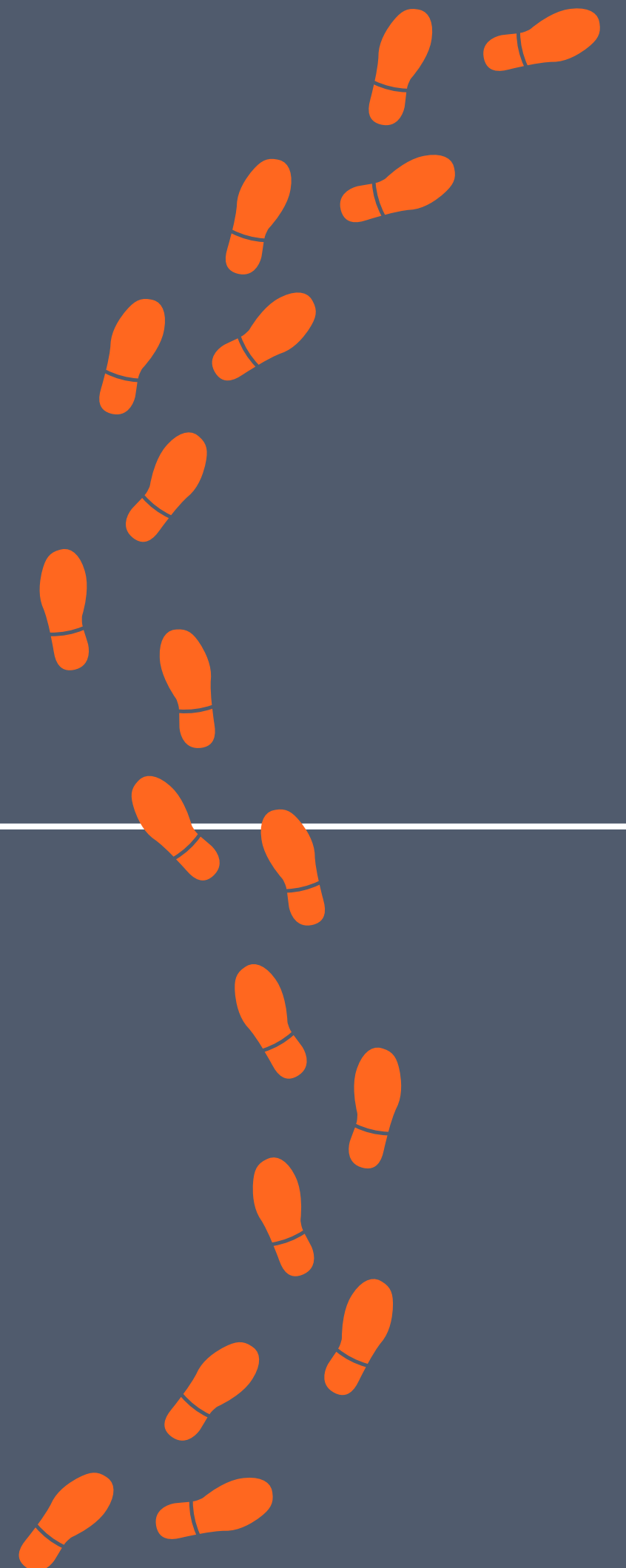
We have rolled out a bespoke training programme and toolkit for line managers to support those who are absent from work. A range of other training tools such as NVQ level 3 & 5 Raise the Bar and Leading for Success management training have also been launched to help managers support those with mental health and wellbeing challenges in their teams.



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NEXT STEPS AT NTS



Next steps at NTS

NTS have made significant progress over the past year, against a backdrop of unpredicted change and uncertainty due to Covid-19, the cost of living and the energy crisis. There is a critical need to sustain focus on attracting and retaining a diverse workforce and we are taking forward a series of actions aimed at improving diversity within our organisation which our existing and future employees with a disability, mental health or wellbeing challenge will play a key role in and benefit from.

These actions are:

- Update our website publications, showcasing our employees.
- Promote job share and part time working across all roles and levels to encourage those who would like to work reduced hours to join/remain.
- Launch focused recruitment campaigns involving input, stories and photos of our own employees with disability, mental health and wellbeing challenges.
- Develop employee career films to promote opportunities.
- Improve our employee induction process with key stakeholders from our affinity networks.
- Create a disability inclusion strategy that increases trust, support and empowerment of disabled employees.
- Collaborate further with our Enable Network and disabled employees to remove perceived barriers to progression.

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