



HEART OF GOLD AWARDS

# WELLBEING CHAMPION FINALISTS

Award Sponsored By:



## Raye Fullard

**Diversity and Inclusion Manager - Rail Delivery Group**

Raye's passion and dedication have made a significant impact on RDG's commitment to diversity, equity, and inclusion. Through their role as Diversity and Inclusion Manager, Raye supports staff networks like Embrace (RDG's race equity network) and Disability Awareness Network, fostering collaboration, promoting education, and creating a more inclusive workplace for everyone.

Raye has also been outstanding as co-chair of Platform, the LGBTQ+ network for RDG staff, driving the strategy to refresh and promote allyship. They are also a member of the EDI Charter for Rail Working Group, a collaborative cross-industry initiative.

Raye's proactive approach to addressing EDI issues has led to positive changes, including more inclusive policies and resources for colleagues. We are grateful for Raye's invaluable contributions to RDG and their unwavering commitment to creating a more equitable and inclusive workplace.



## Vikky Goodwin

**Information Manager - VolkerRail**

Vikky is a passionate advocate for breaking down the stigma surrounding men's mental health in the workplace. With a decade of experience working on construction sites, she has firsthand knowledge of the challenges faced by site-based operatives.

To address these challenges, Vikky created the BROS program, specifically tailored to the needs of site-based workers. BROS focuses on improving communication and teamwork, encouraging employees to recognise and address changes in their colleagues' behaviour.

The program has been a resounding success, with a significant decrease in mental health-related sickness and a substantial increase in mental health conversations. It has also led to a surge in resource and information requests.

Vikky's dedication to promoting mental health has extended beyond BROS. She has launched a BROS club, open to all VolkerRail and external employees involved in projects and onsite work. The club provides a safe space for mental health discussions and access to valuable resources.

Vikky's work has been recognised throughout the rail industry. She has participated in panel discussions and shared her insights at events like Rail Wellbeing Live. Her dedication to improving mental health in the workplace is an inspiration to all.



## Ian Watson

**Driver Manager - TransPennine Express**

On July 5th, 2021, Ian's life took an unexpected turn. While Ian was driving, a man decided to end his life in front of Ian's train. This traumatic event deeply affected Ian, leading him to seek support from Andy's Man Club, a peer-to-peer support group for men.

Following the loss of a friend to suicide and through his own journey of recovery, Ian became passionate about helping others struggling with mental health. He became a Mental Health First Aider at TPE, raising awareness, challenging stigma, and providing support to colleagues.

Ian actively participates in Andy's Man Club, facilitating support groups and promoting open conversations about mental health, establishing two new AMC groups in his local community.

Ian's efforts have been instrumental in raising awareness and reducing stigma surrounding mental health within the railway industry. He's been involved in various TPE initiatives, including the Campaign to End Loneliness and launching TPE Chatty Benches. He's also been heavily involved in breaking the stigma elsewhere in the railway at conferences and events.

Ian's story is a testament to the power of resilience and the importance of supporting those in need. His dedication to mental health advocacy is an inspiration to us all.