

RWE

Support with major life events – for an inclusive work environment and mutual respect

RWE knows that their employees all pass through different phases in life: positive or negative, planned or unexpected. It can leave them adjusting to new ways of living, or even mean a crisis – all bringing unexpected emotions and new life circumstances.

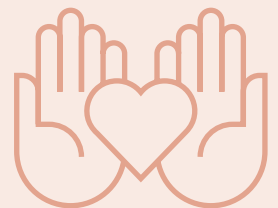
Supporting employees through these events and adjusting working conditions to the employee's new life circumstances is part of an inclusive work environment, so fostering this kind of employee support is important.

How it's done – support pages on life stage topics

The volunteers of the RWE Generation UK D&I Working Group recognised a gap in the information and support that was being provided to employees on topics outside of the workplace that can also affect the wellbeing of employees in the workplace. After consulting with a cross-section of employees it was established that providing a one-stop-shop of support for personal life events online would enable employees to access information as and when they needed it.

In consultation with the HR and Occupational Health departments, the D&I Working Group have created support pages in the company HR Portal with information from both internal and external organisations, alongside the relevant RWE policies. The support information covers a variety of different topics applicable to stages in people's lives, including:

- » **Adoption**
- » **Alcohol addiction**
- » **Bereavement**
- » **Caring for elderly relatives**
- » **Divorce**
- » **Domestic abuse**
- » **Drug addiction**
- » **Fertility and pregnancy loss**
- » **Menopause**
- » **Pregnancy, early parenting, maternity & paternity leave**
- » **Retirement**
- » **Sexual orientation, gender identity and transitioning**



In addition to well-researched information and advice, the pages provide signposting to internal and external services, such as charity organisations (e.g. recovery.org.uk), specialist support services and Government websites. This is on top of the Employee Assistance Support programme which offers counselling and additional life support tools. All of this goes beyond an approach for work-related matters only and seeks to extend an awareness of these events to managers and peers. They too can use the resource to gain an understanding of how these events impact on our employee's lives, enabling them to provide support to their colleagues where appropriate.

Many of these topics impact women disproportionately but are also relevant and useful for the whole workforce.

Some of the topics are quite sensitive, but with this inclusive work environment, RWE ensures easy to access information that guides, educates and support employees.

The availability of the information has been widely publicised to all employees including through team briefs and the Intranet and there is a programme to regularly refresh the communications so those affected and their colleagues are reminded of the support available to them. The initiative is supported at Board level and has been very well received by employees.

Employee experience – advice caring for elderly relatives

For Shagufta Tulloch, who is caring for her mother, the information on the pages 'Caring for elderly relatives' was really helpful.



“The company’s Personal Life Events support pages are a must for anyone experiencing any of these events or know of family and friends going through them. I had to make an important decision on the future care of my elderly mother who was no longer able to live in her flat, but I was confused and unsure what to do. The “Caring for Elderly Relatives” page was a huge help; all the research had been done so I was able to get advice on what help was out there from one place. I can’t stress how much the information has helped me to make the right decision for my mum, from financial help to personal care – thank you!”

Shagufta Tulloch, Business Transformation Programme Coordinator, RWE employee

