

Why Prioritise Your Workforce Safety Culture?



Safety Culture Starts From Within

Getting your employees involved in Health & Safety can help your workplace be safer, healthier. It also identifies areas that need further development. Your team work firsthand with the risks on a day-to-day basis. Not only is safety good for business but also it has been proven to build a strong positive culture. This covers confidence, retention and productivity amongst your staff.

So What Is a Safety Culture?

All businesses have a legal obligation to adhere to safety regulations. A safety culture however, is beyond the necessities we all face. It encourages employee support and belief in what you are trying to achieve as a company. A safety culture places its focus on safety beliefs, values and attitudes. This is in order to capture the mind-sets of all stakeholders in the company from employees to directors.



Health and safety policy statement

Health and safety at Work etc Act 1974

There were **441,000 reports of non-fatal injuries** and **142 fatal injuries** in the workplace in 2020/2021 according to the **HSE**. Implementing safe working within the business will not only work to reduce this number but it can be seen to improve work morale, engagement and productivity.

For company leaders it is important to take a lead on enforcing employee safety and showcasing that they have a commitment to changing the work environment for the better. This is easier said than done so below are our top 4 tips!

1. Open Communication on All Levels

Implement opportunities for open communication between you and your employees. This helps to keep them up to date but also gives them the chance to voice their concerns or thoughts on any changes. This means they have an opportunity to participate and feel valued within the team. Consider away days or company meetings. These are a great way to openly share new information or policies / procedures that are being put in place.

Most importantly, make everyone in the company aware of your goal to put safety first. Outline your aim and how you envisage getting there. And make sure everyone is on board! – If your staff aren't aware, they cannot begin to build the safety culture you want!

2. Encourage Ownership

Define responsibilities and goals for all employees. This will help each individual to understand and feel accountable for safety initiatives (whilst also providing a sense

of accomplishment when targets are met!). The more they feel accountable they more action each person will take to improve the safety within the company.

3. Celebrate Success

Show appreciation for employees to keep them motivated. Recognising individuals or teams within your company is a great way to keep them involved in building the safety culture. Little displays of appreciation can help to demonstrate the importance of safety and your commitment to it.

4. Credible Training

Training is crucial to any employee's development. To build a safety culture, access to this information is very important. Further to this, investing in training shows your employee's that you are invested in building both the culture and individual.

Consider [IOSH Managing Safely](#) to provide all line managers and supervisors with the confidence and enthusiasm to implement a safety culture. We provide 3 day training at our centre in Edwinstowe.