Scottish House Builders Health & Safety Forum 3/8/16

Key Messages from Table Discussions

Safety Culture and Leadership

What do you think are the key elements of a robust and genuine Safety Culture?

- *Clear Company Values and Ethos in relation to HSE;*
- *Employee/Contractor Engagement and Empowerment and Buy -in at all levels;*
- *Continuous Improvement and Involvement;*
- *Improved Standards and Discipline;*
- *Learning from Incidents-*
  Effective Near-Miss reporting;
- *Best Practice Recognised, Shared and Rewarded;*
- *Risks are Mitigated;*
- *Coaching and Mentoring;*
- *Culture is Supportive and Transparent;*
- *Relationship Interactions demonstrate-*
  Respect, Trust and Openness;
- *Effective Communication at all levels-*
  Open Dialogue
  Planning Meetings,
  Regular Toolbox Meetings,
  Regular Safety Audits,
  Regular Safety Meetings,
  Feedback and Analysis,
  No 'Guilty Knowledge',
  Everyone is comfortable enough to say NO;

Who is responsible for Safety Leadership in an organisation?

- *Everyone!*

What role does Leadership play in building and maintaining a robust and genuine Safety Culture?

- *Full and Complete backing from Board of Directors;*
- *Visible Leadership-leaders walking their Sites;*
- *Encouraging and Demonstrating Effective Communication-*
  Listening and Acting accordingly,
  Giving and Receiving Feedback,
  Be prepared to Change,
  Open Door Policy;
- *Engaging and Encouraging-*
  'Walking the Talk';
- *Long Term Commitment to Coaching, Mentoring and Training;*