

Safety climate tool report

Sample Organisation

05 November 2019

Filter: All Respondents



Executive summary

This summary report contains results for the Safety Climate Survey carried out by Sample Organisation during September 2019.

This study investigated safety culture across Sample Organisation. 250 people were invited to complete the survey and responses were obtained from 171 (All Respondents). See Appendix A for a summary of their details.

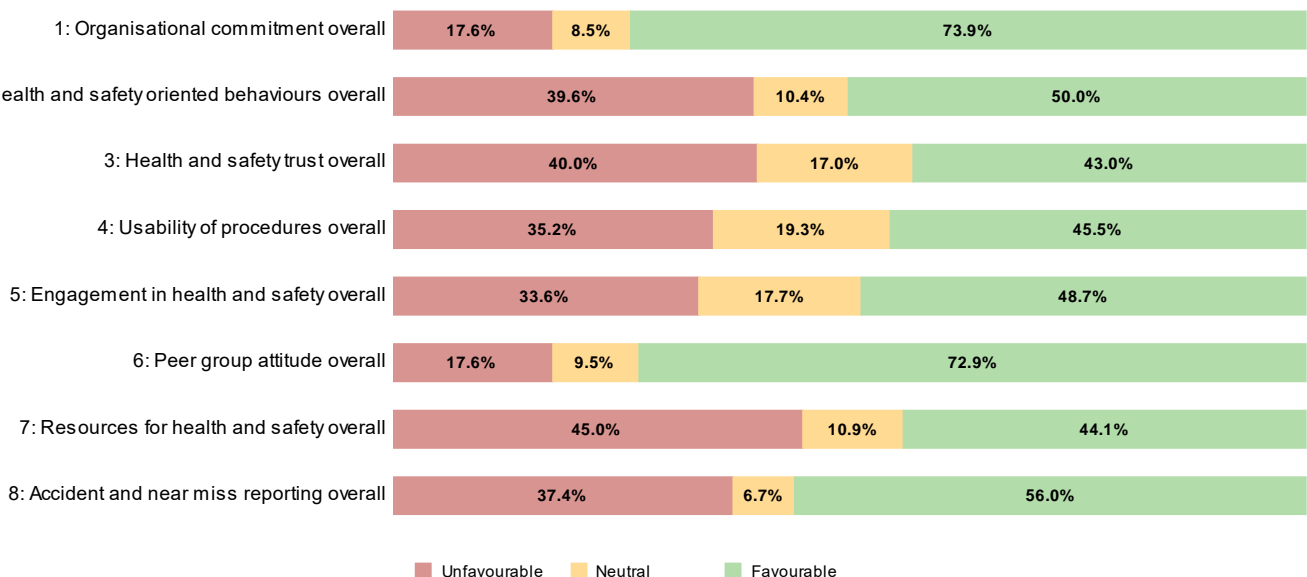
The Safety Climate Tool (SCT) measures the attitudes and perceptions of the workforce about health and safety. This report provides an understanding of safety culture by summarising the views and experiences of your employees. This will enable Sample Organisation to focus on what really matters and make targeted improvements.

Main findings




This chart shows the overall scores for each of the eight factors in the SCT for Sample Organisation (All Respondents). The scoring system indicates where responses were favourable (green), neutral (amber) or unfavourable (red). Negatively worded questions have their scores reversed, so that all questions are scored consistently, with favourable scores indicating a positive safety culture.

Summary of overall responses by factor for all respondents




Summary of overall responses by factor for all respondents





Factors with the most favourable responses were:

-  2: Health and safety oriented behaviours - People who work here often take risks when they are at work (99.4% disagree/strongly disagree)
-  1: Organisational commitment - Management always acts quickly over health and safety concerns (88.9% agree/strongly agree)
-  7: Resources for health and safety - People can always get the equipment needed to follow the health and safety procedures (86.5% agree/strongly agree)

Factors with the most unfavourable responses were:

-  7: Resources for health and safety - I can get more people to do a job if I need them for safety reasons (88.2% disagree/strongly disagree)
-  2: Health and safety oriented behaviours - Some of the workforce pay little attention to health and safety (69.6% agree/strongly agree)
-  3: Health and safety trust - Some health and safety procedures are only there to protect management's back (64.9% agree/strongly agree)

High proportions of neutral responses also provide useful information for the organisation and it is recommended these are explored further:

-  3: Health and safety trust - Accident investigations are mainly used to identify who is to blame (39.8% neutral)
-  4: Usability of procedures - There are too many health and safety procedures given the real risks of my job (44.7% neutral)

For advice on what to do with your findings, see the 'Next Steps' section at the end of this report.

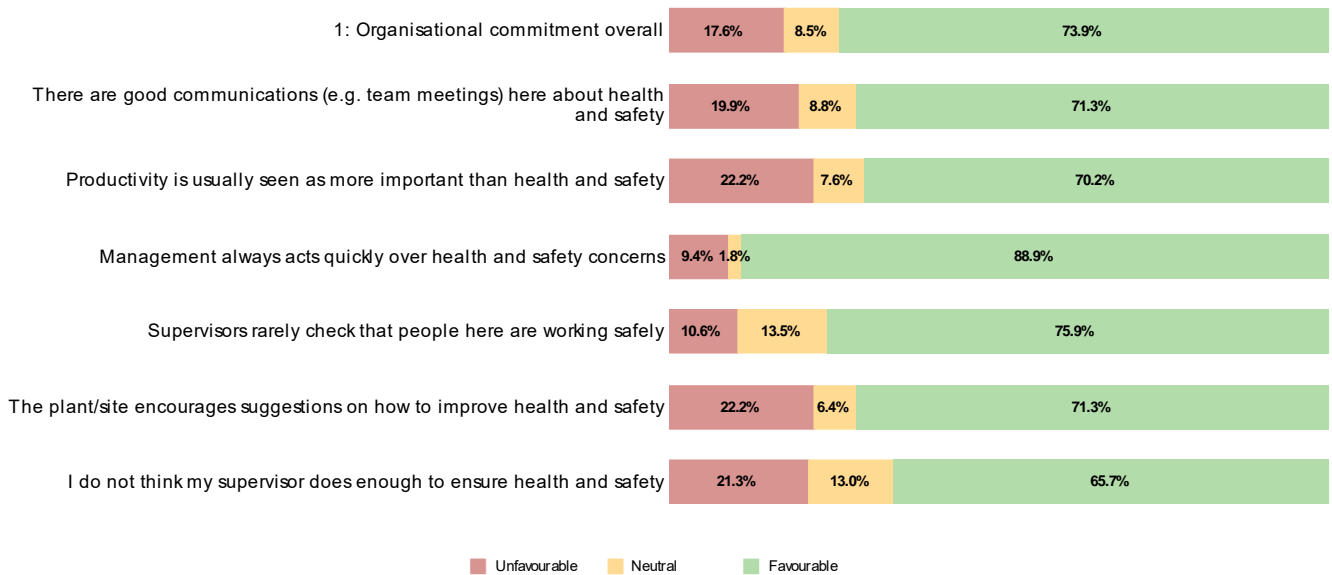
Benchmarking

On the following 'factor' pages your mean SCT scores are presented with the SCT All Industry Benchmark data. This helps you to understand your organisation's performance compared to the results of other users of the SCT.

The SCT All Industry Benchmark dataset comprises data on all eight SCT Factors, gathered by 130 organisations. These organisations operate across a range of sectors, including manufacturing, construction, food and beverages, oil and gas and more. The data was gathered between 2013 and 2019.

1. Organisational Commitment

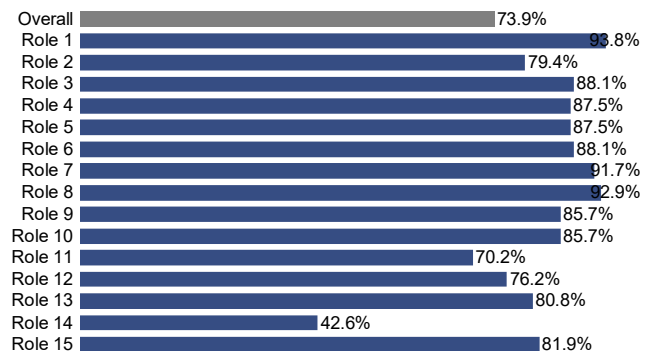
The Organisational commitment factor is comprised of a number of statements. The findings for Sample Organisation (All Respondents) are presented below.



Your most favourable and unfavourable aspects of Organisational commitment are:

- Management always acts quickly over health and safety concerns (88.9% agree/strongly agree)
- Productivity is usually seen as more important than health and safety (22.2% agree/strongly agree)

This chart shows favourable responses by role.



Your performance in context

The following chart shows your SCT score for this factor, compared with HSE's benchmarking data.

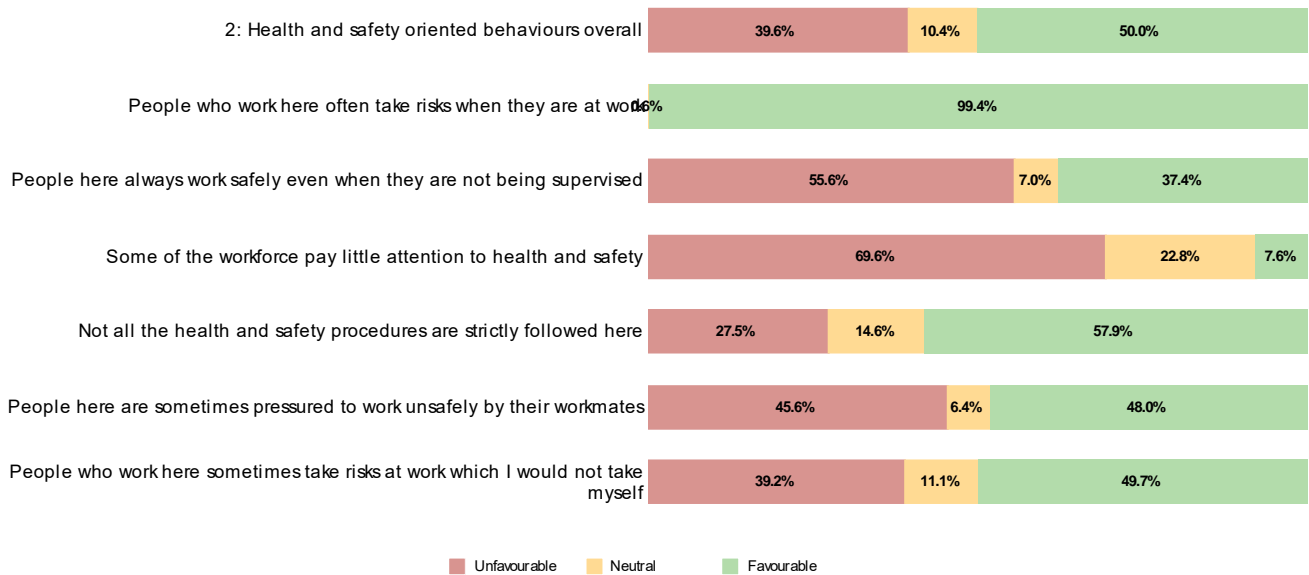


Compared to the HSE All Industry Comparison Group of 130 companies, your Factor 1 score of 3.82 benchmarks at the **80th percentile**. This means that your score is greater than 80% of the scores obtained by the 130 organisations in the Comparison Group.

Your Factor 1 score of 3.82 falls within the **average** range.



2. Health and safety oriented behaviours

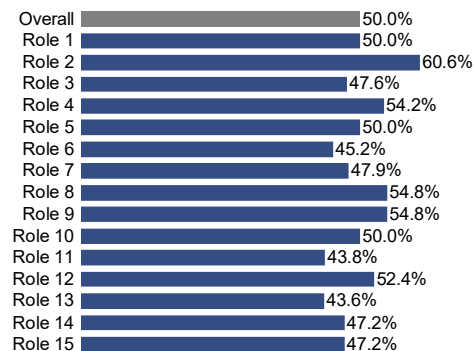
The Health and safety oriented behaviours factor is comprised of a number of statements. The findings for Sample Organisation (All Respondents) are presented below.



Your most favourable and unfavourable aspects of Health and safety oriented behaviours are:

This chart shows favourable responses by role.

-  People who work here often take risks when they are at work (99.4% disagree/strongly disagree)
-  Some of the workforce pay little attention to health and safety (69.6% agree/strongly agree)



Your performance in context

The following chart shows your SCT score for this factor, compared with HSE's benchmarking data.

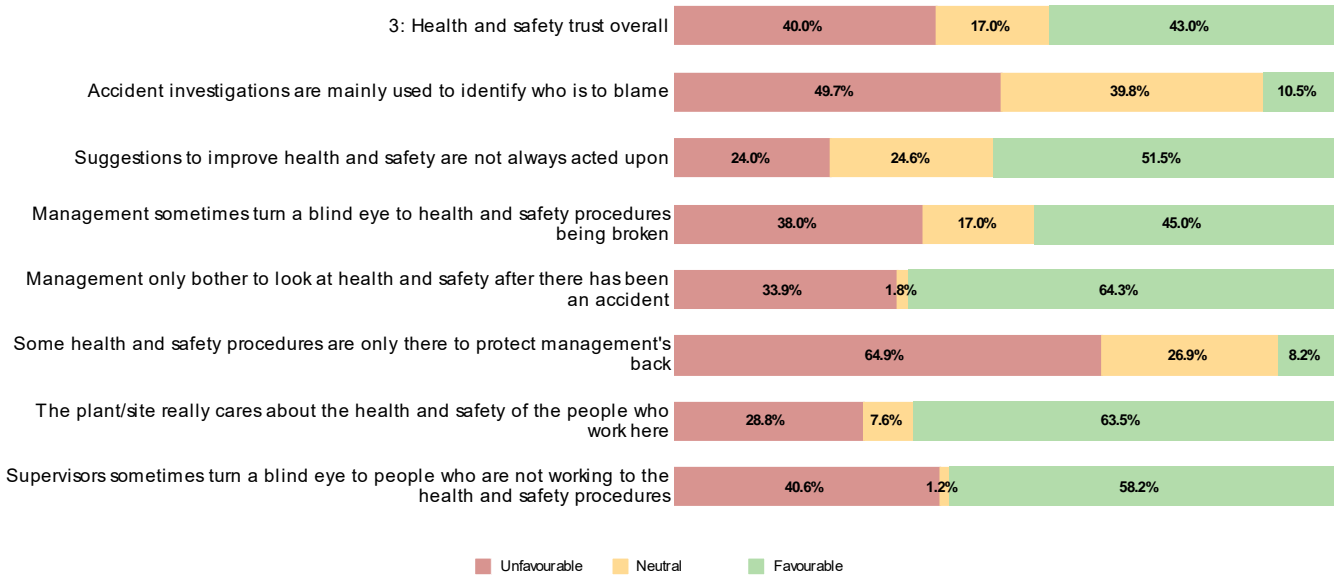


Compared to the HSE All Industry Comparison Group of 130 companies, your Factor 2 score of 3.03 benchmarks at the **10th percentile**. This means that your score is greater than 10% of the scores obtained by the 130 organisations in the Comparison Group.

Your Factor 2 score of 3.03 falls within the **below average** range.

3. Health and safety trust

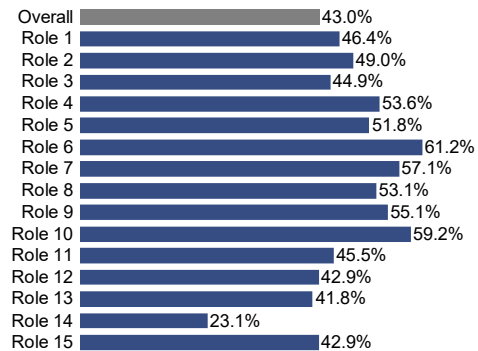
The Health and safety trust factor is comprised of a number of statements. The findings for Sample Organisation (All Respondents) are presented below.



Your most favourable and unfavourable aspects of Health and safety trust are:

- ↑ Management only bother to look at health and safety after there has been an accident (64.3% disagree/strongly disagree)
- ↓ Some health and safety procedures are only there to protect management's back (64.9% agree/strongly agree)

This chart shows favourable responses by role.



Your performance in context

The following chart shows your SCT score for this factor, compared with HSE's benchmarking data.

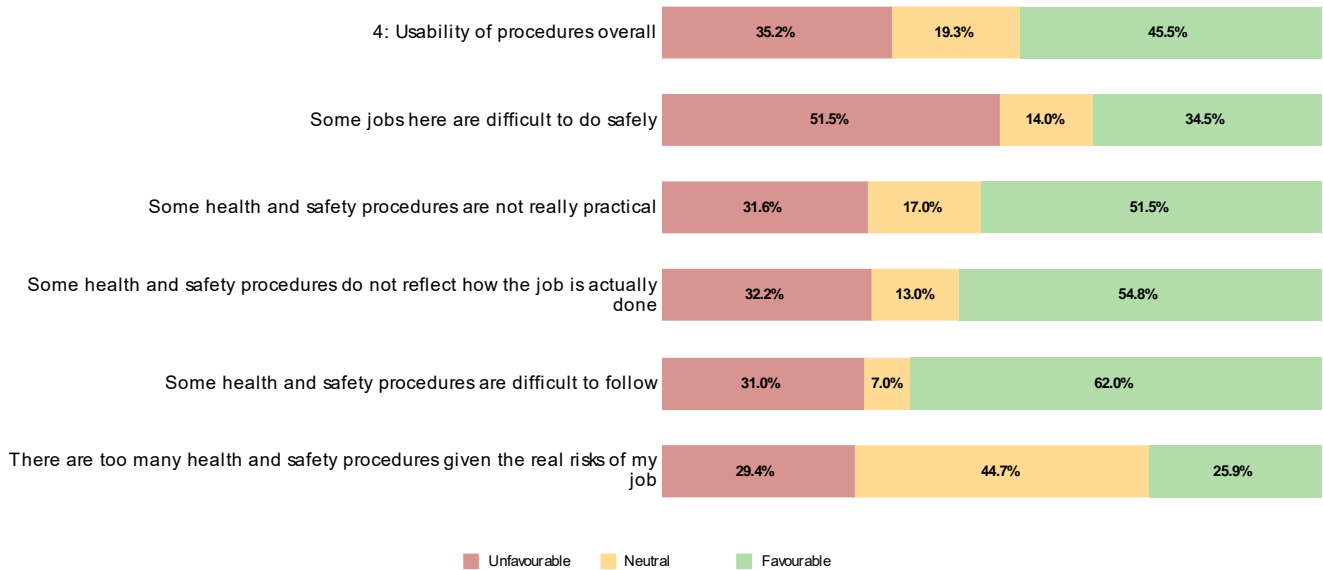


Compared to the HSE All Industry Comparison Group of 130 companies, your Factor 3 score of 2.99 benchmarks at the **5th percentile**. This means that your score is greater than 5% of the scores obtained by the 130 organisations in the Comparison Group.

Your Factor 3 score of 2.99 falls within the **below average** range.

4. Usability of procedures

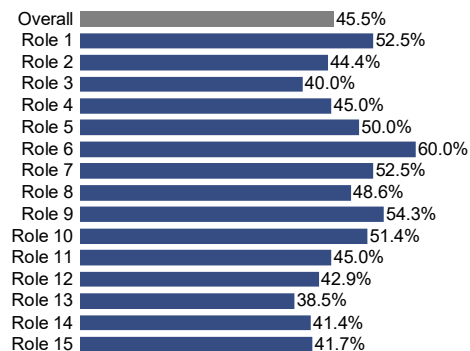
The Usability of procedures factor is comprised of a number of statements. The findings for Sample Organisation (All Respondents) are presented below.



Your most favourable and unfavourable aspects of Usability of procedures are:

This chart shows favourable responses by role.

- Some health and safety procedures are difficult to follow (62.0% disagree/strongly disagree)
- Some jobs here are difficult to do safely (51.5% agree/strongly agree)



Your performance in context

The following chart shows your SCT score for this factor, compared with HSE's benchmarking data.

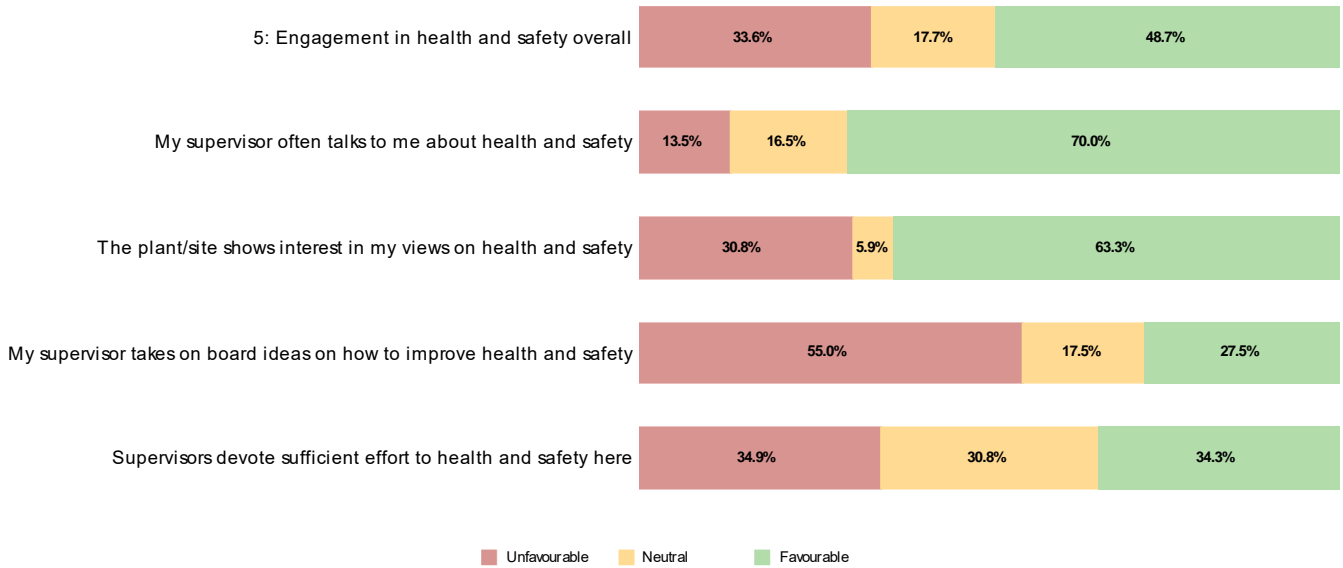


Compared to the HSE All Industry Comparison Group of 130 companies, your Factor 4 score of 3.13 benchmarks at the **45th percentile**. This means that your score is greater than 45% of the scores obtained by the 130 organisations in the Comparison Group.

Your Factor 4 score of 3.13 falls within the **average** range.

5. Engagement in health and safety

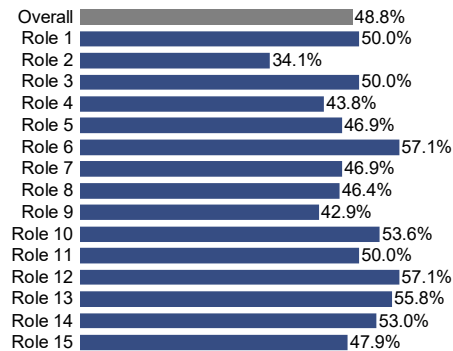
The Engagement in health and safety factor is comprised of a number of statements. The findings for Sample Organisation (All Respondents) are presented below.



Your most favourable and unfavourable aspects of Engagement in health and safety are:

- My supervisor often talks to me about health and safety (70.0% agree/strongly agree)
- My supervisor takes on board ideas on how to improve health and safety (55.0% disagree/strongly disagree)

This chart shows favourable responses by role.



Your performance in context

The following chart shows your SCT score for this factor, compared with HSE's benchmarking data.

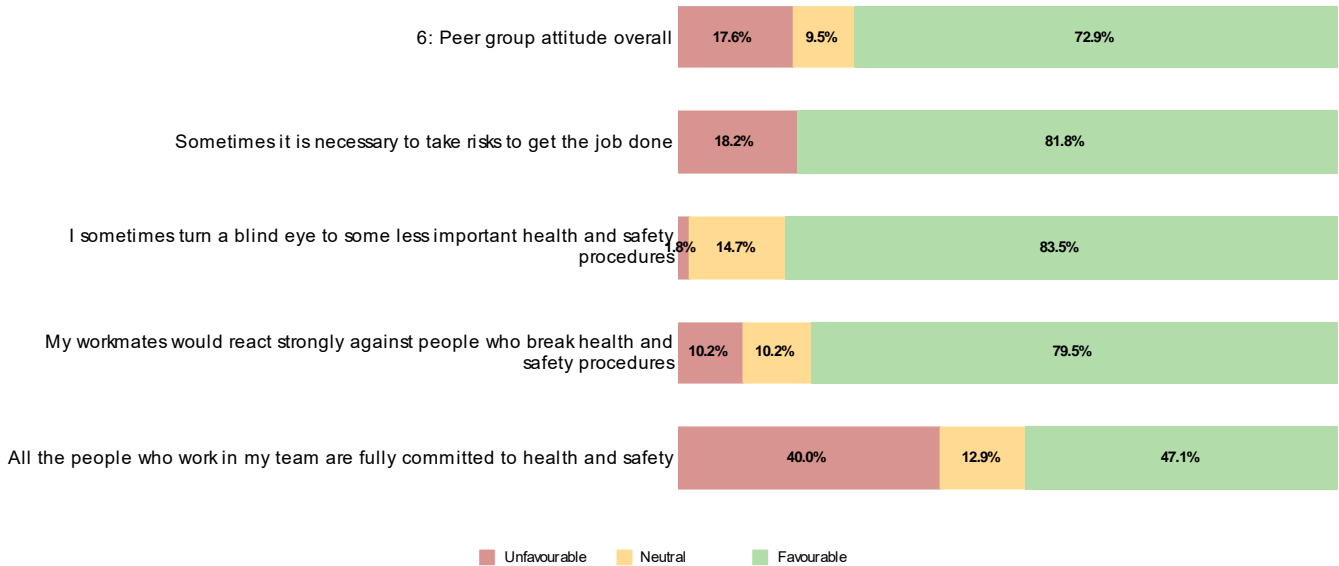


Compared to the HSE All Industry Comparison Group of 130 companies, your Factor 5 score of 3.13 benchmarks at the **5th percentile**. This means that your score is greater than 5% of the scores obtained by the 130 organisations in the Comparison Group.

Your Factor 5 score of 3.13 falls within the **below average** range.

6. Peer group attitude

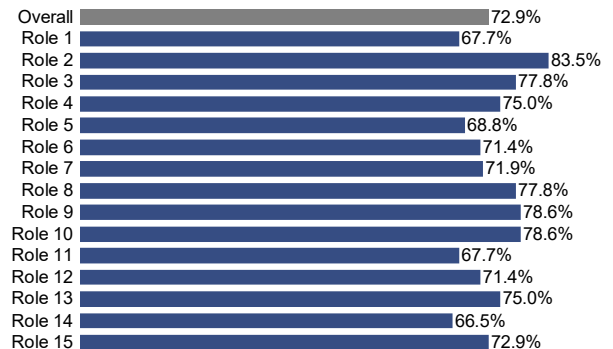
The Peer group attitude factor is comprised of a number of statements. The findings for Sample Organisation (All Respondents) are presented below.



Your most favourable and unfavourable aspects of Peer group attitude are:

This chart shows favourable responses by role.

- ↑ I sometimes turn a blind eye to some less important health and safety procedures (83.5% disagree/strongly disagree)
- ↓ All the people who work in my team are fully committed to health and safety (40.0% disagree/strongly disagree)



Your performance in context

The following chart shows your SCT score for this factor, compared with HSE's benchmarking data.

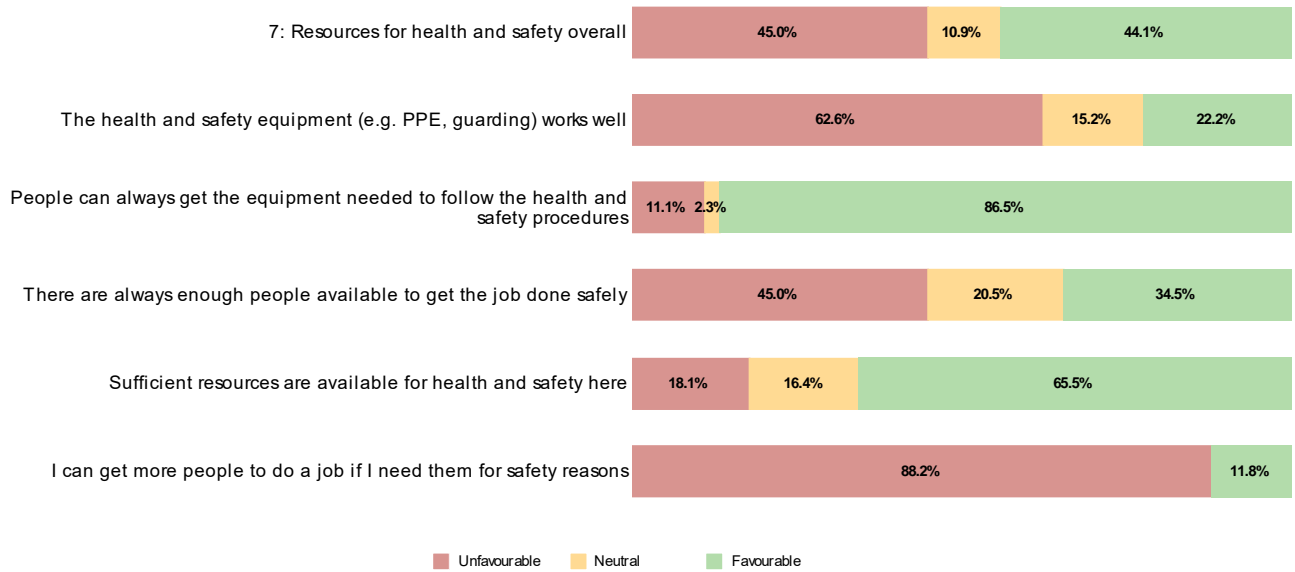


Compared to the HSE All Industry Comparison Group of 130 companies, your Factor 6 score of 3.63 benchmarks at the **45th percentile**. This means that your score is greater than 45% of the scores obtained by the 130 organisations in the Comparison Group.

Your Factor 6 score of 3.63 falls within the **average** range.

7. Resources for health and safety

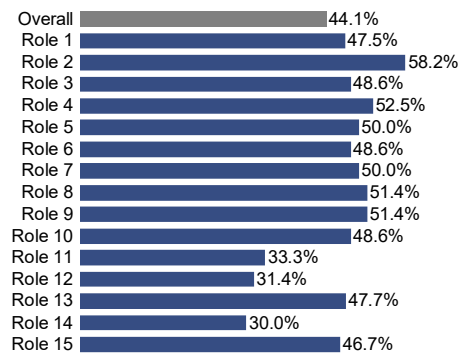
The Resources for health and safety factor is comprised of a number of statements. The findings for Sample Organisation (All Respondents) are presented below.



Your most favourable and unfavourable aspects of Resources for health and safety are:

This chart shows favourable responses by role.

- ↑ People can always get the equipment needed to follow the health and safety procedures (86.5% agree/strongly agree)
- ↓ I can get more people to do a job if I need them for safety reasons (88.2% disagree/strongly disagree)



Your performance in context

The following chart shows your SCT score for this factor, compared with HSE's benchmarking data.

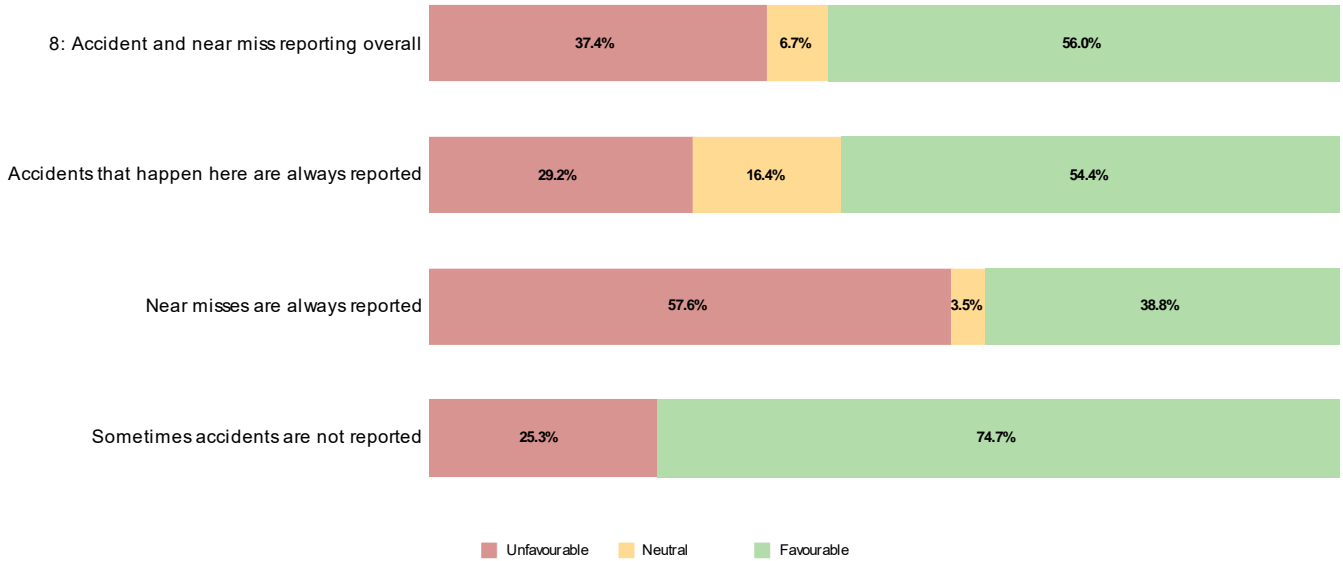


Compared to the HSE All Industry Comparison Group of 130 companies, your Factor 7 score of 3.19 benchmarks at the **10th percentile**. This means that your score is greater than 10% of the scores obtained by the 130 organisations in the Comparison Group.

Your Factor 7 score of 3.19 falls within the **below average** range.

8. Accident and near miss reporting

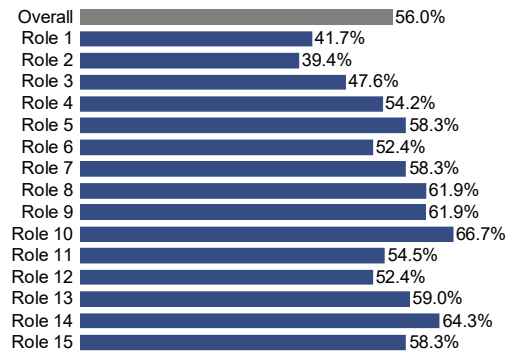
The Accident and near miss reporting factor is comprised of a number of statements. The findings for Sample Organisation (All Respondents) are presented below.



Your most favourable and unfavourable aspects of Accident and near miss reporting are:

- ↑ Sometimes accidents are not reported (74.7% disagree/strongly disagree)
- ↓ Near misses are always reported (57.6% disagree/strongly disagree)

This chart shows favourable responses by role.



Your performance in context

The following chart shows your SCT score for this factor, compared with HSE's benchmarking data.



Compared to the HSE All Industry Comparison Group of 130 companies, your Factor 8 score of 3.32 benchmarks at the **50th percentile**. This means that your score is greater than 50% of the scores obtained by the 130 organisations in the Comparison Group.

Your Factor 8 score of 3.32 falls within the **average** range.




Next steps

In order to get the most from your survey, we would advise you to explore the reasons underlying people's survey responses. HSE recommend discussions with the workforce (e.g. focus groups) to investigate the reasons behind their survey responses, and use this to inform the development of tailored action plans. Further information is available in Online Help (which can be accessed from your survey homepage).

Priorities for improvement based on the survey findings

When devising your action plan, start by focusing on the following key areas identified by the survey results:

Factors with the most unfavourable responses were:

-  7: Resources for health and safety - I can get more people to do a job if I need them for safety reasons (88.2% disagree/strongly disagree)
-  2: Health and safety oriented behaviours - Some of the workforce pay little attention to health and safety (69.6% agree/strongly agree)
-  3: Health and safety trust - Some health and safety procedures are only there to protect management's back (64.9% agree/strongly agree)

Factor	Suggestions
2. Health and safety oriented behaviours	<ul style="list-style-type: none">■ Leaders should engage the workforce, by making safety personal (e.g. tailored communications, delivery of training courses in a relevant and accessible way, and the use of campaigns emphasising the potential impact that accidents can have on different aspects of workers lives).■ Health and safety campaigns can cover a range of topics, and can be used to ensure that the effort devoted to health and safety is periodically refreshed.■ Bespoke safety observation schemes (i.e. collecting examples of positive and negative behaviours on-site) can be supported by incentives to motivate involvement.

Factor	Suggestions
3. Health and safety trust	<ul style="list-style-type: none">■ Clear expectations and consequences help build trust between leaders and workers.■ Good working relationships can be encouraged by ensuring workers' contributions are valued.■ Recognition of the role of human error (and an understanding of how this differs from violations etc) can lead to improved worker perceptions of 'fairness' regarding incident investigations.

Factor	Suggestions
7. Resources for health and safety	<ul style="list-style-type: none">■ Sufficient time and resources should be invested to provide workers with the right equipment, human resource and training as and when it is required.■ Significant efforts should be devoted to planning to ensure that all necessary resources are available for the safe delivery of work at the right time.■ High levels of training maintain competency, including induction training, supervisory training, and other technical courses.

This summary report has been automatically produced by the HSE SCT software and provides an overview of the results. HSE recommend further exploration of the SCT charts for more detailed understanding.

Need more support?

Identifying areas for improvement is just the start of your safety culture improvement programme.

HSE specialists are available every step of the way to help you get the most from your survey results and guide your progress to improved health and safety performance.

We have one of the largest human factors teams in Europe and are uniquely placed to provide expert advice and consultancy based on our many years of research for the Health & Safety Executive (HSE) and using insights gleaned from many years working with industry.

Whether you just need some advice at the end of the phone, or full facilitation of a safety culture improvement programme, HSE has a consultancy package to meet your needs.

Our expertise includes:

- focus group facilitation
- leadership coaching
- procedure development
- competency development
- behaviour change
- employee engagement
- developing evidence-based solutions

To find out more, contact Phoebe Smith on phoebe.smith@hse.gov.uk

<https://solutions.hse.gov.uk>