

Safety climate tool report

Example Organisation

Filter: All Respondents



Executive summary

This summary report contains results for the Safety Climate Survey carried out by Example Organisation.

This study investigated safety culture across Example Organisation. approximately 250 people were invited to complete the survey and responses were obtained from 232 (All Respondents). See Appendix A for a summary of their details.

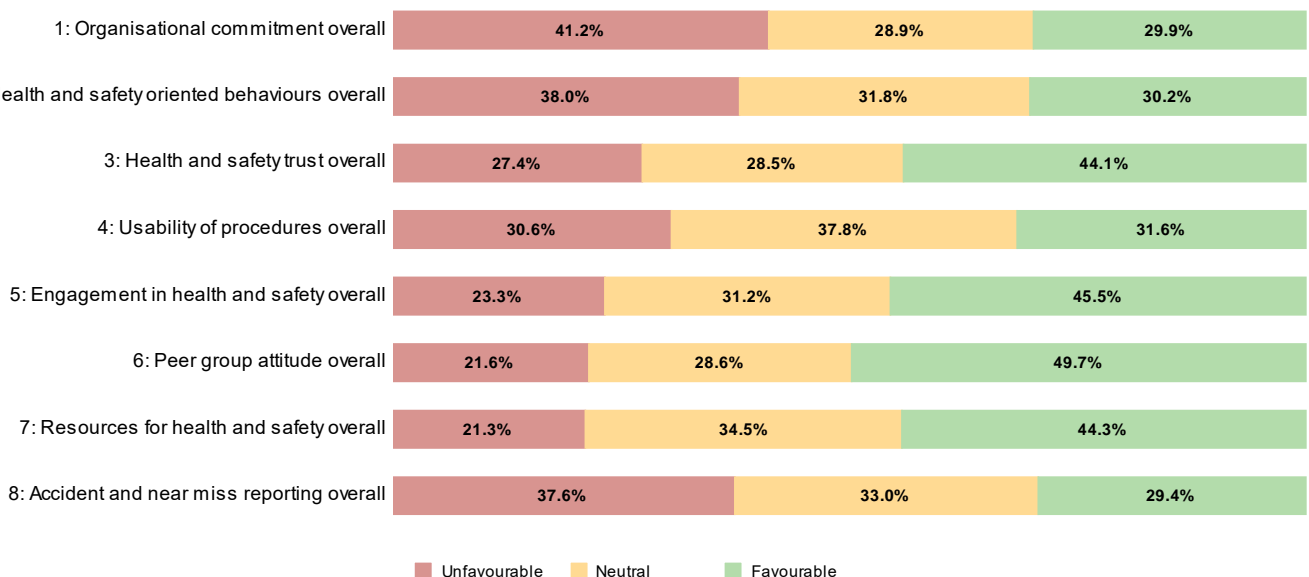
The Safety Climate Tool (SCT) measures the attitudes and perceptions of the workforce about health and safety. This report provides an understanding of safety culture by summarising the views and experiences of your employees. This will enable Example Organisation to focus on what really matters and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

Main findings




This chart shows the overall scores for each of the eight factors in the SCT for Example 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:

-  3: Health and safety trust - [REDACTED] (60.0% agree/strongly agree)
-  6: Peer group attitude - [REDACTED] (59.5% agree/strongly agree)
-  6: Peer group attitude - [REDACTED] (5 .0% disagree/strongly disagree)

Factors with the most unfavourable responses were:

-  1: Organisational commitment - [REDACTED] (66.7% agree/strongly agree)
-  1: Organisational commitment - [REDACTED] (55.4% agree/strongly agree)
-  2: Health and safety oriented behaviours - [REDACTED] (4 .9% agree/strongly agree)

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

-  1: Organisational commitment - [REDACTED] (40.3% neutral)
-  4: Usability of procedures - [REDACTED] (43.2% neutral)
-  4: Usability of procedures - [REDACTED] (39.2% neutral)
-  4: Usability of procedures - [REDACTED] (3 .3% neutral)
-  5: Engagement in health and safety - [REDACTED] (3 .6% neutral)
-  6: Peer group attitude - [REDACTED] (39.2% neutral)
-  7: Resources for health and safety - [REDACTED] (41.3% neutral)
-  7: Resources for health and safety - [REDACTED] (40.0% neutral)
-  : Accident and near miss reporting - [REDACTED] (3 .3% neutral)

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

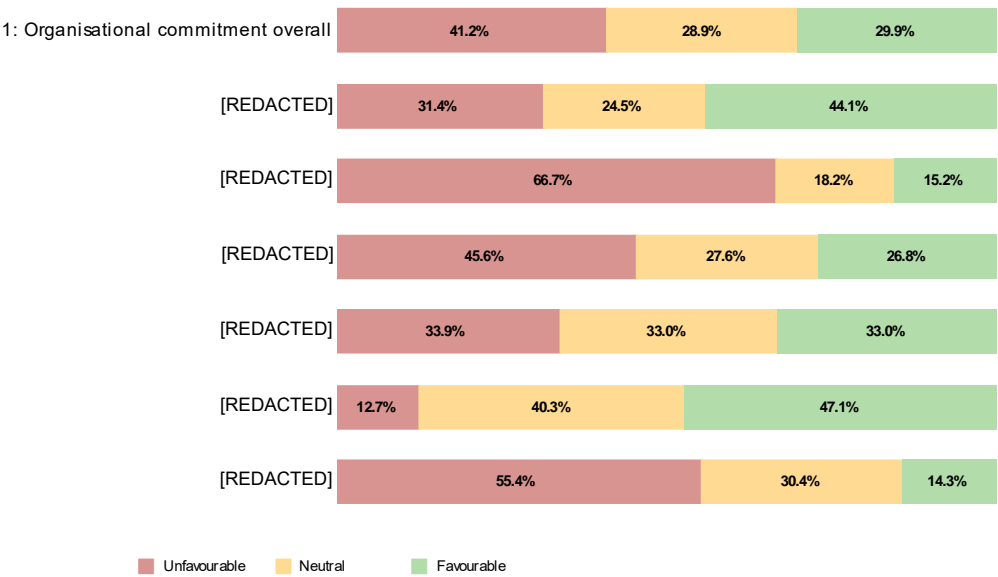
Benchmarking

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.

1. Organisational Commitment

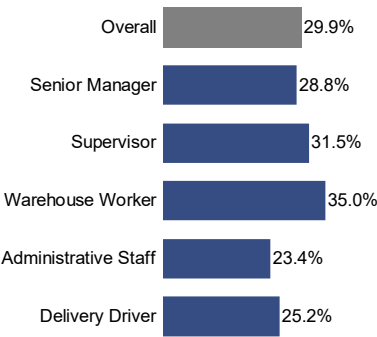
The Organisational commitment factor is comprised of a number of statements. The findings for Example Organisation (All Respondents) are presented below.



Your most favourable and unfavourable aspects of Organisational commitment are:

This chart shows favourable responses by role.

- [REDACTED] (47.1% agree/strongly agree)
- [REDACTED] (66.7% agree/strongly agree)



Your performance in context

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

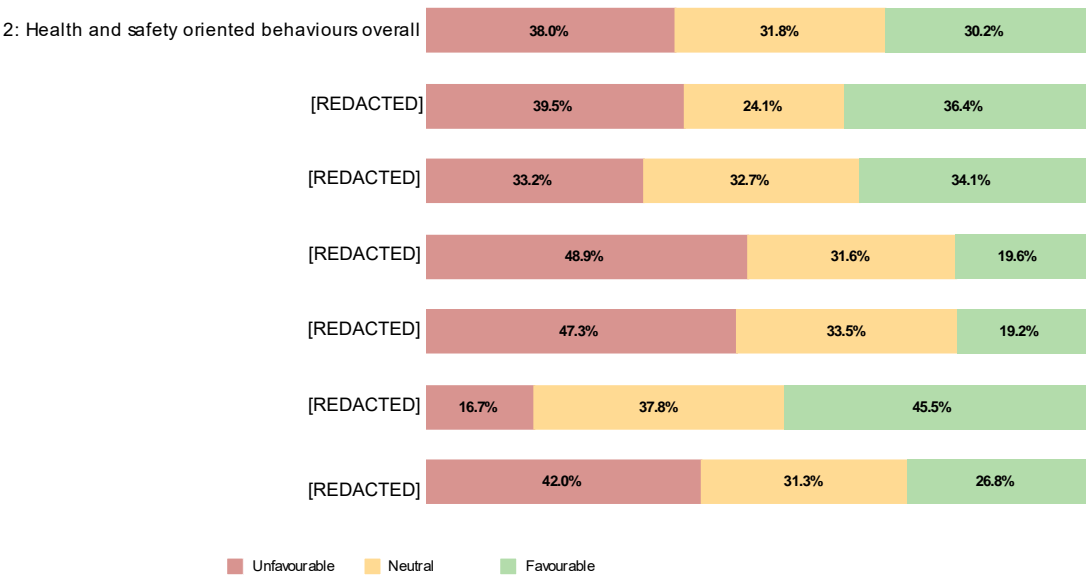


Compared to the HSE All Industry Comparison Group of 130 companies, your Factor 1 score of 2.80 benchmarks at the **1st percentile**. This means that your score is greater than 1% of the scores obtained by the 130 organisations in the Comparison Group.

Your Factor 1 score of 2.80 falls within the **below 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 Example Organisation (All Respondents) are presented below.

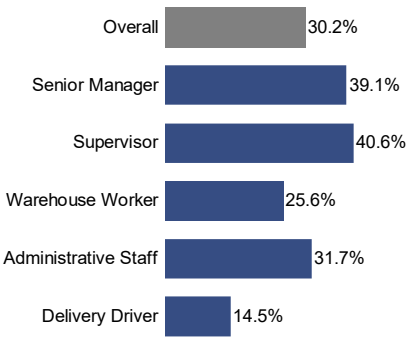


Your most favourable and unfavourable aspects of Health and safety oriented behaviours are:

People here [REDACTED] (45.5% disagree/strongly disagree)

Some of the workforce [REDACTED] (4.9% 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.

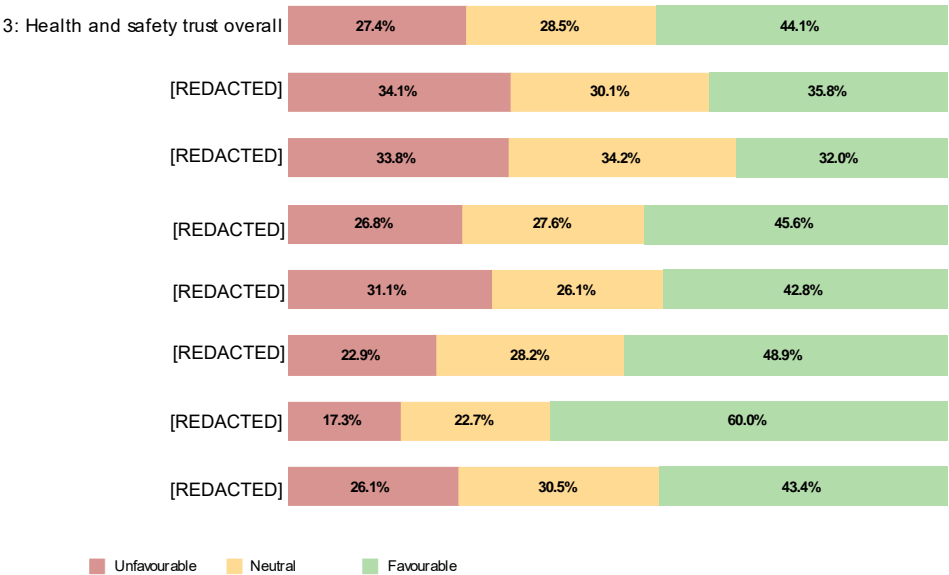


Compared to the HSE All Industry Comparison Group of 130 companies, your Factor 2 score of 2.92 benchmarks at the **5th percentile**. This means that your score is greater than 5% of the scores obtained by the 130 organisations in the Comparison Group.

Your Factor 2 score of 2.92 falls within the **below average** range.

3. Health and safety trust

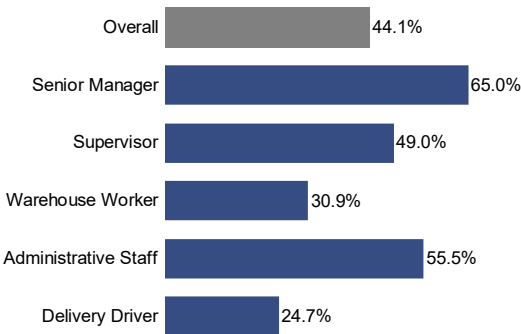
The Health and safety trust factor is comprised of a number of statements. The findings for Example Organisation (All Respondents) are presented below.



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

This chart shows favourable responses by role.

- The plant/site [REDACTED] (60.0% agree/strongly agree)
- Accident investigations [REDACTED] (34.1% agree/strongly agree)



Your performance in context

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

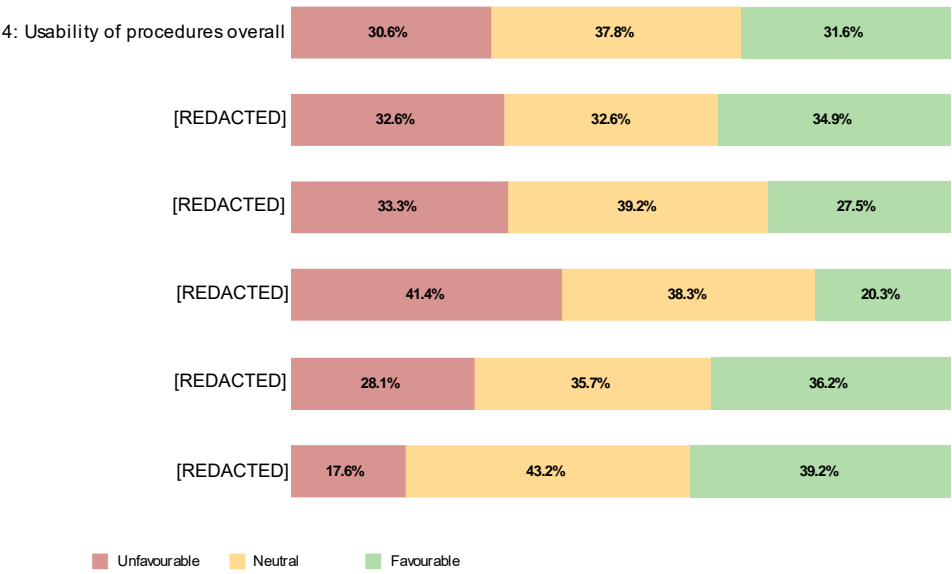


Compared to the HSE All Industry Comparison Group of 130 companies, your Factor 3 score of 3.19 benchmarks at the **10th percentile**. This means that your score is greater than 10% of the scores obtained by the 130 organisations in the Comparison Group.

Your Factor 3 score of 3.19 falls within the **below average** range.

4. Usability of procedures

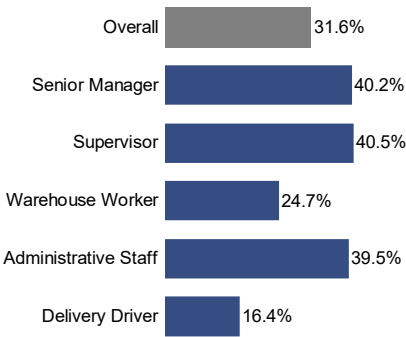
The Usability of procedures factor is comprised of a number of statements. The findings for Example Organisation (All Respondents) are presented below.



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

This chart shows favourable responses by role.

- There are too many health and safety [REDACTED] (39.2% disagree/strongly disagree)
- Some health and safety procedures [REDACTED] (41.4% agree/strongly agree)



Your performance in context

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

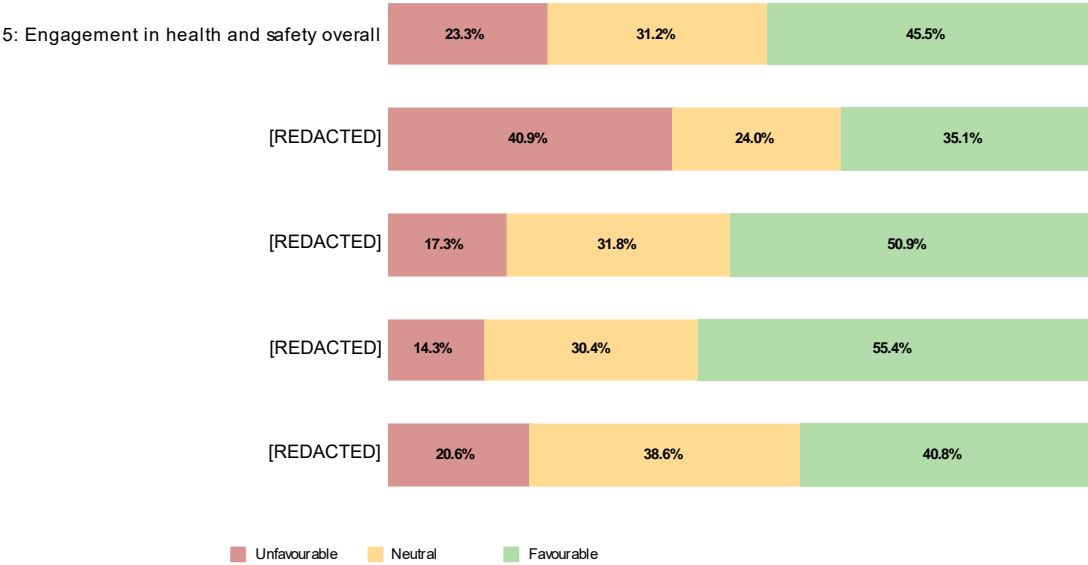


Compared to the HSE All Industry Comparison Group of 130 companies, your Factor 4 score of 3.00 benchmarks at the **25th percentile**. This means that your score is greater than 25% of the scores obtained by the 130 organisations in the Comparison Group.

Your Factor 4 score of 3.00 falls within the **average** range.

5. Engagement in health and safety

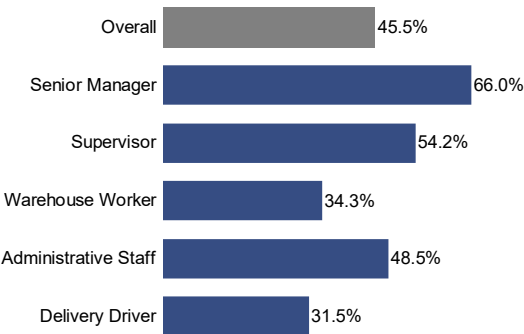
The Engagement in health and safety factor is comprised of a number of statements. The findings for Example Organisation (All Respondents) are presented below.



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

- My supervisor [REDACTED] (55.4% agree/strongly agree)
- My supervisor [REDACTED] (40.9% 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 3.21 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 3.21 falls within the **below average** range.

6. Peer group attitude

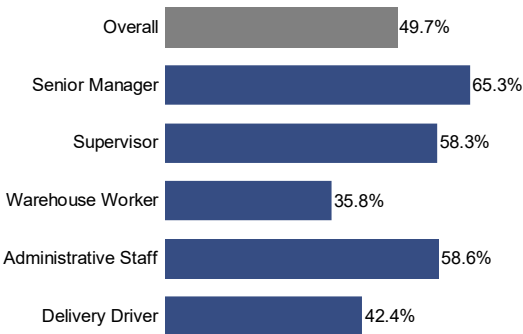
The Peer group attitude factor is comprised of a number of statements. The findings for Example Organisation (All Respondents) are presented below.



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

- All the people who work in my team [REDACTED] (59.5% agree/strongly agree)
- My workmates [REDACTED] (30.2% 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.

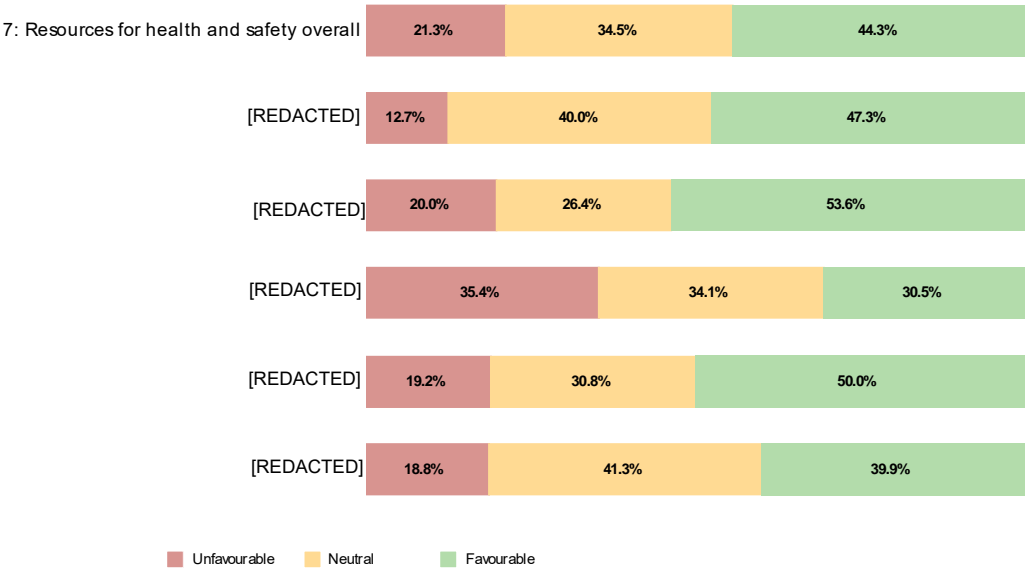


Compared to the HSE All Industry Comparison Group of 130 companies, your Factor 6 score of 3.34 benchmarks at the **10th percentile**. This means that your score is greater than 10% of the scores obtained by the 130 organisations in the Comparison Group.

Your Factor 6 score of 3.34 falls within the **below average** range.

7. Resources for health and safety

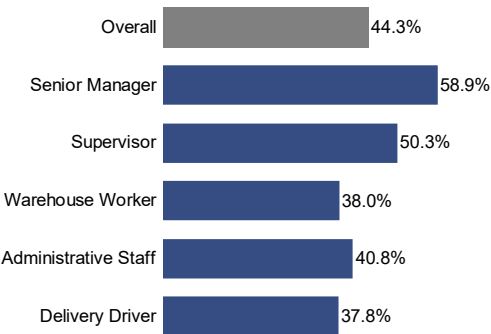
The Resources for health and safety factor is comprised of a number of statements. The findings for Example Organisation (All Respondents) are presented below.



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

This chart shows favourable responses by role.

- People can always [REDACTED] (53.6% agree/strongly agree)
- There are always enough people [REDACTED] (35.4% disagree/strongly disagree)



Your performance in context

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

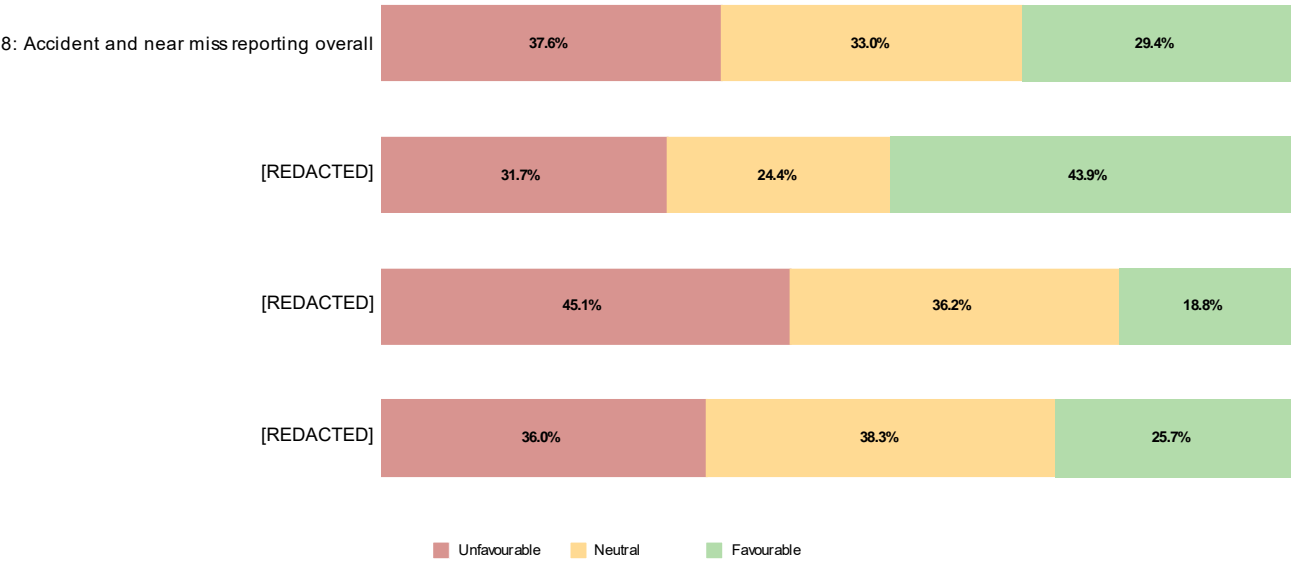


Compared to the HSE All Industry Comparison Group of 130 companies, your Factor 7 score of 3.23 benchmarks at the **15th percentile**. This means that your score is greater than 15% of the scores obtained by the 130 organisations in the Comparison Group.

Your Factor 7 score of 3.23 falls within the **below average** range.

8. Accident and near miss reporting

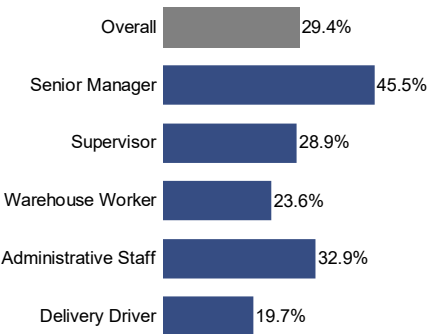
The Accident and near miss reporting factor is comprised of a number of statements. The findings for Example Organisation (All Respondents) are presented below.



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

- Accidents that happen here [REDACTED] (43.9% agree/strongly agree)
- Near misses [REDACTED] (45.1% 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 2.92 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 8 score of 2.92 falls within the **below 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:

-  1: Organisational commitment - Productivity is usually seen as [REDACTED] (66.7% agree/strongly agree)
-  2: Organisational commitment - I do not think my supervisor [REDACTED] (55.4% agree/strongly agree)
-  3: Health and safety oriented behaviours - Some of the workforce [REDACTED] (48.9% agree/strongly agree)

Factor	Suggestions
1. Organisational commitment	<ul style="list-style-type: none">■ Management should actively demonstrate their commitment to health and safety by ensuring prompt remedial action is taken where valid health and safety concerns are raised.■ Management should be visible and approachable on site, enabling workers to feel confident about raising concerns or questions, whilst good communication channels would enable discussion of health and safety issues.■ Leaders should recognise the value and importance of workers, and provide support where conflicting pressures may arise (i.e. enable workers to prioritise health and safety over productivity).

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.

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>