

BEHAVIOURAL SAFETY POLICY STATEMENT AND PROCEDURES

Avantgarde Tiling Limited has implemented a behavioural safety programme, “Safer Everyday”, based on the belief that a safety focused attitude converts systems and procedures into safe everyday practice. The ability to consider and identify safe behaviour in the workplace is of great importance and a critical work-related skill.

Our continuing aim will be to promote an understanding of safety and to identify how we can positively influence behaviour and eliminate unsafe habits through a variety of initiatives.

- Health and safety leadership is invaluable and Site Supervisors and Site Managers will be trained in behavioural safety techniques through attendance of courses such as SSSTS, SMSTS and other construction industry training.
- All employees will receive on-going training to enhance their ability to recognise both safe and unsafe practices and encourage the prevention of unsafe activities, make improvement suggestions to working methods through attending Team Briefs and Toolbox Talks where hazards are discussed in depth with operatives.
- Through our weekly H&S meetings site supervisors and managers can report unsafe working conditions /practices and discuss proactive measures to combat hazards anticipated in up-coming works.
- Avantgarde Senior Managers are strongly committed to an ‘Open Door’ management style and operatives are encouraged to voice any concerns or opinions directly to Senior Managers.
- Operatives will receive feedback on their safety performance on-site and actions resulting from their suggestions through a regular bulletin.
- A reporting system is operating on site, where if an operative is found to be ignoring Safe Systems of Work, not wearing the required PPE for the task that they are carrying out, or not working in accordance with the work instructions, etc, they will be interviewed by senior management to discover the underlying reason why the deviation from the procedure has occurred. Any alteration to the process or additional training requirements will be put in place to promote safer working practices.
- Avantgarde Tiling Ltd will periodically assess the strength of our safety culture using the ‘Dimensions of Safety’ system and plan future improvements accordingly.

Our Employees will be encouraged to play their part by evaluating the risks themselves and only carrying out an activity when they are satisfied it is safe to do so. They are supported in challenging and reporting site managers or operatives that disregard safety instructions and procedures (this can be done anonymously).

Safety procedures, instructions, equipment, and tools have been provided to keep our operatives, fellow trade contractors and visitors safe - following them is mandatory throughout the company to provide the best opportunity to carry out tasks safely.

Barbara Zanasi
Avantgarde Tiling Ltd
Managing Director

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Dimensions of safety

Dimension	Example or criteria
Leadership commitment	Does the manager discuss safe work practices etc. and practice these themselves.
Perceptions of safety	Is safety prioritised, is the work safe.
Teamwork and collaboration	Is work discussed and coordinated with all involved.
Safe systems	Do procedures cover all activities or are there missed or vague areas.
Resources and constraints	Do you have the right tools and equipment.
Reporting and Accountability	Is there a no blame culture promoting good practice for the benefit of all.
Openness	Are all opinions considered and reviewed, are staff comfortable to express their concerns.
Continuing improvement	Focusing on learning from experience and making improvements to systems and providing training where required.
Well-being	Understanding effect of tasks on ability, such as causing fatigue. Considers job satisfaction, burn-out and social factors on mental health.

Behavioural safety plan

- ❖ Provide and maintain Standard Operating Procedures (SOPs) and safety instructions including site specific Risk Assessments and Method Statements (RAMS). Ensure all issues are covered and the instructions are clear and easily understood.
- ❖ Conduct site safety inspections – planned and ad-hoc to verify activities are carried out as routine application of safe practices.
- ❖ Safety and management personnel will consult with operatives to identify issues with current systems and develop improvements.
- ❖ Prepare a list of critical behaviour from observed activities, detailing unsafe behaviours that have been spotted which can be targeted for improvement or safe behaviours that should be promoted.
- ❖ Ongoing management and operative training