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| **Topic entry (tick boxes that are applicable) 1  2  3  4  5  6  7**  **8 X** | |
| **Entry number (MPA Ref)** | 22006 |
| **Title of Entry** | Group Wide IOSH Training |
| **Name of Company** | Sewells Reservoir Construction Limited |
| **Location** | Highwood Quarry |
| **Video**  **(if yes, please include URL for video)** | No |
| **Other resource**  **(if yes, please include description)** | 2 attachments |
| **Fatal Theme (tick boxes that are applicable) 1 X 2 X 3 X 4 X 5 X 6** | |
| **BACKGROUND** | |
| We identified that many drivers and operators could have holes in their basic Health, Safety and Welfare knowledge because of their route into the industry or job role. Short courses on our Lin House Learning Management System are great for education however it was felt that online learning can only go so far. It was agreed that a suitable recognised training course should be delivered to every employee in the group that could be tailored for every cohort to ensure it was relevant. | |
| **MANAGEMENT OF PROCESS** | |
| The senior management discussed the concept of an agreed base level of Health, Safety and Welfare training with managers and employees to identify the differences between already received training and the target level specified for all employees. One of the key challenges would be the industry relevance of the training content and focus and the ability of the provider to vary the course content depending on the job roles of each cohort. Due to the operational restrictions, consideration was also given to the time required to deliver and assess workers.  Following discussions with internal stakeholders and investigations with external training providers, SRC decided that the best option would be for them to become an IOSH accredited training supplier. This would enable them to deliver the IOSH Working Safely and Managing Safely to all employees not in possession of an equivalent certificate such as IOSH Supervising Safely, SSSTS or SMSTS. The H&S Manager, agreed to become the group nominated IOSH trainer, passing the required level 3 qualification in adult education and training and applying to IOSH for the group to become a training provider. They brought together a test cohort consisting of several higher trained employees, including some who had completed higher-level training to help evaluate the content and delivery of the training and its suitability for the different employees. This step was invaluable in ensuring all employees received valued training that was not seen as a waste of time or as a box-ticking exercise. Following the tests, the course delivery was tweaked, and the rollout began to the group.  Each cohort was organised to receive training at their local site with their manager in advance, tailoring the delivery and additional course content to match the candidate's job roles. Modifying the delivery for each cohort ensures all persons attending receive engaging, relevant, suitable and sufficient training that is more likely to have a long-lasting effect on creating positive attitudes and behaviour towards Health, Safety and Welfare. | |
| **BENEFITS** | |
| Throughout the training, the time given to raise potential hazards and any areas of concern in a ‘safe space’ allows for discussion on how best to address them, which has proved invaluable in creating direct lines of communication with employees and changing the perception of safety. Following some simple fixes to resolve issues raised during courses, the changes in culture have been noted on multiple sites, and positive feedback regarding solving problems returned.  Following the introduction of the training, reporting of hazards, areas of concern and near misses is increasing and the number of incidents and accidents is reducing.  This is the first time the organisation has delivered recognised training ‘in-house’ and after the initial feedback the plan is to continue delivering to the whole group. | |
| **INNOVATION** | |
| The significant portion of training delivered tends to be a one size fits all whether working at height, manual handling or general health and safety. The adaption of general safety training to fit each group within an organisation is innovative and demonstrates that, with extra effort, the results from delivering learner specific training is much improved over standardised training. | |
| **DEVELOPMENT & TRANSFERABILITY** | |
| Long term the plan is to develop and create our own externally verified working course that covers all the areas the group operates in to supplement external training given and short courses delivered through our own internal Learning Management System. | |
| **NB if document has embedded images try and include these**  **If other documents provided say additional information available.** | |