

	Behavioural Safety Policy Statement	REF:	ES006		
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Equate Design will endeavour to provide effective Health and Safety leadership on all projects, in order to promote a positive Health and Safety culture, to engage our management and employees in decisions that affect their Health and Safety. Safe behaviour at work is of paramount importance and, as such, needs to be treated as a critical work-related skill.

Safe behaviour at work is of paramount importance and, as such, needs to be treated as a critical work related skill, so our continuing aim is to promote an understanding of safety and to identify how we can positively influence behaviour.

Equate Design support a number of initiatives designed to reduce unsafe working behaviour.

- Visible health and safety leadership is invaluable and, as such, managers are briefed / trained in behavioral safety techniques through attending external training events run by our clients' organisation.
- All employees are briefed / trained to recognise both safe and unsafe practices and encouraged to stop unsafe activities and suggest improvements to working methods through attending in house and external training events.
- We have adopted the 'SEE it', 'SORT it', 'REPORT it' campaign. All employees have the opportunity to confidentially report unsafe working conditions / practices via email, text and phone or site report card.
- In partnership with BCM, Equate Design have adopted the Safety Workshops 'Watch My Back' for our 'responsible people on site'. Our aim is to open up a mature dialogue with these key people in our continuing efforts to improve safety on our sites.
- We have adopted the yellow card warning system, where if employees are found:
 - To be ignoring Safe Systems of Work,
 - Not wearing the required PPE for the task that they are carrying out,
 - Not working in accordance with the TBS etc, they will be issued with a yellow card.

Two yellow cards within a 12-month period and they could be immediately suspended followed by the disciplinary process (within 2 weeks) which may lead to a formal action, investigation, hearing, warning, performance improvement plan or dismissal.



Should the unsafe act deemed to be Gross Misconduct then the individual shall be dismissed forthwith.

If you don't think its safe, don't do it.

Challenge and report site managers or operatives that disregard safety instructions and procedures (you can remain anonymous).

Safety procedures, instructions, equipment, and tools have been provided to keep you safe! - following them will give you the best chance of doing a job safely.

The Managing Director of Equate Design is committed to this policy and is responsible for ensuring its arrangements are implemented and upheld. It will be reviewed annually and revised as often as may be deemed appropriate

It is briefed and acknowledged by all employees on induction and following any policy changes and is available to suppliers, clients and the public on the Equate Design website www.equatedesign.co.uk