



Does your organisation have a Safety Culture?

A proactive safety culture fosters an environment where staff feel responsible for safety. This can be seen when they actively seek improvements, vigilantly remain aware of hazards and utilise systems and tools for continuous monitoring, analysis, and investigation.

Safety culture encompasses an organisation's commonly held perceptions and beliefs regarding safety and 'the way we do things around here' and therefore has the potential to significantly influence people's behaviour. Focussing on making positive changes to your safety climate, will in time affect your safety culture.

Safety culture is a natural bi-product of your organisation's overall corporate culture and is directly shaped and influenced by the behaviours, attitudes and beliefs of the senior management team.

Creating a Just Culture is a further layer of safety protection – both for your organisation and the individuals who work in it. Monitoring its effectiveness is essential to achieving an effective SMS. Just Culture is at the heart of safety culture, creating an atmosphere of trust and openness where people are encouraged and even rewarded for providing safety-related information and where it is clear to everyone what acceptable and unacceptable behaviour looks like. It is a top-down driven behaviour: everyone in the organisation has a responsibility to buy-in, understand and nurture it.

Complete our Safety Culture self-assessment form
overleaf to gauge how well your organisation is doing



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		YES	NO	UNSURE
1	Are your personnel open in reporting their own errors and violations?			
2	Is your organisation's reporting proactive (i.e. hazards rather than occurrences)?			
3	Is change easy to implement within your organisation in response to safety events?			
4	Do your personnel actively challenge complacency and adverse 'norms' or behaviours?			
5	Does your organisation use a structured error investigation tool (taxonomy/behavioural classifications) to identify appropriate interventions and learn?			
6	Is your organisation good at sharing learning from our occurrences and investigations?			
7	Is your management team receptive to learning from each other?			
8	Is your organisation effective at monitoring its safety culture?			
9	Can your management team explain Just Culture in a consistent way?			
10	Does your organisation consistently apply Just Culture where necessary?			
	SCORE			

If you would like to discuss the results of your self-assessment in confidence, please contact us to find out more about our Safety Culture consulting services and how we can be of help.

Email consulting@bainessimmons.com or call +44 (0)1276 855 412