

Behavioural Safety Policy

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Revision Table

Revised on	Version #	Description	Approved by
06/11/23	1.0	HP13- Update Format	Ashley Barber
22/10/2024	2.0	No Updates	Ashley Barber
07/10/2025	3.0	No Updates / Re-issue	Ashley Barber

Policy brief & purpose

Policy to promote an understanding of safety and to identify how we can positively influence behaviour.

Scope

This policy applies to all staff employed by Holmes Building Contractors

To encourage behavioural safety, staff at all levels, identify and target unsafe behaviours and work together to reduce the impact of these /promote an accident and injury free environment.

90% of workplace injuries are caused by unsafe behaviour so the policy is to implement initiatives to support a reduction in unsafe behaviour.



Policy elements

General Statement

- Visible health and safety leadership is invaluable and, as such, Site Supervisors and Site Managers will be trained in behavioural safety techniques through attending courses such as SSSTS, SMSTS and other construction industry training.
- All employees will receive on-going information and training to recognise both safe and unsafe practices and will be encouraged to stop unsafe activities and suggest improvements to working methods through using the reporting system, attending on site Team Briefs /Toolbox talks and other relevant construction industry training.
- Through our Internal Reporting System and on-site Suggestion Boxes all employees will have the opportunity to report unsafe working conditions/practices via the Holmes Building Contractors Ltd (HBCL) report forms / suggestion cards.
- The report cards are to be used as a tool to improve the overall safety culture within the company and can be used for reporting near misses, safety, health, wellbeing and environmental issues / hazards or suggestions.
- The report cards also allow positive feedback when something has gone well / a safe action or procedure has been observed.
- HBCL Senior Managers are strongly committed to an 'Open Door' management style and personnel are encouraged to voice any concerns or opinions directly to Senior Managers in a relaxed environment.
- Personnel will receive personal feedback on the actions resulting from their suggestions / report cards through the company WhatsApp Group.
- Although in its infancy it is hoped that the report cards will become second nature and help our company to assess strengths and potential weaknesses with regards to a focussed behavioural safety approach
- All Employees will be encouraged to play their part and be able to challenge / report site managers or operatives that disregard safety instructions and procedures (this can be done anonymously).
- Safety procedures / instructions will be provided to keep our Operatives, sub-contractors and Visitors safe!
- It is hoped that consistently following the agreed procedures and using our reporting system to introduce improvements the overall culture within the company will change and reduce accidents / incidents / harm to people.





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Management Responsibility

The Directors have overall responsibility and will ensure that the policy is properly implemented, monitored and periodically reviewed, in accordance with the relevant provisions.

Signed..... Garry Holmes (Director) Date 07/10/2025

Signed..... Neil Holmes (Director) Date 07/10/2025

Signed..... John Devany (Director) Date 07/10/2025

