

APPENDIX 2 – RESULTS OF SAFETY CULTURE QUESTIONNAIRE

What is culture?

The HSE define 'Safety Culture' as:

"The product of individual and group values, attitudes, perceptions, competencies and patterns of behaviour that determine the commitment to, and the style and proficiency of, an organisations health and safety management."

Sample Size:

	AH&W	Chief Executive	CYPS	Public Services	Regeneration and Strategy	TOTALS:
Number of people in directorate	519	459	481	757	423	2639
Number of Returns	113	86	115	232	114	660
Percentage return (based on FTE)	21.8%	18.8%	23.9%	30.6%	26.9%	25%

Purpose of Survey:

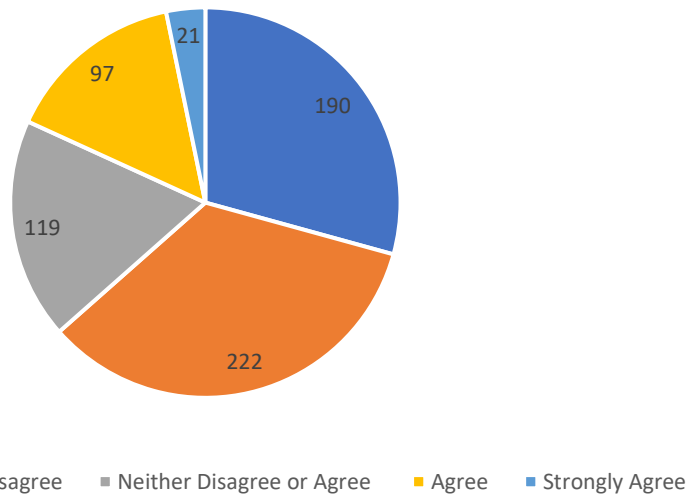
The survey questions are based loosely around the Health and Safety Laboratory's 8 key areas of safety management:

- Accident and near miss reporting.
- Organisational Commitment to Health and Safety
- Health and Safety Orientated Behaviours
- Health and Safety Trust
- Usability of Health and Safety Procedures
- Engagement in Health and Safety
- Peer Group Attitude
- Resources for Health and Safety

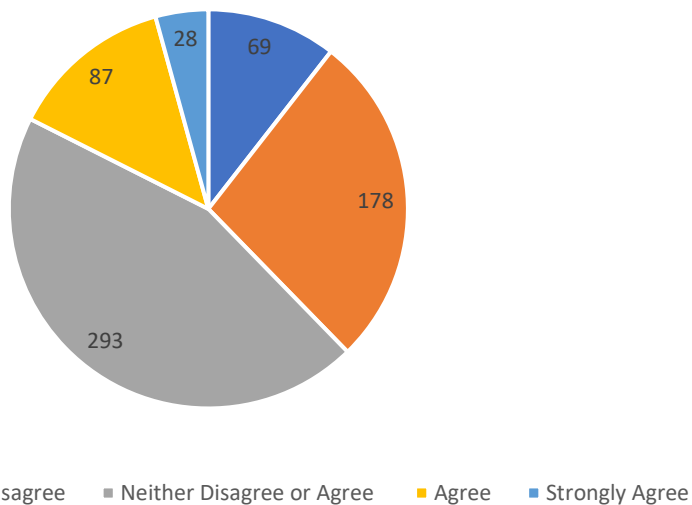
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Results:

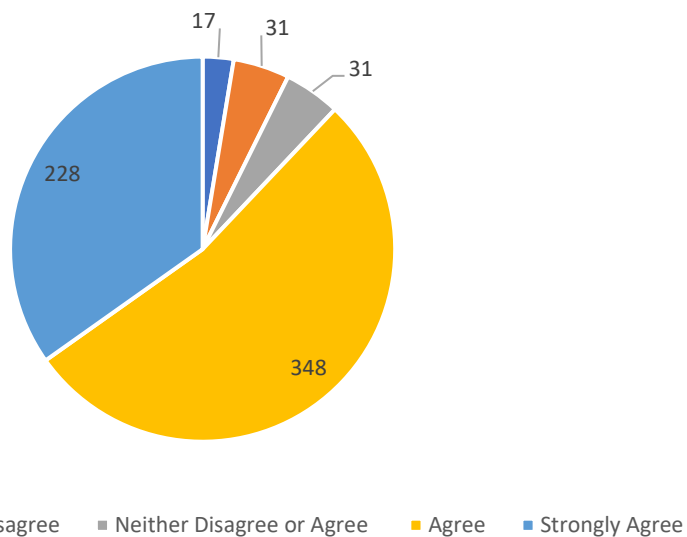
“Some jobs I do are difficult to do safely.”



“Suggestions to improve H&S in the Council are not always acted upon.”

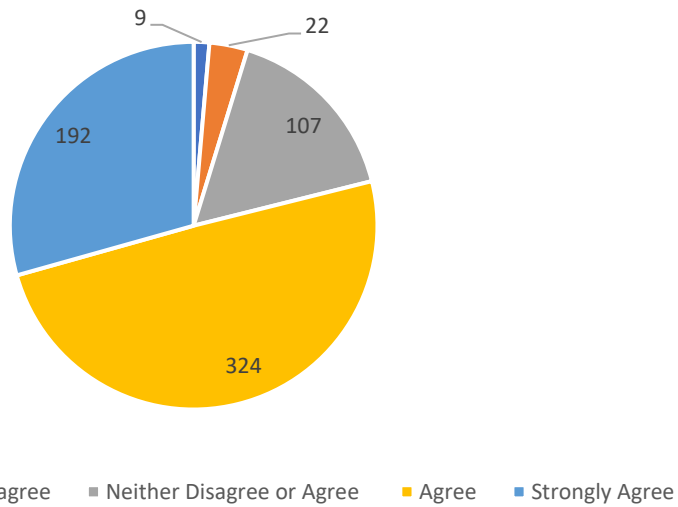


“I know where to go/who to contact if I need Health and Safety advice.”

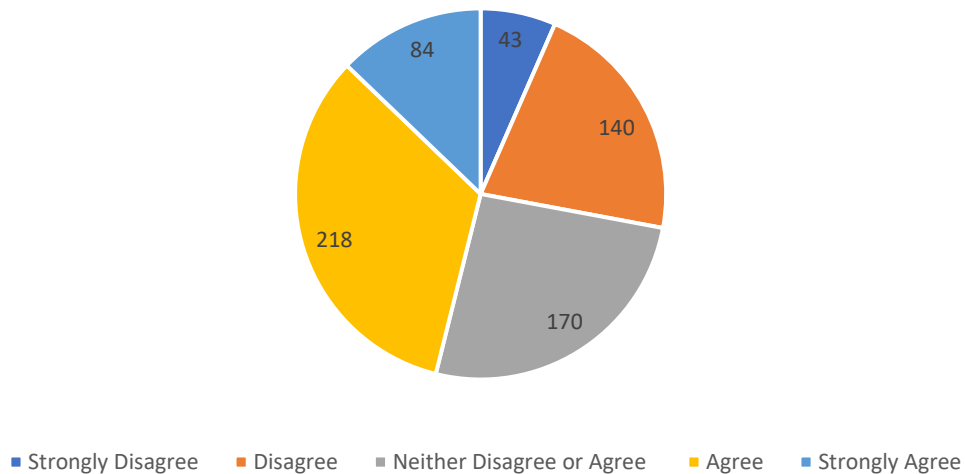


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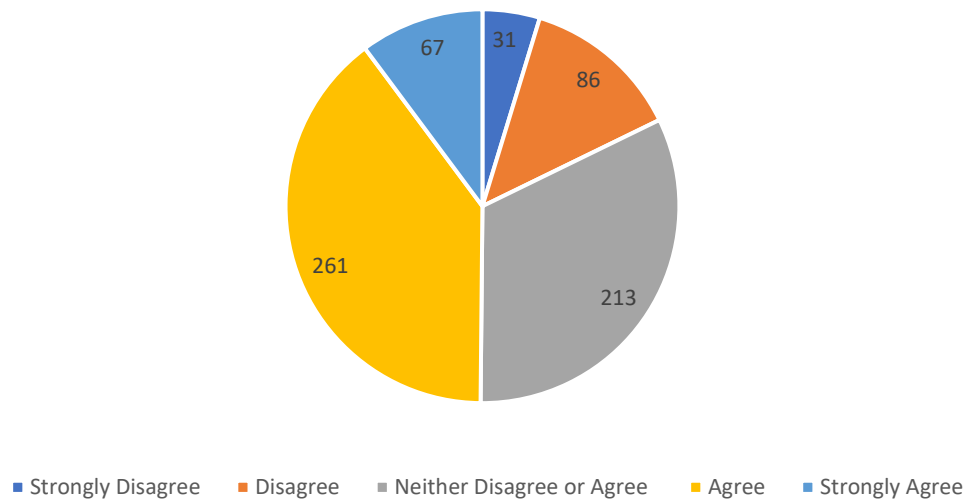
“I can always obtain Health and Safety Advice when I need it”.



“I regularly see/hear from my H&S Adviser through phone, email, in person safety alerts etc.”

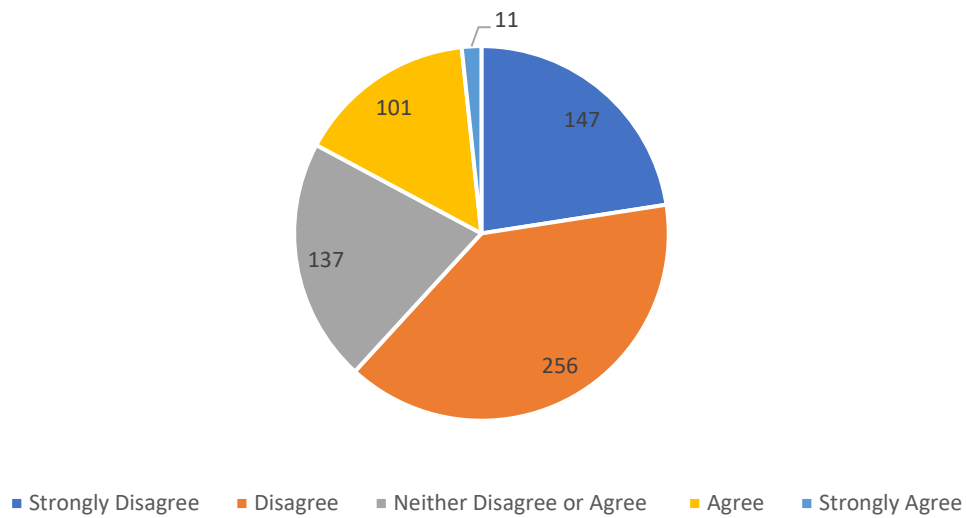


“There are always enough people available to get the job done safely”.

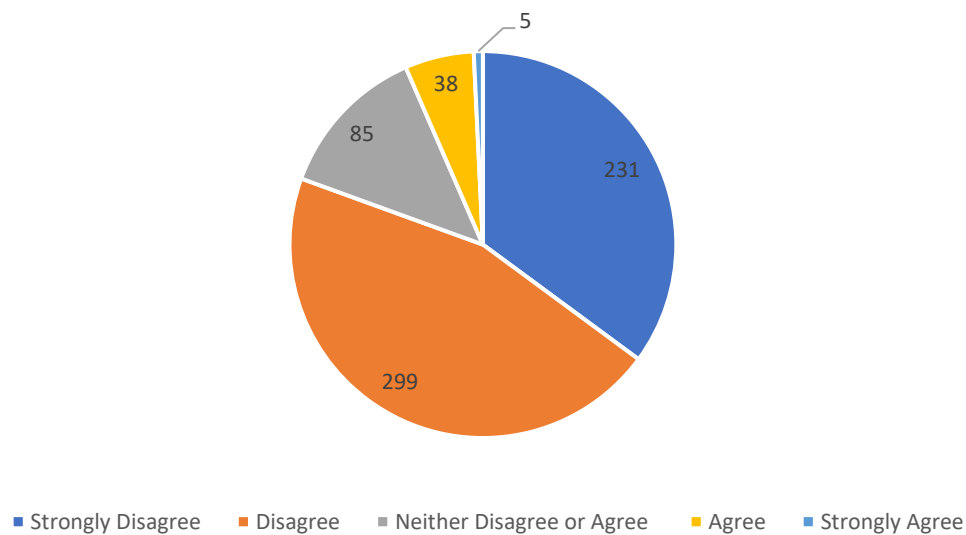


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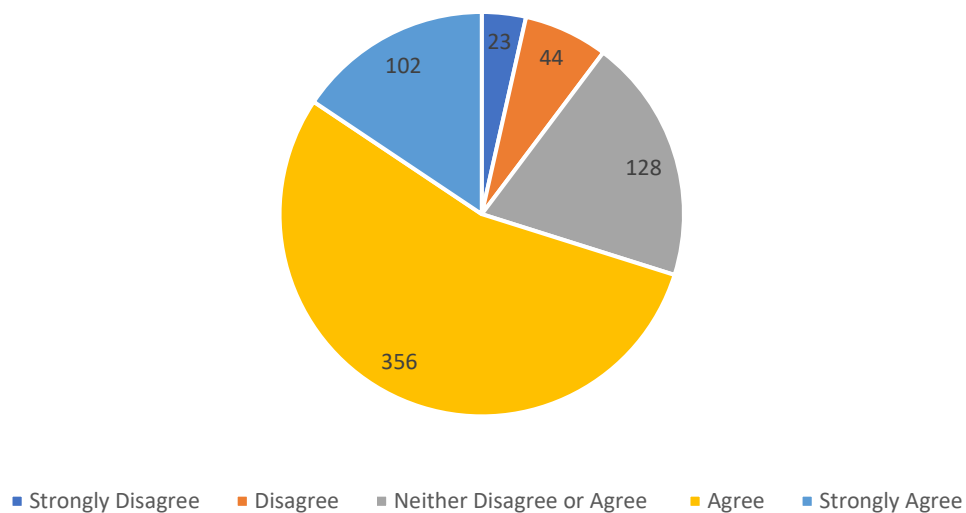
“Sometimes it is necessary to take risks to get the job done”.



“I sometimes turn a blind eye to some less important Health and Safety procedures”.

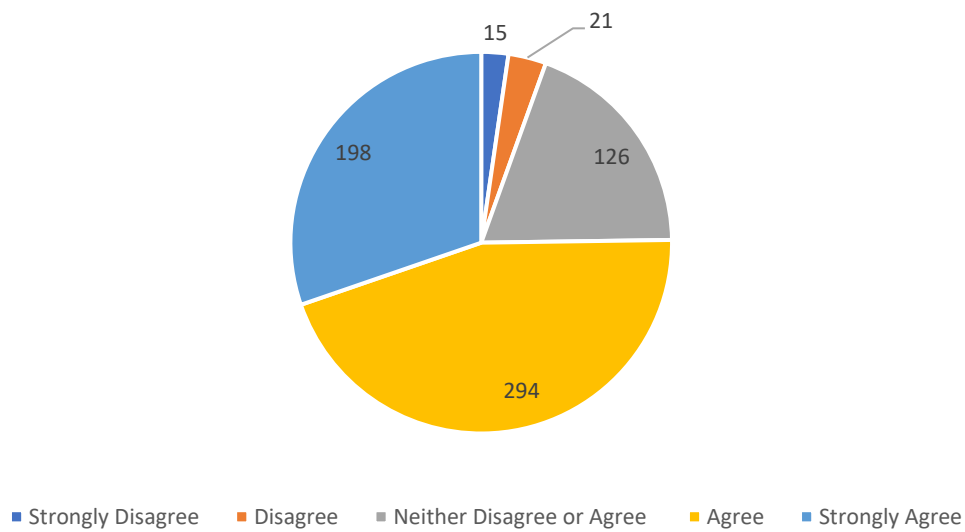


“I think the Council does enough to ensure the Health and Safety of me and people in my team”.

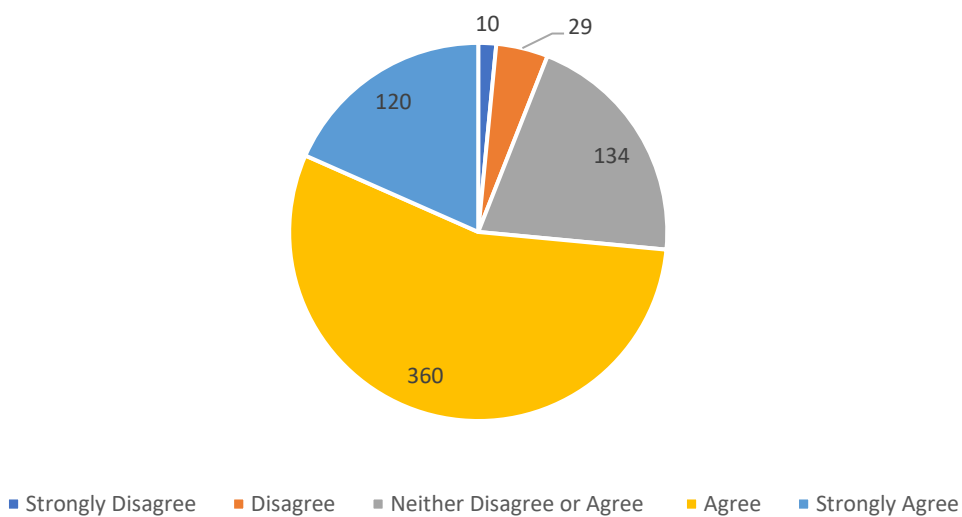


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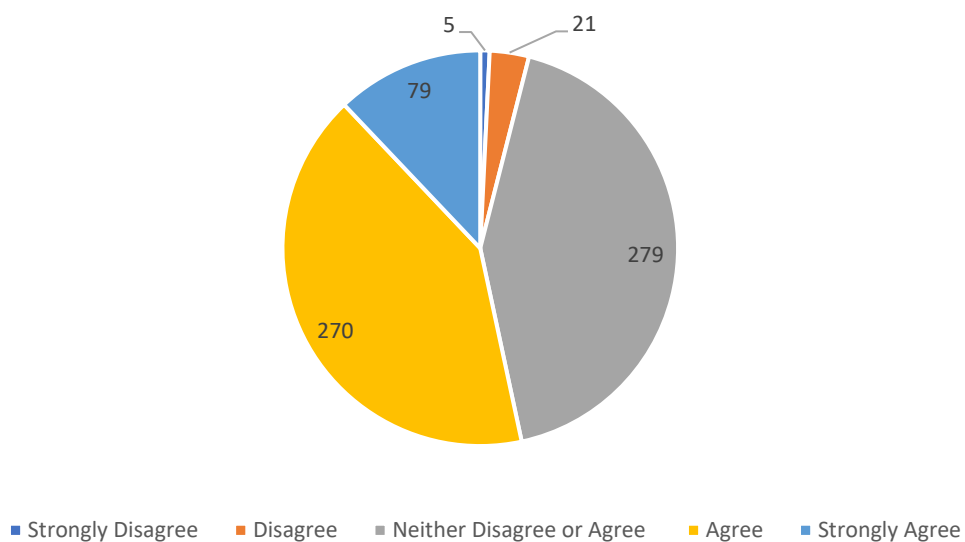
“I can easily obtain approval to attend Health and Safety training when required for by job role”.



“I believe there is a good Health and Safety culture in Calderdale”.

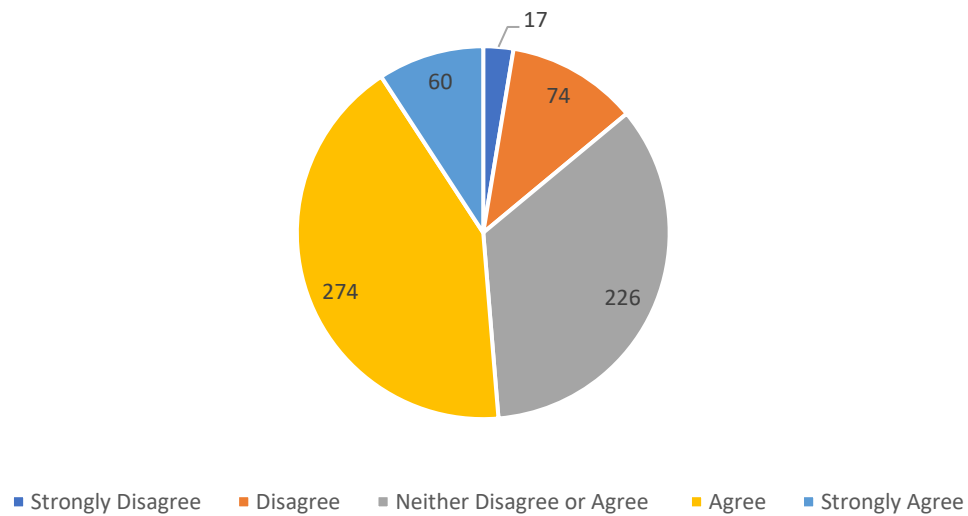


“I believe the Health and Safety culture in Calderdale is improving”.

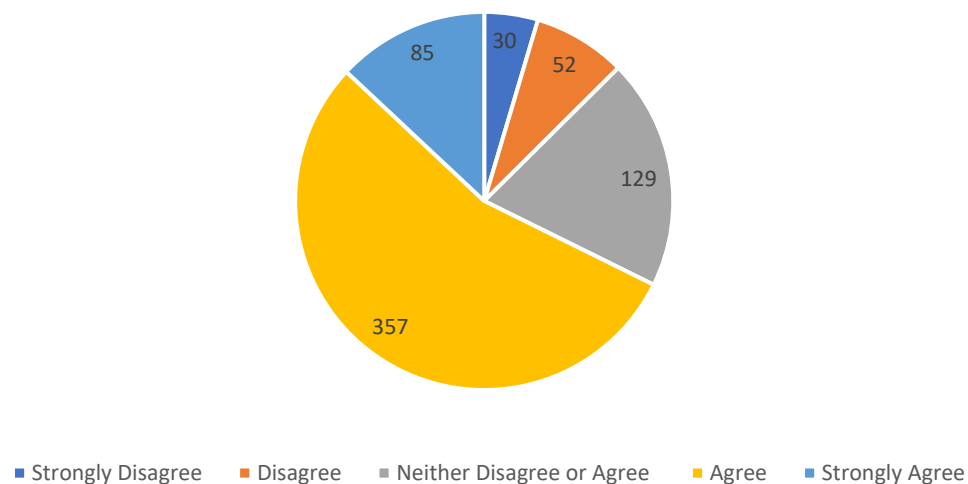


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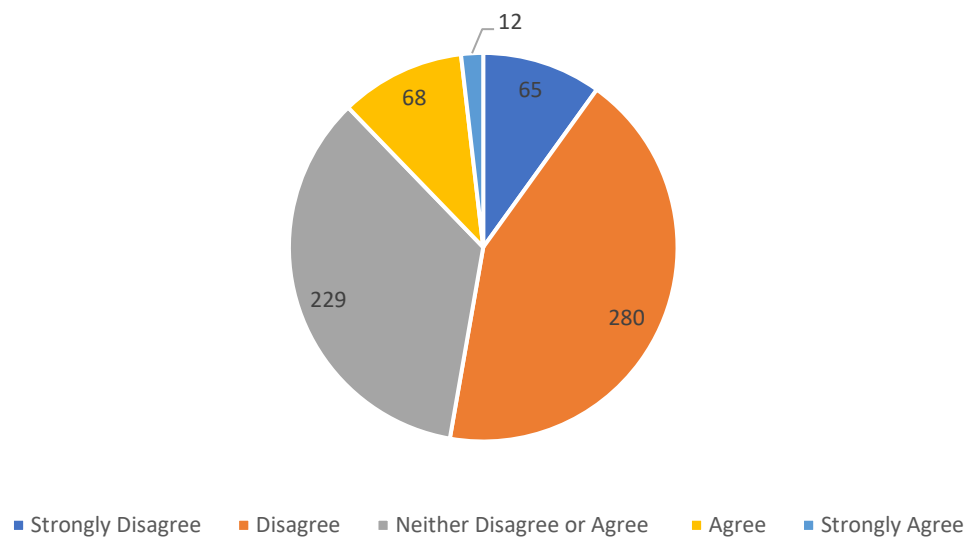
“I believe there is adequate consultation with employees on Health and Safety issues at work”.



“I believe that my health and wellbeing is valued and prioritised by the Council”.

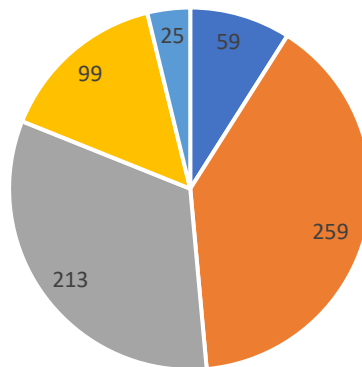


“Accident investigations are mainly used to identify who is to blame”.



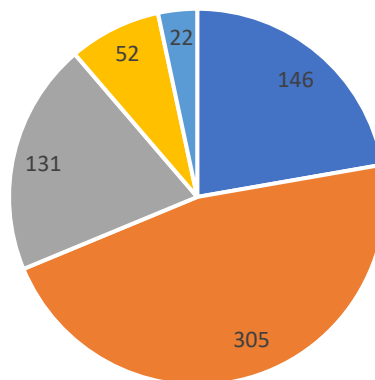
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“The service requirements are usually seen as more important than Health and Safety”.



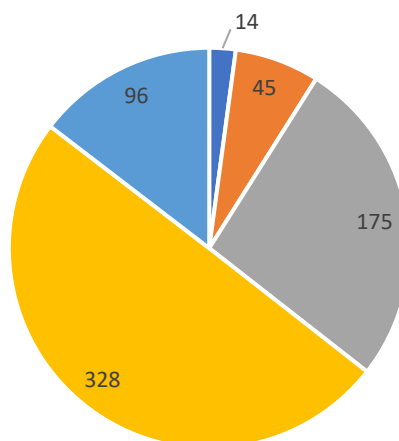
■ Strongly Disagree ■ Disagree ■ Neither Disagree or Agree ■ Agree ■ Strongly Agree

“Management sometimes turn a blind eye to Health and Safety procedures being broken”.



■ Strongly Disagree ■ Disagree ■ Neither Disagree or Agree ■ Agree ■ Strongly Agree

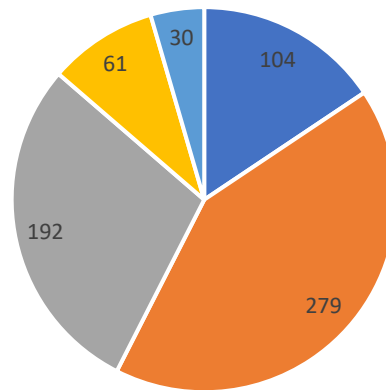
“Management always act quickly over Health and Safety concerns”.



■ Strongly Disagree ■ Disagree ■ Neither Disagree or Agree ■ Agree ■ Strongly Agree

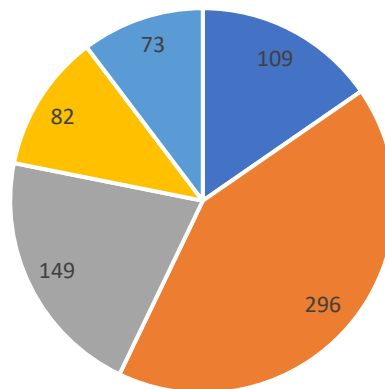
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“Management only bother to look at Health and Safety after there has been an accident”.



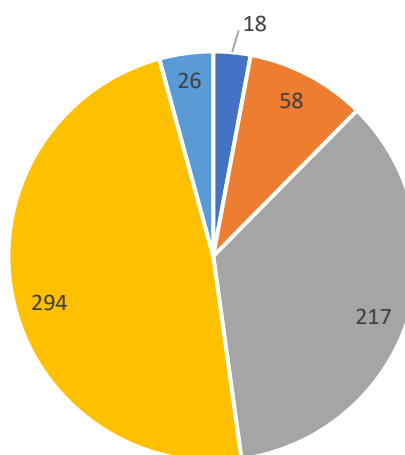
■ Strongly Disagree ■ Disagree ■ Neither Disagree or Agree ■ Agree ■ Strongly Agree

“Managers/Supervisors rarely check that people here are working safely”.



■ Strongly Disagree ■ Disagree ■ Neither Disagree or Agree ■ Agree ■ Strongly Agree

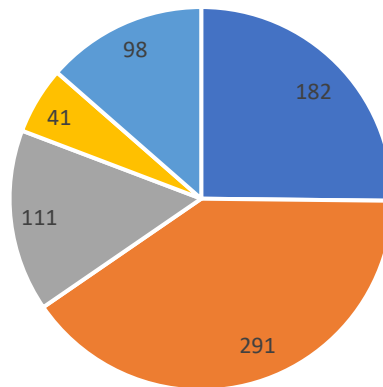
“My manager encourages suggestions on how to improve Health and Safety in our service”.



■ Strongly Disagree ■ Disagree ■ Neither Disagree or Agree ■ Agree ■ Strongly Agree

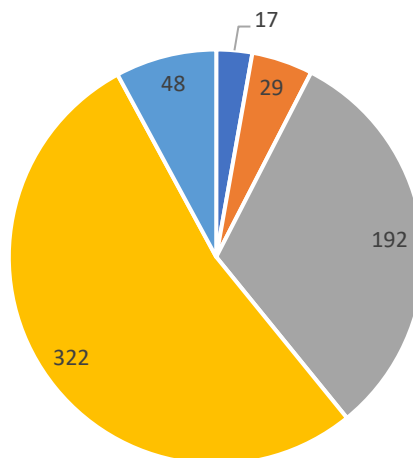
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“My manager rarely cares about my Health and Safety”.



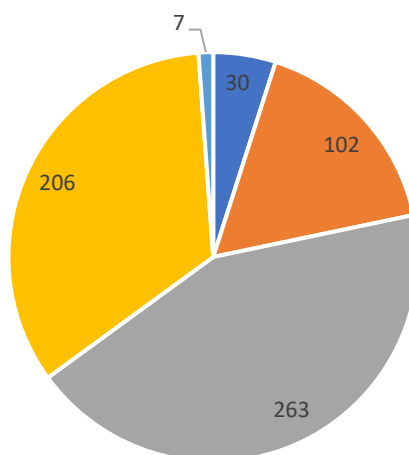
■ Strongly Disagree ■ Disagree ■ Neither Disagree or Agree ■ Agree ■ Strongly Agree

“My manager takes on board ideas on how to improve Health and Safety in my team”.



■ Strongly Disagree ■ Disagree ■ Neither Disagree or Agree ■ Agree ■ Strongly Agree

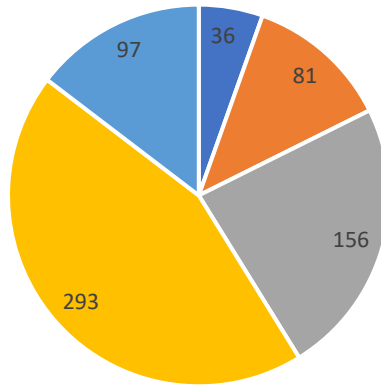
“My manager often talks to me about Health and Safety at work and its importance”.



■ Strongly Disagree ■ Disagree ■ Neither Disagree or Agree ■ Agree ■ Strongly Agree

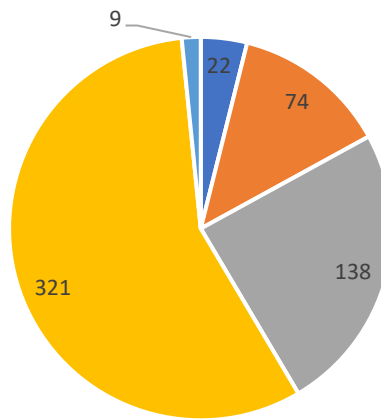
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“My H&S training needs are discussed at appraisals and 1-1’s between myself and my manager”.



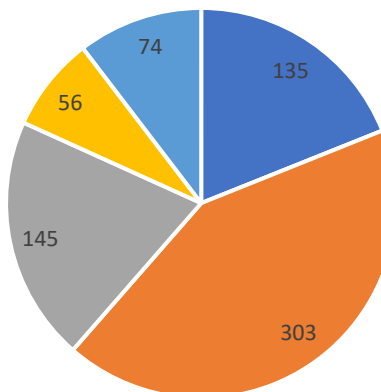
■ Strongly Disagree ■ Disagree ■ Neither Disagree or Agree ■ Agree ■ Strongly Agree

“My manager has shown and explained to me the H&S procedures and risk assessments”.



■ Strongly Disagree ■ Disagree ■ Neither Disagree or Agree ■ Agree ■ Strongly Agree

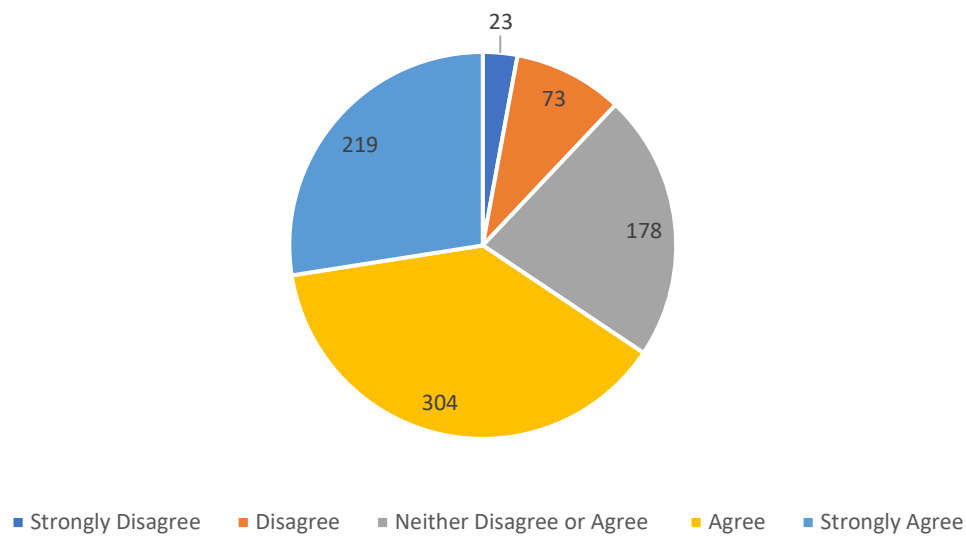
“People in my team often take risks when they are not at work”.



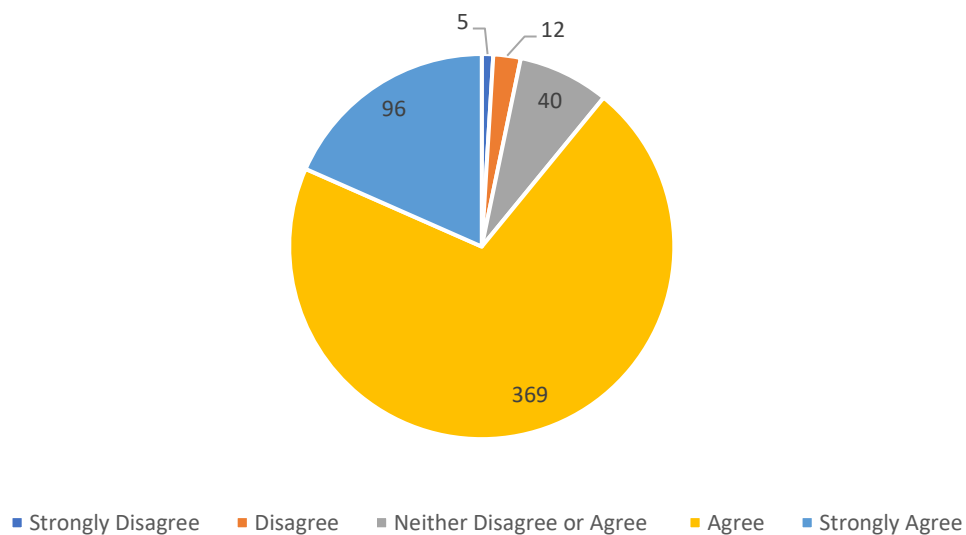
■ Strongly Disagree ■ Disagree ■ Neither Disagree or Agree ■ Agree ■ Strongly Agree

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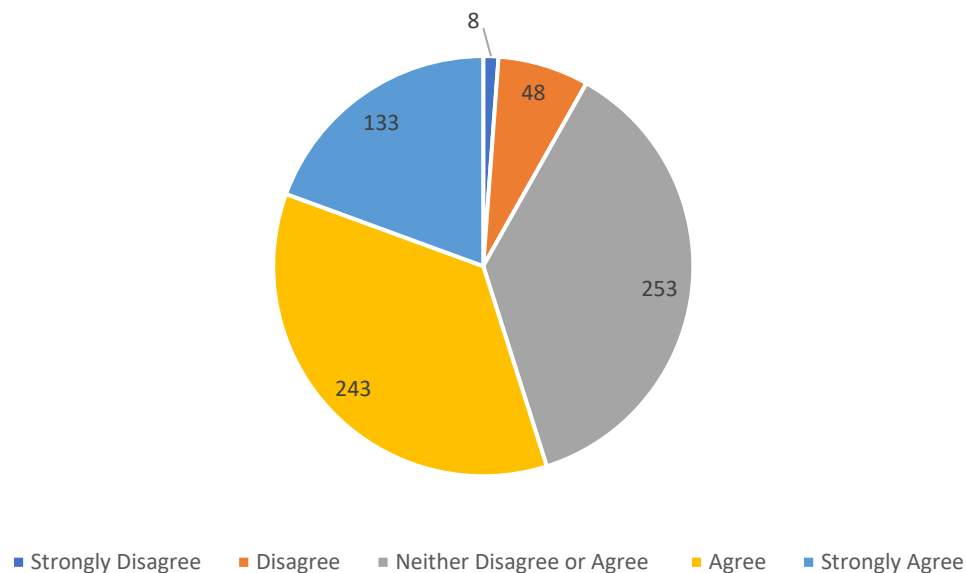
“There are good communications (e.g., team meetings) here about Health and Safety”.



“I believe that accidents occurring in my team would be reported”.

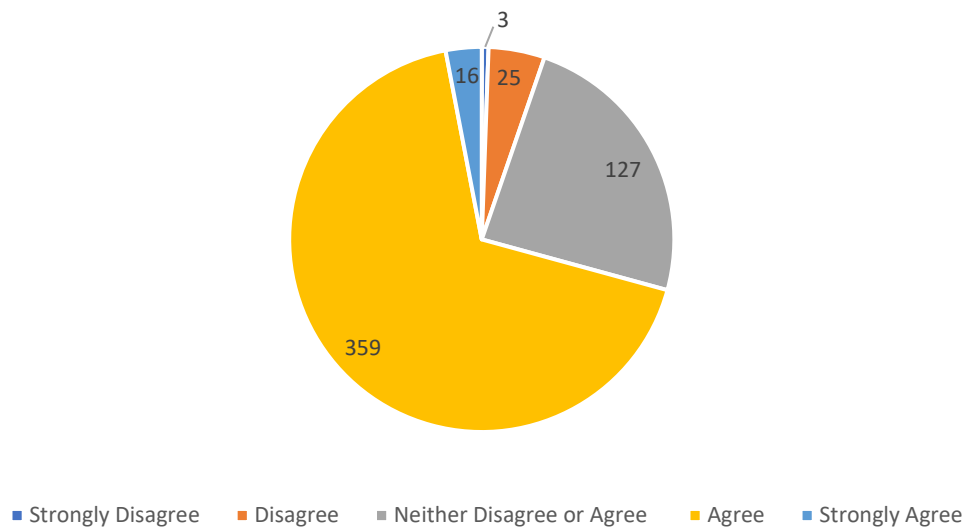


“Near misses in my team are always reported”.

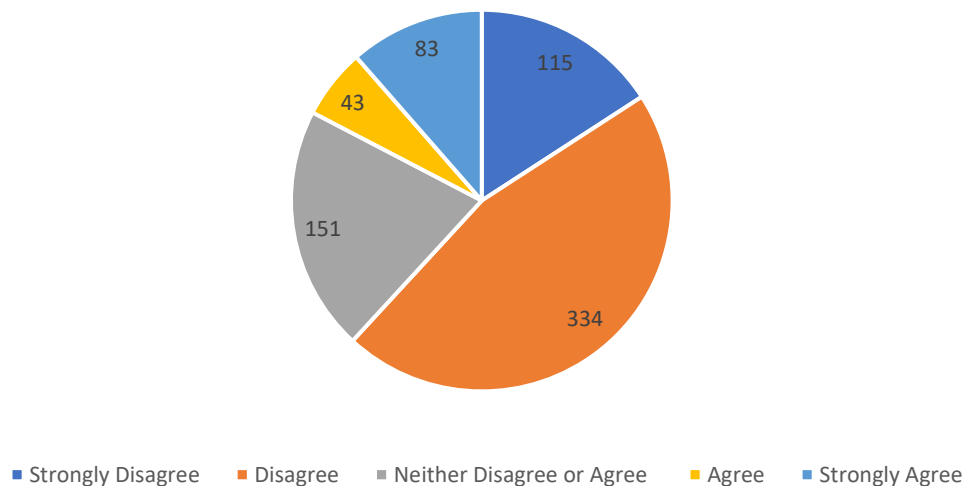


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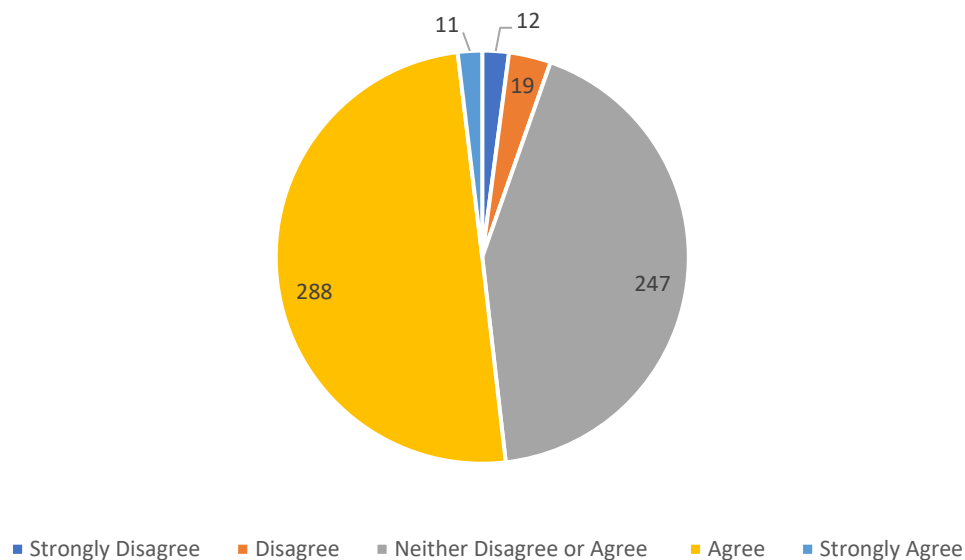
“People in my team always work safely even when they are not being supervised”.



“Some of the people in my team pay little attention to Health and Safety procedures”.

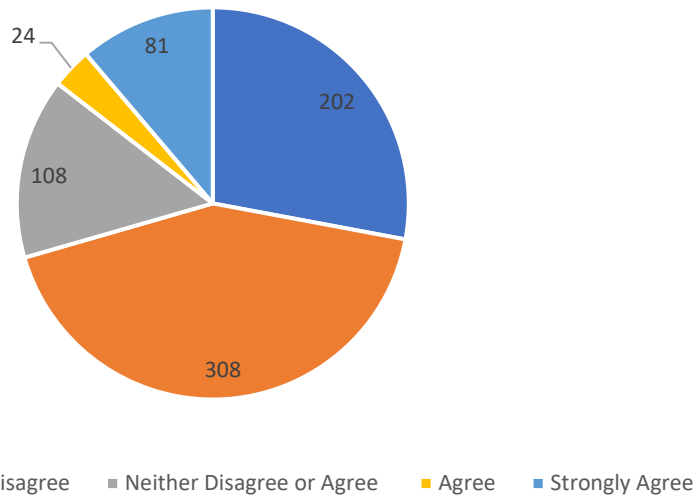


“The Health & Safety equipment (e.g., PPE, guarding etc.) works well to protect me/my colleagues”.

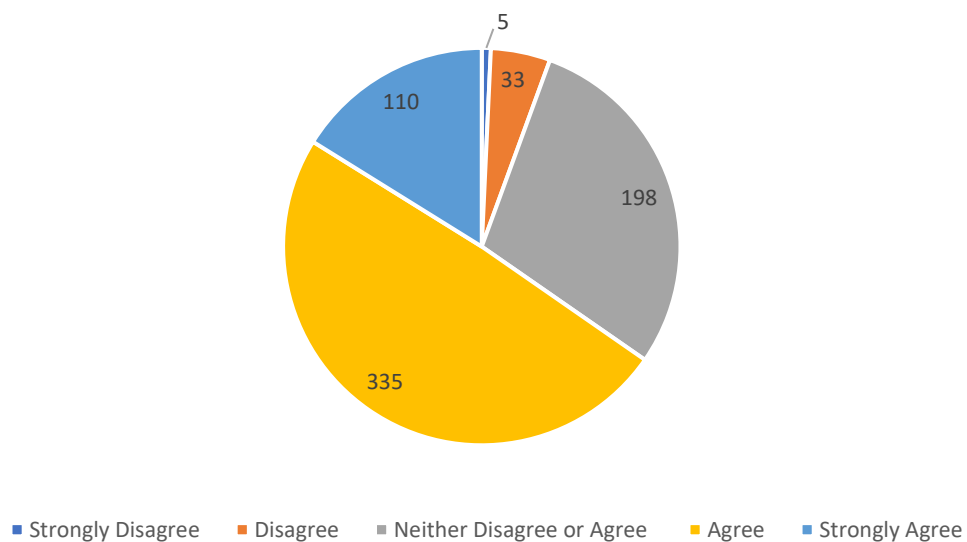


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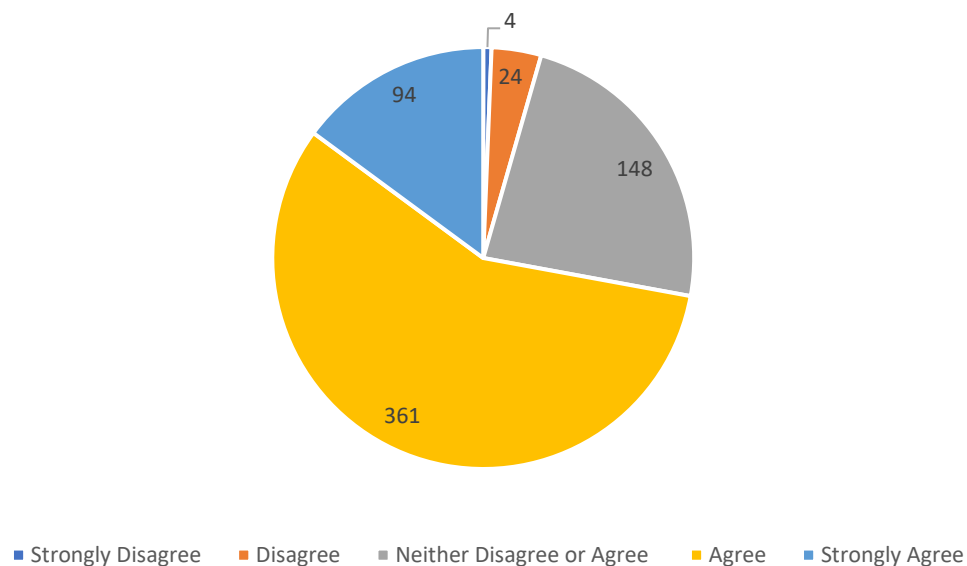
“People in my team are sometimes pressured to work unsafely by their colleagues/managers”.



“My colleagues would react strongly against people who break Health and Safety procedures”.

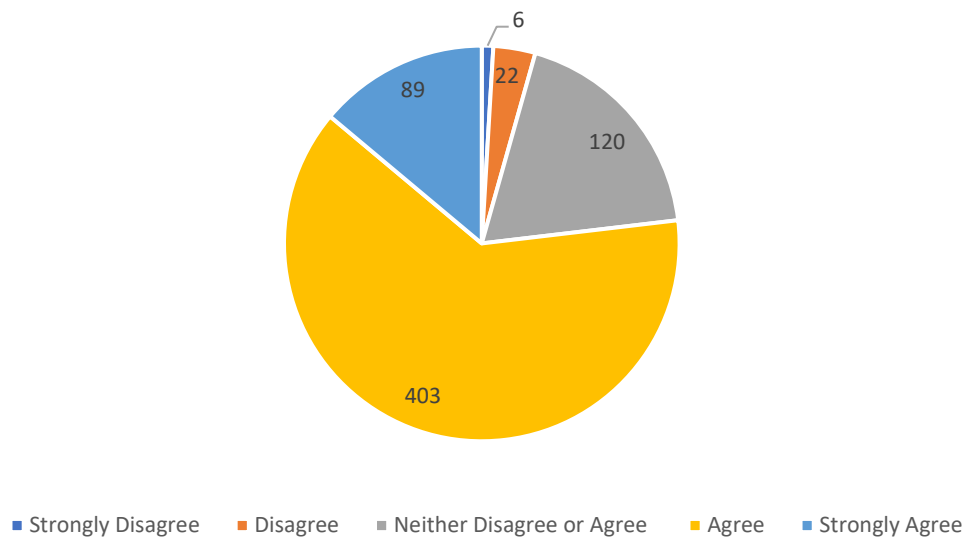


“All the people who work in my team are fully committed to Health and Safety”.

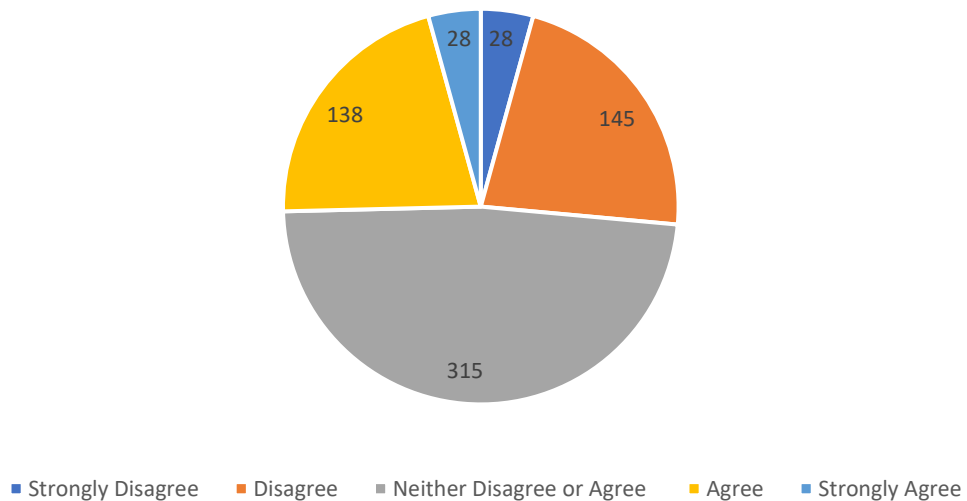


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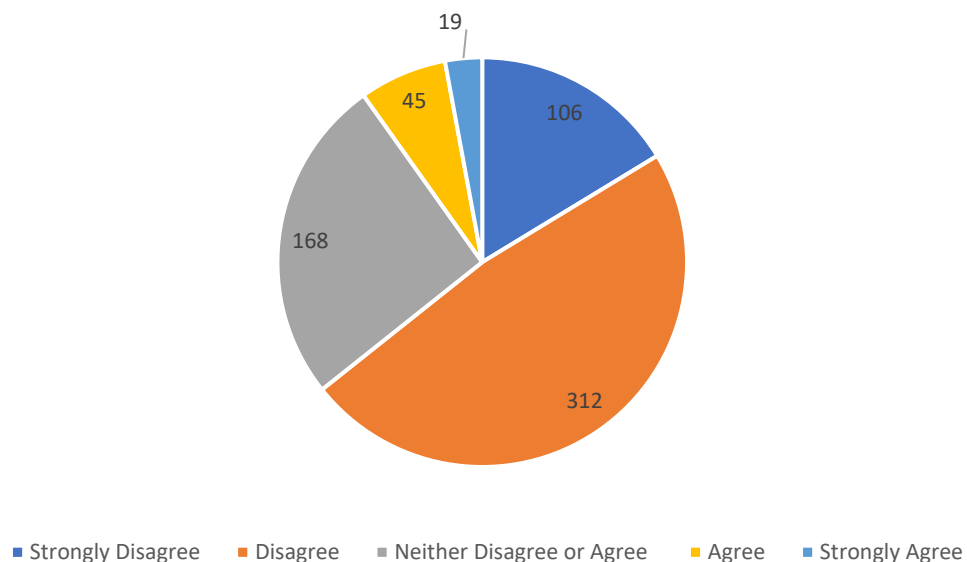
“Health and Safety procedures are easy to follow”.



“Some Health and Safety procedures do not reflect how the job is actually done”.

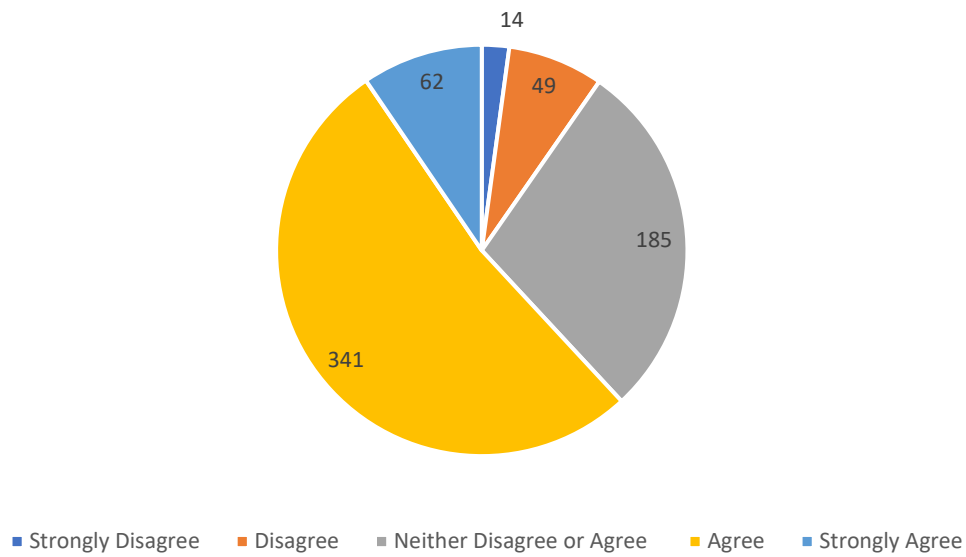


“Some Health and Safety procedures are only there to protect management’s back”.



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“I can always get the equipment needed to follow the Health and Safety procedures”.



“There are too many Health and Safety procedures given the nature of my job”.

