

Safety, Get Onboard – independent entry



The Accidents That Didn't Happen

This was part of a two-year programme run by the Royal National Lifeboat Institution (RNLI) to shift the organisation's employees and thousands of volunteers from a reactive safety culture to a proactive one.

Communications started with a major awareness-raising campaign. This included Safety in a Box, a distinctive yellow box containing information and activities – such as a DVD of powerful accident case studies from across the organisation.

The Accidents That Didn't Happen was a follow-up campaign to show that the small changes which had followed were already preventing accidents. Team talk guides, safety action forms and posters were provided, showing the dramatic increase in reporting figures and thanking people for

making the positive change. Posters were produced and featured the programme's safety character, Hugo. This was supported with stories on the RNLI's intranet, and employee networking site, Yammer.

A further film was produced, featuring RNLI colleagues, showing first-hand the proactive measures they had taken to improve safety where they worked. Case studies ranged from changes to lifeboat recovery procedures, to the use of mobile apps for checking-in with HQ when events colleagues were travelling.

Improved results in the staff survey showed that 84 per cent of people felt there was a proactive safety culture at the RNLI, up by nine per cent, and 84 per cent felt that their managers cared about their safety, up by five per cent.

SAFETY WINNING WAYS FOR INDIVIDUALS

1. Report all incidents
2. Keep the workplace tidy
3. Challenge unsafe behaviour
4. Participate in safety team talks
5. Generate safety ideas

SAFETY WINNING WAYS FOR LEADERS

1. Safety as the first agenda item
2. Monthly safety walks
3. Review and action incident data weekly
4. Hold regular safety team talks
5. Recognise proactive safety

THE ACCIDENTS THAT DIDN'T HAPPEN SHARE YOUR SAFETY IDEAS

Dan from the Lizard Lifeboat Station was worried about slipway safety, so he thought up a 'shepherd's crook' method for recovering their lifeboat.

What safety problems do you have solutions for?

Share your safety ideas with us:

- Pick up a flyer.
- Submit your idea online via **Porthole** or **Volunteer Zone**

THE ACCIDENTS THAT DIDN'T HAPPEN SAFETY REPORTING

In the first 6 months you reported significant near misses and in the first 6 months...

THE ACCIDENTS THAT DIDN'T HAPPEN

To: managers and team leaders

We're pleased to send you the materials for our latest safety campaign. The Accidents That Didn't Happen. They are also available on Porthole where you can find a link to a film you need to watch during your Team Talk.

What is this campaign all about?

What: The Accidents That Didn't Happen is the follow-up to our Safety in a Box awareness campaign. The aim is to share progress we have made so far and to celebrate successes. Reporting statistics have increased considerably and we have many examples of people being proactive about safety – so we want to showcase these stories to encourage others to do the same. We also want to share five Winning Ways. These are safety best-practice actions that, if everyone did consistently, would help us become a world-class safety organisation.

Why: It has been a while since we launched the Safety in a Box toolkit. As part of that, all teams were asked to create a local action plan. It's time to review our progress against those plans and move to the next phase. We want to increase momentum and share how people are doing this around the RNLI as they change the way they think about safety.

When: November and December 2015.

How: We're asking managers and team leaders like you to run a Team Talk session during November and December 2015. We want you and your team to watch a film about colleagues who are being proactive, review your incident reporting progress, discuss the Winning Ways, review your previous and current safety action plans, and create new safety action plans. If you have not held a Safety in a Box session yet, you could start this meeting by watching the DVD from the box.

Who: All teams across the RNLI. Fundraising volunteers will be briefed at the Spring Cluster Meetings. The process for briefing lifeboat stations is being finalised with Community Lifesaving. Lifeguards will be briefed at their induction events.

What do you need to do now?

Run your Team Talk session and don't forget to send the action card back as we will be monitoring when talks take place and reviewing the actions for themes.

The campaign materials are:

- Team Talk outline – a suggestion for running your session.
- Posters – three versions. More copies are available from the Safety Get Onboard team.
- Flyers – to encourage the submission of safety ideas.
- Winning Ways laminated cards – these outline five actions that we've identified as best practice. If everyone does them consistently, it will make a real difference. Share these Winning Ways with your team and use the cards as a reminder.
- Action card – complete this with your new safety actions and return in the pre-paid envelope.
- Hazard stickers – these are a bit of fun, to be placed on objects that could present a risk. They could inspire conversations about those hazards.

Keep an eye on Porthole and Yammer throughout November and December for more useful articles. If you need any further help or have any questions, please call the Safety Get Onboard team on 01202 336247 or email us at safety_welbeing@rnli.org.uk.

The Safety Get Onboard Team

SAFETY – GET ONBOARD
RNLI.org/SafetyGetOnboard

The RNLI is the charity that saves lives at sea

Lifeboats

We want everyone at the RNLI to **THINK** about safety and **TALK** about safety

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Want to know more about this project email Peter Wilkens at peter_wilkens@rnli.org.uk