

SAFETY FIRST

1TEAM 1GOAL



The Health and Safety of everyone at Forth Ports is our top priority and improving our performance is a key objective of the business. Our vision is quite clear - we want to achieve and maintain a working environment which has:

- Zero permanently disabling injuries
- Zero long term damage to occupational health
- Zero potential for harm

We want to be the safest – the Number 1 - Ports business in the UK. Of course we recognise that we are on a journey to reach that destination. How will we get there? We'll 'drive' a strategy of continual and sustained improvement, delivered through annual improvement plans in pursuit of 'safety first'.

January 2014

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There are five main elements in our strategic approach to 'Safety First' in Forth Ports.

DIRECTION
RRISK FOCUS
IINVOLVEMENT
VERIFICATION
EEVALUATION

This 'drive' theme is outlined in this leaflet and more detailed information can be found in our annual 'Safety First' Journey Plans.



DIRECTION

Clear direction is delivered through the provision of:

- Clear policy and guidance
- Defined objectives
- Committed leadership
- Adequate resource
- Effective planning
- Competent professional H&S support

RISK FOCUS

Risk focus means that we intend to challenge our approach to risk management – Eliminate, Reduce, Isolate and Control – focussing on:

- Potentially serious injury risks
- Engineering based solutions
- Risks associated with employees
- Risks associated with contractors
- Risks to occupational health



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INVOLVEMENT

Not only do we intend to engage our people through regular communication and formal consultation, we will also enhance involvement by:

- Exploring and understanding concerns, attitudes and behaviours ('Safety First' campaigns)
- Empowering integrated teams to identify opportunities for improvement and change
- Sharing learning and best practice

VERIFICATION

It is important to us that 'we do what we say we do' and we intend to:

- Introduce a robust data capture
- An evidence-based approach to improvement
- Thorough investigation of incidents
- Proactive inspection and audit

EVALUATION

Finally, we will determine and share the effectiveness of our strategy and annual 'Safety First' journey plans by:

- Management review
- Learning from others
- Publishing case studies
- Benchmarking performance
- Reporting progress



I V E

Looking to the Future

The 'drive' strategy sets out a clear vision of our journey. Building on the success of our previous strategy and incorporating the 'Safety First' concept into this new strategy has enhanced our understanding of where we are now and the journey ahead.

As we move forward over the lifetime of the strategy, we will be looking to evaluate its success in three key areas:

- Impact on outcomes: are fewer people being injured and made ill at work, and is the strategy supporting delivery of the targets?
- Impact on attitudes, roles and behaviours: are these changing as we implement the vision set out in the strategy?
- Impact on business: is focusing on the themes of the strategy and organising work around key programmes, winning us business and repeat business?

Promotion and Influence

To make this a success we want to involve everyone at Forth Ports to promote a positive safety culture throughout the business. This is about promoting a culture of one team with one clearly defined goal. It is a challenge but we are committed to moving this forward and working together throughout this journey.

The one team, one goal culture we are aspiring to have at Forth Ports will take time. The journey involves a significant change within our business and indeed the industry as we need to do things differently and do things the industry has perhaps not thought about yet, but we are confident that the strategy we have set in place will steer us on a course to deliver.



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