

“Continual improvement has been seen around awareness of unsafe situations across the business. Empowerment of our staff to report issues, along with the ability to challenge any unsafe practice is showing benefits and we will continue to improve this through line leadership and recognition”.



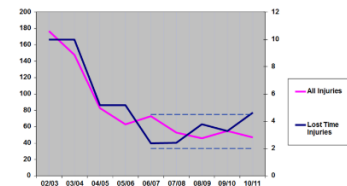
The client:

British Sugar is one of the most efficient sugar processors in the world. Partnering with 3,500 growers to produce home grown sugar, and with around half of the UK’s sugar coming from beet, we are building a beet sugar industry that works for Britain.

Their challenge:

British Sugar had a good accident reduction record but performance was plateauing across its manufacturing plants.

What did they do: *Engagement with RyderMarsh OCAID Limited*



Potential UK partners were researched & reviewed through an extensive selection process involving CO & sites and Ryder Marsh were recognised as having a strong international reputation in behavioural safety

The programme

We completed a 20% face to face survey across the business to determine Safety Culture Dimension Ratings and the feedback from that survey convinced British Sugar that engaging with Ryder Marsh OCAID consultants and delivering a Behavioural Based Safety programme, relevant to employees and their resident contractors, was the right thing to do. So, an implementation program was developed which involved three-day leadership training for managers and a 1-day awareness course for all other staff

As a ‘QESH’ team – looking at all elements of Food Safety, Quality, Environment and Health & Safety across the business and in particular looking at how we engage in order to develop the following.

- Directors – need to demonstrate level of importance to them.
- Workforce – peer to peer interaction, develop ‘no blame’ culture.
- Reinforce positive behaviours & recognition

Outcomes

- 1500 of Factory based personnel including PA & contractors have been trained in BBS, along with approx. 90% + of their CO based personnel.
- Circa 34 Safety Improvement (SIP) teams across all sites carrying out some excellent work. Starting from Various levels of cultural maturity across the sites, as the sites started at different time, there was a consistent “levelling up”.
- Better employee engagement around reporting safety related matters.

Chris Johnson: Company Health Safety & Environment Manager, British Sugar