

# Forestry Commission Health and Safety Strategy

## Action Plan

This Action Plan is owned by the Forestry Commission (FC) Executive Board. It will be developed by the FC Health and Safety Strategy Group. This group will develop an Implementation Plan, including dates, to ensure that the actions are co-ordinated and delivered across the FC (England, Scotland, Forest Research and Central Services).

| FC Health and Safety Strategy   | Actions   | By who  |
|---|---|---|
| <b>The Strategy</b>   | Launch FC Strategy.   | FC Chair and Directors  |
| <p><b>Leadership</b><br/>Health and safety is one of the Forestry Commission's core values.</p> <p>Leaders in the Forestry Commission have a clear vision for health and safety and understand that:</p> <ul style="list-style-type: none"> <li>• Learning is key to improving.</li> <li>• Health and safety must be at the heart of decision making.</li> <li>• High standards of health and safety require sustained commitment of energy, time and resources.</li> </ul> | <p>Include health and safety in FC core values.</p> <p>Review governance arrangements – align with Health and Safety Strategy e.g. EB Terms of Reference, Safety Policy Statement.</p> <p>Allocate resources to deliver Strategy</p> <p>Define who leaders are and their responsibilities</p> <p>Communicate responsibilities</p> <p>Support, coaching &amp; training – link to general leadership training</p> | <p>EB and HR</p> <p>EB / Countries / FR / SH</p> <p>EB / Countries/ FR/ SH</p> <p>FC Health &amp; Safety Strategy Group to provide parameters, including responsibilities.</p> <p>Countries/FR/SH to identify leaders.</p> <p>EB / Countries with support from L&amp;D and SH&amp;E</p> |

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| <p><b>Working Together</b><br/>We are committed to building a health and safety culture based on trust, respect and cooperation.</p> <p>We will work closely with the Forestry Commission Trade Unions in pursuit of this commitment.</p> <p>We will involve the workforce – including all employees, the FC Trade Unions and <b>everyone working with the Forestry Commission</b>, including contractors, customers, partners and lessees.</p> | <p>Refresh role of health and safety committee(s) and empower health and safety committees to deliver change.</p> <p>Maintain FC representation on FISA Steering Group and participation in Working Groups.</p> <p>Ensure FC Trade Union involvement in local and country / FR / SH safety committees and in developing and implementing actions plans and initiatives.</p> <p>Work with contractors, customers, partners and lessees to identify shared programme of improvements.</p> <p>Maintain FC representation on VSCG.</p> | <p>Countries / FR / SH with SH&amp;E</p> <p>Countries / SH&amp;E / L&amp;D</p> <p>Countries / FR / SH with SH&amp;E</p> <p>Countries / FR / SH with L&amp;D and SH&amp;E</p> <p>SH&amp;E</p> |
| <p><b>Behaviour</b><br/>We will all behave in ways that build and uphold a strong health and safety culture.</p> <p>We recognise that good Health and Safety is about how we think and behave, not just about procedures.</p> <p>We understand that changing behaviour requires real engagement with everybody involved so that we all act safely, because we want to be safe and healthy – not just because we have been told to!</p>          | <p>We must acknowledge that we can all improve our approach to Health and Safety</p> <p>Senior Managers will be required to refresh their knowledge of Health &amp; Safety and subsequently review their responsibilities as role models.</p> <p>We will identify and agree the kind of behaviours which will represent an improving H &amp; S culture and plan how to implement them – via facilitated peer to peer discussion workshops.</p>   | <p>FC Health &amp; Safety Strategy Group, Countries / FR / SH with L&amp;D and SH&amp;E</p> <p>L&amp;D</p> <p>Countries / FR / SH with L&amp;D and SH&amp;E</p>                              |

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|                               | <p>We will work together to understand how to effectively challenge and accept challenge on both our personal and corporate Health &amp; Safety practices and culture.</p> <p>We will recognise and communicate to others good examples of Health &amp; Safety.</p> <p>A change management model will be identified, aimed at embedding safe behaviours across the organisation.</p> | <p>Countries / FR / SH with L&amp;D and SH&amp;E</p> <p>Countries / FR / SH with L&amp;D and SH&amp;E</p> <p>FC Health &amp; Safety Strategy Group</p> |

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| <p><b>Competence</b></p> <p>The Forestry Commission will continue to develop a skilled and knowledgeable workforce with the confidence to do their job in a safe and healthy way.</p> <p>We will focus on risk, promoting sensible and proportionate risk management, including planning for the unexpected.</p>                                     | <p>Identify and support the development of and sharing best practice.</p> <p>Use service providers, L&amp;D and SH&amp;E, to deliver expert support.</p> <p>Help staff to gain competence in different ways e.g. eLearning, reading, workplace learning, networking, etc.</p>   | <p>L&amp;D/SH&amp;E/Comms</p> <p>Countries / FR / SH with L&amp;D and SH&amp;E</p>  |
| <p><b>Learning</b></p> <p>We will learn from experts, other industries and from each other and keep up to date with current thinking.</p> <p>We will develop a “Just Culture” for health and safety so that we learn about root causes of accidents, near misses and incidences of occupational ill health without unfairly blaming individuals.</p> | <p>Talk with other FISA members and a cross-section of other industries to learn from their experiences and practices and disseminate this learning.</p> <p>Develop ways that will help us to learn from each other e.g. Country Safety Committees will share experiences with view to working together on specific problems.</p> <p>Develop a model which creates a culture where staff are confident to report incidents and concerns in the knowledge that they will be listened to and treated fairly.</p> <p>Develop a means of regular 2-way communication with staff on H&amp;S issues</p> | <p>Countries / FR with L&amp;D and SH&amp;E</p> <p>FC Health &amp; Safety Strategy Group</p> <p>FC Health &amp; Safety Strategy Group, Countries / FR / SH with L&amp;D + SH&amp;E</p> <p>Comms/SH&amp;E/Countries/FR/L&amp;D</p> |

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| <p><b>Public Safety</b><br/>We will provide opportunities for members of the public to safely enjoy woodlands without taking away their sense of freedom and adventure.</p> | <p>Maintain FC representation on VSCG and continue to use their Guiding Principles in the way we manage recreation and access.</p>       | <p>Countries and SH&amp;E</p>   |
| <p><b>Evaluating Progress</b><br/>We will measure performance using key indicators to promote continual improvement.</p>  | <p>Identify lead indicators to measure changes in our health and safety culture. Continue to use trailing indicators monitor trends.</p> | <p>FC Health &amp; Safety Strategy Group<br/>Countries / FR / SH and SH&amp;E</p> |