Health and safety at work is often viewed as a set of statistics and numbers but what numbers really make up an accident?

What numbers represent the cold reality of lives ruined by a workplace incident?

James Gorry was the owner of a successful construction company with 30 years experience in the industry. He worked for the same client safely for 18 years until one day he took a shortcut while checking the next day’s work.

James fell 8 metres from a factory roof on to the concrete floor below narrowly missing a 7 metre deep acid bath.

His injuries included 14 broken ribs, broken shoulder blades, a fractured skull with resulting brain injuries, lungs half filled with blood, fractured vertebrae one of which pierced his spinal column at T11. In a coma for 3 weeks he missed his 53rd Birthday waking up a year older and sadly paralysed for the rest of his life.
James faced a battle over the next 11 months to recover physically and psychologically until he eventually made it back home. He faced the choice of giving in or living life to the full, thankfully he chose the latter option.

Now a highly sought after safety speaker James has embarked on a mission to share his story in the hope that he can save other people and their families from the painful consequences he had to face.

In “Safety By Numbers” James Gorry shares his story with anyone open minded enough to realise that we never stop learning new ways to keep safe.
It is easy to forget the potential dangers we all face at work. “Safety By Numbers” is designed to remind each of us to reconsider the following:

- Everyone has the right to return home from work safely every day
- It only takes a moment to make the wrong safety decision
- But the consequences will live with you forever
- Consider the very real personal consequences of a workplace accident for the whole family
- Living safely in the present is crucial
- The role safety plays in the workplace
- Our own commitment to safety at work
Who is the Programme for?

- All workers and site visitors
- Tool Box talks trainees
- Anyone and everyone. “Safety By Numbers” is an emotionally charged safety training experience that everyone should view and most importantly will remember for the rest of their lives.
Discussion Points

What is more important at work than staying safe?

Whose responsibility is safety?

What part do you play in protecting your own well-being?

When do you have to look after your own safety?

Have you ever had a workplace accident/ near miss?

How would a workplace accident change your life?

What would be the consequences? For you, for your friends/family and work?

How long does it take to recover from a serious workplace accident?

Do you ever fully recover?

What would you miss the most?

How can good safety performance help a business?

What happens after the initial hospital treatment?

What is worse, the physical or mental pain from an accident?

Who would look after you?

Is there such a thing as an unavoidable accident?
Discussion Points

How are you most likely to be hurt at work?

What can you do every day to make sure that doesn’t happen?

What is your most important reason to go home safe today?

What can we all learn from James?

What would you like to ask James if you could meet him?

How good is your workplace safety culture?

What is the worst type of accident that could happen at your workplace?

What is the accident most likely to happen?

How can we stop those accidents from ever occurring?

What is more important than staying safe?

Who looks out for you at work and who do you look after?

When was the last time you stepped up to deal with a safety concern?

How do we stop an accident before it happens?

How often do you assume that because you work in a safe company that you will stay safe?
Discussion Points

When could a good safety culture fail?

What is your safety communication like? How effective is it?

How do you best achieve continuous improvement in Health and Safety?

How could you improve your Health and Safety at home?

Why is honesty so important to Health and Safety at work?

What are you going to do from now on to stay safe and look after others?
Suggested Exercises

**Big Numbers**

What numbers make up our work culture?

Ask the group what they know about how the organisation is doing safety wise. Are we hurting anyone?

Show them where you are at and share your vision of where you want to get to.

**Individual Numbers**

Ask each member of the group to think about the most likely or worst accident that they could have at work (or home).

If a film was subsequently made about them what would their numbers be?

**Safety In Numbers**

What numbers represent what we should be doing to improve our workplace culture and what we as individuals can do to look after ourselves?

**Why We Do Safety - Legal Moral Economic**

Ask the trainees to choose the key Legal, Moral and Economic benefits of a strong safety culture. Explore which is most important and why.
Instinct

Ask the group to read the following:

“Scientists have discovered that as long as the first and last letters of each word are in place then the brain can still work out the meaning. This is because we recognize the words as a whole rather than spelling each one out.”

This is an instinct that we have developed as a result of our reading experiences.

In much the same way, very often we have subconsciously recognised warning signs that our natural safety instincts alert us to. It’s that little voice in your head that says if I do that I might hurt myself but for some reason we do it anyway.

Behind every major disaster there was at least one person who did not listen to their instincts.

Patience

On average how long does it take to check on the safety of a new task?

Ask the group how long it takes in their job?

Now ask if it is ever okay to rush into an unknown task in an unfamiliar environment.
Self-Awareness: We are all individuals.

Ask the group to tell an unusual fact about themselves? List them all on a flipchart. Then ask the group to take another look around and if they now see the group in a different light?

The point is we are all different and have different capabilities that we must work within to stay safe.

Everyday Dynamic Risk Assessments:

We tend to think of dynamic risk assessments as something work related. In reality we do them all day everyday ranging from crossing the road to driving our car.

Ask the group for some examples that show how dynamic risk assessment should be second nature to us.

Time and Money

Ask the group to consider how they are most likely to get hurt at work. How painful would the consequences be? Now ask them to consider how much time it would take to stop that from happening? Would it require any money spent to fix the problem?

80% to 85% of the answers to these questions are just seconds and no money.

Ask what is stopping them from taking those actions every day?
Suggested Exercises

Would Your Loved Ones Sign This?

Pass out a copy of the “Would Your Loved Ones Sign This?” handout on page 13 to each trainee.

Ask them to read and then discuss how they have a duty to those who care for them to stay safe and healthy.

Plan of Action

Ask each trainee to come up with an action list of how they can best work safely, using the template on page 14 as a guide.
I, the undersigned, agree to let

................................................................................................
do the following:

• Take their chances with any shortcuts required to get them home five minutes early.
  • Disregard normal procedures because their way is better.
  • Take for granted that each day at work is the same as the last with no new hazards to look out for.

In the event of a serious accident, I agree to:

• Cope with their pain and sadness from hospital treatments.
  • Give up my normal life to provide 24-hour home care.
  • Stay with my loved one even though they are not the person I knew before the accident.

Signed ....................................................................

Trainer ....................................................................

Would Your Loved Ones Sign This?
Safety By NUMBERS Training

Evaluation

lattitude
In response to the Safety By Numbers Training Programme,

I, ......................................................................................, 

make a commitment to complete the following three actions:

1...............................................................................

...............................................................................

2.............................................................................

.............................................................................

3.............................................................................

.............................................................................

Signed ....................................................................

Evaluation
This certificate hereby confirms that the following person has fully completed the Safety By Numbers training course.

Name: ...........................................................................

Signature: ......................................................................

Organisation: ..................................................................

Date: ..............................................................................

Approved By: ..................................................................

Certificate of Safety By NUMBERS Training
“It is health that is real wealth and not pieces of gold and silver.” - Mahatma Gandhi

“Your future depends on many things but mainly yourself.” - Frank Tyger

“Accidents hurt safety doesn’t.” - Anon

“Precaution is better than cure.” - Edward Coke

“Health is not valued till sickness comes.” - Thomas Fuller

“Anyone who thinks there’s safety in numbers hasn’t looked at the stock market pages.” - Irene Peter

“You don’t have to be a mathematician to have a feel for numbers.” - John Forbes Nash, Jr.

“Originality exists in every individual because each of us differs from the others. We are all primary numbers divisible only by ourselves.” - Jean Guyton

“ Mediocrity would always win by force of numbers, but it would win only more mediocrity.” - Ellen Glasgow

“We have to keep in mind that it’s not just about the numbers of people who died; it’s also the manner which many of these victims met their deaths.” - Iris Chang

“You know, there’s a difference between politicians and leaders. Politicians read poll numbers and compromise. Leaders do what’s morally right.” - Josh Fox
“Human beings cannot comprehend very large or very small numbers. It would be useful for us to acknowledge that fact.” - Daniel Kahneman

“Statistics are used much like a drunk uses a lamppost: for support, not illumination.” - Vin Scully

“There are two kinds of statistics, the kind you look up and the kind you make up.” - Rex Stout

“Statistics are no substitute for judgment.” - Henry Clay

“Luck is a very thin wire between survival and disaster, and not many people can keep their balance on it.” - Hunter S Thompson

“Learning is not compulsory... neither is survival.” - W. Edwards Deming

“Resilience is all about being able to overcome the unexpected. Sustainability is about survival. The goal of resilience is to thrive.” - Jamais Cascio

“Survival is not about being fearless. It’s about making a decision, getting on and doing it, because I want to see my kids again, or whatever the reason might be.” - Bear Grylls
Make sure you know everyone’s name, use ‘name tents’ if you have to. It’s a courtesy to respond by name to people.

Get everyone involved in some way, at some time, during the training.

Make every presentation interactive rather than a lecture. If time is limited, reduce your content so that what you do deliver can still be interactive, rather than ‘rail-road’ them through lots of material.

Always finish on time – if you don’t and attendees are asked about the training – that’s the feedback they’ll give to others – “it ran late.”

Enjoying training is conducive to learning. Find the balance between humour and the serious side of safety. Have fun, and then refocus on the real consequences if we get it wrong. Think of it as an emotional rollercoaster, balance the funny and the serious.

Always bring in stories, anecdotes and statistics to support what you are saying.

Be honest, be human, admit you’ve made mistakes and you’re not perfect. Share your experiences and what you (and others) could learn from them.

Ask don’t tell. Listen and respond. Respect their opinion, challenge them where appropriate.

At the end thank them for their time and attention. Remind them just how important all of this is, how little effort is required to keep safe, and the prize if they do, the potential consequences if they don’t.
Lattitude Consultancy Led Training

Lattitude offer a wide range of behaviour based consultant led training programmes including the world famous meerkat teamwork and elephant leadership programmes. We work with a wide variety of organisations across all industrial sectors. Current clients include The Crown Estate, Babcock, Dairy Crest, Urenco, Eon, Kerry Foods and Smurfit Kappa.

You can find out more here: www.lattitudesafety.co.uk

Lattitude Bespoke Productions

Our production team have extensive experience of working for a wide variety of organisations including the likes of Laing O’Rourke, Bank of England, Huntsman and BP.

If you want to produce your own memorable and engaging approach to workplace safety please call us on 01435 831500.