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Severfield plc have been working with ARMS since 2016 on our behavioural change programme and we are now clearly seeing the impact of our work in this area. When I joined Severfield there was a behavioural training programme in place and there was a good level of knowledge around the importance of behaviour in ensuring we achieve our aspirations of zero harm.

However what I didn't see was how this knowledge was to be applied within our existing safety culture and therefore how this knowledge could then lead to a sustainable change in behaviour. We conducted a review of the current approach and decided we needed to look for a consulting partner that could help us better understand our own business, what the obstacles to change were and crucially how we could design our next steps to ensure a sustainable path to the safety culture we wanted to achieve.

We chose to partner with ARMS who have an established record of working in large, complex organisations and whose approach is to guide us whilst designing a programme that is unique to us and fits our organisation's existing culture. In fact it was necessary to design an approach that fitted multiple cultures within our business and we are confident we have achieved this within Severfield. We currently have in excess of 100 developed safety coaches who are active across our construction sites and our factories and we are now beginning to see impact on our output measures, through a significant reduction in RIDDOR reportable events and minor injuries/near misses. This is all against a really positive and open reporting culture. Our next task is to integrate our supply chain in to our new working culture and we have already started this with a focus on the supply chain senior management and what they feel they need to do differently to mirror our efforts especially in regards to safety leadership and safety coaching.

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