

SAFETY

CONVERSATION

SEE CARE SHARE WEEK

Welcome to day 2 of See Care Share Week across the business. Inclusion Safety is the first stage in psychological safety and a very important one. It links very much with our Diversity and Inclusion Strategy. Inclusion and feeling safe go hand in hand.

WHAT YOU NEED TO KNOW

We all want to feel included, we all long to belong. Simply being accepted in a team for being you and you feeling comfortable to be yourself within that team is the first step. This is the same for your workplace, family, friends, community and anywhere we interact with others in groups.

Inclusion Safety is all about creating an environment where our people feel included, it is basic human need to connect and belong whether that's at home, work or in social settings everyone wants to be accepted and feel part of something, this is what gives us our purpose, this helps develop our "why". We want you to create an environment without fear of rejection, embarrassment, or punishment, boosting confidence, resilience, and independence.

This stage means all members of the team must be included and welcomed – without discrimination regarding gender, age, race, social background, sexual orientation, neurodiversity, or anything else.

If we make sure everyone is included and are given a voice, this is where we can often find the best ideas for improvement. By ensuring we do not pre-judge people or situations, this will also ensure that we can all be open and honest at work and at home so we feel comfortable and safe in our environments and can Speak Out, Get Involved and Be Mindful in all that we do.

This is where we can really show care and make people feel part of something good.

This is true of our approach to safety too, our people should feel included in our safety decisions, and feel included to make an input.

In today's activity "Circle of Safety" we want you to work together in your teams and get everyone involved in the discussion and feel included and heard. So please take the next 10 to 15 minutes to really engage with each other and hear the views of the team and agree what your culture is in your unit in terms of the "Circle of Safety".

Please also remember to post images and videos on Workplace of the activity to promote what you are doing and enjoy yourselves.

Tuesday: Inclusion Safety



SPEAK OUT

- You will ask questions if I don't understand and stop unsafe behaviours being demonstrated by others.
- You will report incidents, near-misses, or hazards promptly
- You will express any concerns or suggestions for improvement to your Supervisor and Line Manager as soon as possible

BE MINDFUL

- You will be vigilant about hazards, the surroundings, team members and your fitness for work.
- You will stay focussed on the task I am doing and look for ways to improve the way it is done
- You will take the time to plan and focus on how to do the job safely

GET INVOLVED

- You will care for your team members and encourage others to work safely.
- You will contribute to safety discussions, investigations, and meetings
- You will share your safety knowledge, experiences, and learnings with others

YOUR COMMITMENT

- Do not pre-judge people or situations.
- Create an environment without fear or rejection.
- Show care and look out for each other.

MORE INFORMATION

Please visit the See Care Share Week page on the HSE Website for more information on this week and the See Care Share page on the [HSE Website](#) for more information on See Care Share in general.

SEE CARE SHARE WEEK 2023
TUESDAY'S ACTIVITY - CIRCLE OF SAFETY
MANAGEMENT INFORMATION

Activity: Tuesday Activity
Type: Individual or Group Activity
Instructions:
We all want to feel included, we long to belong. We humans need to be accepted in a team before we can be heard so essentially the first stage is simply being comfortable being present. This stage means all members must be included and welcomed - without discrimination regarding gender, age, social background, sexual orientation, neurodiversity or anything else. Using the attached worksheet individually or as a group discuss what makes you and your team feel safe or contribute to a safe working environment in your unit. By understanding what makes feel safe or unsafe you can better understand how to improve our safety culture for everyone.
With your team consider what belongs inside your circle of safety and what belongs outside of it. We have given you some examples of what you could include on the bottom of this sheet along with some more information about the Circle of Safety. Why not share a photo of your activity and the worksheet on Workplace tagging @HSEandShareWeek23
Circle of Safety
With a Circle of Safety, team members can rely on one another to strive towards their shared goals even during the hardest times. When difficult times arise, such as time pressures, staff shortages or even workplace conflict teams with low levels of trust splinter apart. Trusting teams pull closer together. Creating trust within our teams is vital to ensuring the safety of all.

Consider the following, what would be inside or outside of your circle of safety?

<ul style="list-style-type: none">• Poor Maintenance• Disorganised• Teamwork• Open Communication• Defective Equipment• Training• Working Alone• Friendship• Aggressive Behaviour• Rest Rooms• Uniform	<ul style="list-style-type: none">• Correct PPE• Good Instructions• Safety• Lack of Supervision• Excessive Work Pressure• Consideration of my abilities• Engagement• Leadership• Honesty• Ownership• Safety Behaviours
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