

Wellbeing

OUR ASPIRATION

To ensure employee wellbeing remains core to business operations across the sector, through responsible health and safety practices. Specifically the provision of education and training to develop employees' skills, and mental health support.

KEY STATS

3,700 additional training days for employees in 2019 compared to 2018.

140 apprentices in 2019, up from 68 in 2018.

In 2019, the sector Lost Time Injury Rate was **0.32***.

In 2019, the Accident Rate was **0.16***.

In 2019, the RIDDOR Reportable Injury Rate was **0.01***.

*How are accident statistics calculated?

Accident Rate =

$$\frac{\text{(Total Number of Accidents)}}{\text{(Total Number of Employees)}}$$

Lost Time Injury (LTI) Rate =

$$\frac{\text{(Total Number of Days Lost)}}{\text{(Total Number of Employees)}}$$

RIDDOR Reportable Injury Rate =

$$\frac{\text{(Number of Injuries Reportable Under RIDDOR)}}{\text{(Total Number of Employees)}}$$



THE CHALLENGE

Continual improvement in health and safety performance in a changing work and regulatory environment alongside which employers must train the workforce of the future and nurture existing talent.

WHERE WE ARE NOW

Brick manufacturers have worked together as part of the wider ceramic sector Health and Safety Pledge Scheme, to improve health and safety performance through sharing good practice and initiatives. One example of this collective working is the development of the sector Continuing Professional Development scheme for quarry managers.

Supporting mental health and wellbeing is high on the agenda for many companies, with a range of initiatives taking place. Examples include membership of "Mates in Mind" - a charitable programme to promote positive mental health in the workplace. Also participation in the mental health roundtable, where companies come together to share learning and experiences. Companies have also carried out a range of training, support and awareness raising initiatives. This work will continue to remain a priority.

WHAT WE PLAN TO DO

- + Continue to invest in formal training and apprenticeship schemes
- + Engage with the Health and Safety Pledge (Pledge Phase 4), which is closely aligned with the HSE's Manufacturing Sector Strategy
- + Continue to work closely with IOM3 to deliver a health and safety Continuing Professional Development (CPD) scheme for those responsible for the management of quarries
- + Explore further opportunities for collaborative working to improve health and safety performance, including the development of sector specific training

WORKING IN PARTNERSHIP TO DELIVER A SECTOR CPD SCHEME



The brick industry works in partnership with IOM3 and the British Ceramic Confederation to manage the clay quarry manager continual professional development (CPD) scheme designed to support the health and safety and environmental competency of employees working in quarries.

Over the last four years, partners have worked together to raise standards and ensure that the scheme meets the needs of employees who have clay quarry management responsibilities.

Recent developments include:

- + The development of a sector Competency Framework.
- + Working with training providers to develop bespoke sector training.
- + An annual programme of sector training courses.

This partnership working is helping to make sure that the CPD scheme continues to evolve and meets the needs of the sector.