

EXTERNAL DIVERSITY ACTION PLAN 2011 - 2012

Continuing to embed considerations in our work	
Action	Outcomes and Performance Measures
Corporate processes to monitor and steer diversity progress.	The Diversity Steering Group (DSG) steers HSE’s diversity agenda, approves progress reports and action plans, clears Senior Management Team and Executive Board papers.
<p>Ensure EIAs are completed when required and include information as detailed in the EIA toolkit.</p> <p>DSG to monitor and review EIA numbers and quality at DSG meetings 3 times a year.</p>	<p>New work to take account of the needs of our diverse audience. To address any adverse impacts and promote good relations where appropriate. The process leads to improved service delivery and statutory compliance. Changes to be recorded and examples to be reported to the DSG.</p>
<p>Agriculture: Working with stakeholders as the HSE single point of contact for issues arising from the BERR (formerly BIS) Vulnerable Workers Enforcement Helpline, ensuring that issues affecting vulnerable workers (in particular migrant workers, women and young workers) are dealt with across HSE, including enforcement action where necessary.</p>	<p>HSE is also involved with the Pay and Work Rights Helpline (a confidential service that provides help and advice on government enforced employment rights, including working time issues). Specific protocols have been agreed with FOD, which lead to effective interventions to deal with working time matters such as type of enforcement action taken and the referral of other health and safety issues.</p>

<p>To require through early interventions that the Olympic Delivery Authority (ODA) and the principal contractors have systems in place to check competence and provide health and safety induction for all workers.</p>	<p>Design interventions to take account of different needs among particular groups of workers.</p> <p>ODA have completed over 80% of their work and will finish this by the end of 2011.</p>
<p>EHRC report highlighted poor working conditions regarding meat and poultry processing factories. It is expected that EHRC will also turn its attention in 2011 to the fresh produce sector, focusing on pack houses and field working on key risk areas, i.e. poor welfare, lack of training and machinery.</p> <p>A proposal was submitted to FOD to include in its plan of work for 2011/12 inspection of meat and poultry processing factories and fresh produce. This is specifically aimed at looking at migrant and vulnerable workers.</p>	<p>A Sector Information Minute (SIM) has been produced for core work in 2010/11. Meat/poultry factories will continue to be a priority in 2011/12. For fresh produce the work will be intelligence led.</p> <p>FOD planning group accepted that this work is a priority and hopes to devote more time and have a bigger impact. It recognises that good targeting information is required and also feels that there is scope for flexible work from the Local Authorities in this area, including the use of joint warrants.</p> <p>Outcomes will be measured via COIN and stakeholders feedback.</p>
<p>Partnership work on age</p>	
<p>Work with DWP Age Positive programme and other stakeholders to develop key messages on health and safety and safety and ageing.</p>	<p>Guidance will be published on HSE's web pages by summer 2011.</p>
<p>Sustain our focus on communication</p>	
<p>Maximise effectiveness of information and advice by choosing images and text that will engage with the target audience.</p>	<p>Target audiences can fully access the health and safety messages directed at them.</p>

<p>To make sure that information, advice and guidance is accessible to everyone. We will proactively produce core health and safety information in a range of appropriate alternative formats.</p> <p>Where appropriate, we will continue to pro-actively translate information into other languages.</p>	<p>In compliance with equality legislation a range of health and safety publications will be available in a range of formats.</p>
<p>Extend diversity communications toolkit to include all diversity strands.</p> <p>Work with Communications Directorate to identify and review what intelligence is already available.</p>	<p>Identification of work required to ensure communications toolkit includes information on all diversity strands and timetable for work agreed.</p>
<p>Promote HSE's disability guidance to a wide audience by a variety of methods.</p>	<p>Disability reference group expertise to be used to help promote the guidance, helping HSE meet its statutory duty to involve disabled people. HSE will raise awareness of risk assessment for disabled employees and development of reasonable adjustments in the workplace.</p>
<p>Develop web pages for new diversity strands and ensure all HSE diversity web pages are up to date with research and legislation.</p>	<p>HSE web pages to be available for all diversity strands, to increase awareness of diversity specific messages and control measures that can improve occupational health and safety outcomes. An effective way of monitoring to be established. We will continue to work with stakeholders.</p>
<p>Agriculture re-visited:</p> <p>Building upon the success of the Make the Promise (MTP) communications campaign which aims to cut the number of deaths and injuries in farming.</p> <p>Developing and implementing the Stakeholder Engagement</p>	<p>The farming industry has been highly supportive of the initiative. It is hoped that the key industry stakeholders will in some way take the initiative forward.</p> <p>To date over 29,000 farmers have formally made their promise and asked to receive further information from HSE. Independent research has demonstrated widespread</p>

<p>strategy for the Agriculture Revisited Initiative. Delivery of a programme of 26 Safety and Health Awareness Days (SHAD) during 2011/12. SHADs are practical demonstrations covering the everyday hazards faced by farmers.</p>	<p>awareness (73%) and acceptance of the MTP messages by the target audience.</p> <p>In the last ten years, 175 SHAD events have attracted an audience of approximately 52,500 family farmers, the self-employed and farms employing up to four farmers. The aim is to get 300 farmers to each event.</p>
<p>Major research projects on health and other areas</p>	
<p>Address issues in relation to correct face fit of Respiratory Protective Equipment (RPE), particularly in relation to female face size/shape and the need for other means of protecting bearded workers.</p>	<p>Use a model simulator that demonstrates the impact of differences in gender and ethnicity on RPE fit, by delivering training courses for HSE and LA inspectors and various stakeholder and duty holder events throughout the year. HSE will continue to work with external parties to consider issues of RPE wearability and the impact of gender and ethnicity on fit. Seek to deliver outputs to improve wearability and support duty holders in this area.</p>
<p>HSE's External Diversity Team to report to the DSG on areas where further research may be required, to include all diversity strands.</p>	<p>DSG to decide if any further equality research is required. Research to tie in with HSE strategy. Key briefs produced with relevant information and issues that are in line with HSE strategy.</p>
<p>Agriculture: Possible research, aimed at improving corporate knowledge of cultural issues (e.g. how best to communicate, how groups like to receive information, how to get older workers to access occupational health advice) and profiling of diversity groups across geographical regions.</p>	<p>Stakeholder Engagement strategy has been developed. The overarching implementation plan and individual action plans are still on going.</p>

Stakeholder Engagement	
<p>To continue to build relationships with a range of stakeholders to include all strands, particularly building relationships with those stakeholders for diversity strands newer to HSE.</p> <p>Improved understanding of both HSE strategy and services and stakeholder needs.</p>	<p>Stakeholders identified for all diversity strands. Improved contact and understanding of stakeholder needs.</p>
<p>We will work with colleagues to explore how we can encourage HSE's Advisory Committees and other sector and topic stakeholder forums to address and take account of diversity in the committee and forum agendas.</p>	<p>Key groups to be identified and given a general overview of diversity to raise awareness of issues in their particular area of expertise. Closer relationships established with the secretariats to enable identification of how diversity can be mainstreamed in committee and forum agendas and business.</p>
<p>Continue to work with the TUC Gender Occupational Safety and Health (GOSH) group to progress the gender work stream.</p>	<p>Key stakeholders with HSE to progress work, sharing experience and good practice.</p>
<p>Agriculture: Intelligence sharing between the Gangmaster Licensing Authority (GLA) and HSE, leading to enforcement action where necessary, how to get older workers to access occupational health advice and profiling of diversity groups across geographical regions.</p>	<p>Prompt and effective response to requests for information about those who apply to hold a gangmaster license.</p> <p>Effective screening and referral by HSE single point of contact to the field and subsequent enforcement action.</p>