

Working to ensure that our employees understand their health and safety obligations is critical to maturing and stabilising our safety culture. Employees receive general health and safety training at various stages:



- Induction – all new employees receive a health and safety induction on day one of their employment. This means that they understand the site emergency procedures, key health and safety rules and any welfare arrangements. This is supplemented in their departments with a local area induction.
- Job Training – Employees receive regular health and safety training according to their role and any hazards that exist in the work they are conducting. Role specific training, for example safe use of equipment, is delivered as part of operator training within their departments.
- General Health and Safety Training – General Health and Safety training is sometimes delivered to whole employee populations. Health and Safety Theme of the Month was introduced at Skipton in 2019 and is an opportunity to build awareness and competence around safety topics that are likely to be relevant to everyone working at a site. Topics such as Fire Safety, Manual Handling, Personal Protective Equipment and Workplace Transport and Pedestrian Safety are just some of the topics which have been covered.
- Subject Matter Experts – Across the Group there are many employees who are trained in specialist health and safety roles. These roles support the overall health and safety management system to enable risks to be controlled on a day-to-day basis. Examples of such roles are first aiders, fire wardens, and spillage responders. For each of these roles training is provided and this is refreshed according to the required frequency.
- Post-accident reviews – following any accident the need for retraining is reviewed as part of the accident or incident investigation.