

## Building a Positive Health & Safety Culture in Your Club

Since the Health & Safety at Work Act 2015 came into effect, the focus on improving Health & Safety (H&S) has been increasing. By now you will hopefully be familiar with the range of gymnastics-specific resources developed by GNZ to support clubs (see [Club Portal](#) resources if not).

H&S has been a GNZ focus through the Relationship Manager and Events Teams over the past few years and there has been continuous improvement within clubs in this area. However feedback that we regularly receive is that while there are often one or two people championing H&S within a club, they struggle to gain whole club buy-in to its importance.

Increasing compliance with H&S requirements through checklists, risk assessments and reporting is excellent, however, the ultimate goal is to create a strong H&S culture throughout the entire organisation and this both hard to define and to create.

Positive H&S culture is ultimately about people, specifically your people and team, and how they work together and with others they come into contact with through your workplace. There are many definitions but all have two things in common:

- It is about people's values, attitudes, beliefs and behaviours. In an organisation with a good H&S culture, these are geared towards the belief that safety is always a priority.
- It is about the spread of these values, attitudes, beliefs and behaviours. Organisations with a strong H&S culture have these spread throughout – from top to bottom, in everything everyone does in the organisation.

“the core values, beliefs and behaviours resulting from a collective commitment by leaders and individuals that appropriately prioritise safety against other organisational goals to allow business objectives to be undertaken without undue risk”.

### Five Key Ideas for Building a Positive H&S Culture in your Club:

1. **Lead by example** – your staff and volunteers need to see and believe in the commitment to H&S from your committee first and foremost. This involves ALL committee members taking an active interest in H&S in the club, speaking positively about its importance and prioritising it in budgeting decisions.
2. **Communication** – what are the clubs H&S processes and policies? What are the expectations? Be clear on these and communicate them regularly. Make sure that H&S information is displayed, discussed and updated regularly.
3. **Involve your team** – who is involved in reviewing your risk assessment? What opportunities are there for staff to discuss H&S issues, concerns etc.
4. **Training** – firstly – ensure that all of your staff/volunteers understand their H&S responsibilities. Ensure that if any specific training is required for a particular role it is provided. Provide ongoing opportunities for learning and discussion - information received passively is far less likely to be retained, use coaches meetings and other staff meetings as opportunities to engage everyone in discussions about H&S. Not once but regularly – a small amount of time regularly spent will have more impact than a one-off information dump. Include H&S in staff and volunteer inductions and review these annually.
5. **Reward the behaviour you want to see** – recognise and acknowledge those who are demonstrating positive H&S behaviours.

1. **Keep it real**
2. **Keep it simple**
3. **Keep it consistent**

### **CLUB EXAMPLE - Turn & Gymnastic Circle**

H&S training session

Part 1:

Pub Quiz game – run with all coaches divided into teams (each team with a bell). Teams were asked general H&S questions that related to the club and prizes were given out for winning teams etc.

Part 2:

Scenarios – the groups were given H&S scenarios to discuss and decide on how they would respond

The training session was a fun way to get everyone engaged in what can be a dry topic. It demonstrated that H&S is a priority for the club and was a great opportunity for some team building as well. By creating a supportive environment where it was ok to make mistakes, people feel more comfortable asking questions. It also was a good opportunity to identify knowledge gaps within the team particularly regarding club H&S processes.

If anyone has any examples of interesting things you've done in your club to create a positive H&S culture, please let your RM know. We would love to share them