



Module 3 - Implementing Behavioural Based Safety

Behavioural Based Safety is a process that, when implemented in the right way and right context, reduces unsafe behaviours that can lead to incidents occurring in the workplace.

The process works by reinforcing safe behaviour and identifying and reducing the root causes of unsafe behaviour.

This one day course is available to those delegates who have previously completed the Safety Culture Development and Safety Leadership modules as these two days provide the necessary foundation for this final session. The module will draw together the previous learning in order to provide delegates with the skills necessary to develop a Behavioural Based Safety Process within their organisation.

The course will cover:

- An introduction to Behavioural Based Safety and a comparative tool to assess systems in use.
- Measurement (including observations) and Behavioural Analysis. This section covers how to select the appropriate method of data collection, conduct behavioural observations where appropriate as well as how to use indirect measures to assess safety behaviours within your organisation. You will learn how to identify your 'Top Ten' key behaviours, agree what 'Good' looks like and how to carry out observations for maximum benefit.
- How to conduct Behavioural Analysis. This section will equip you with the knowledge and tools to explore identified behaviours with the goal of uncovering their behavioural root causes. Establishing these behavioural root causes is the key to finding the most effective solution. This section also addresses the importance of constructive interaction and, if appropriate, how to give effective feedback to aid in the identification of the drivers of behaviour.
- Solution creation. In this section of the course you will learn how to use your knowledge of Behavioural Analysis to identify possible solutions that will remove the behavioural trigger (the temptation to behave unsafely) and develop ways of replacing existing systems, practices and tools with safer alternatives aligned with human psychology and driving safe behaviours.
- How to track progress for success. Using the knowledge you have learned throughout the course you will learn techniques for tracking improvement within a framework designed to ensure the solutions identified are implemented and having the desired effect.

This course is highly interactive and practical to ensure that delegates are well practiced in approaching and observation techniques. By the end of the course delegates will be well on the way to having planned their own organisation-specific approach to implementing a Behavioural Based Safety system tailored to the requirements of the target environment.