Health, Safety & Wellbeing
Awards 2017
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Introduction

Safety is our first imperative. It means that no one should be harmed when travelling or working on the strategic road network and is at the heart of everything that we do.

Health, safety and wellbeing sit at the core of our culture and it drives all of our decisions and all our behaviours.

I am delighted that we now have a new award scheme, for the first time dedicated to health, safety and wellbeing achievements, excellence and innovation. We can now celebrate success and recognise and share the accomplishments of people, both in our supply chain and our own company.

This scheme sits alongside our existing Supplier Recognition Scheme Awards and successes will be celebrated at our special awards ceremony on 7 March 2018.

There are 6 categories open to people both in our supply chain and Highways England and we will give awards to both communities.

In addition there is a special overall Chairman’s Award. This is a discretionary award chosen from the winners of all the categories. The winner of the Chairman’s Award will be announced at the Supplier Recognition Scheme Awards ceremony on 20 March 2018.

The nomination period for the new Health, Safety & Wellbeing Awards opens on 5 October 2017 and closes on 15 December 2017.

I look forward to seeing really high quality submissions. I know there is great work being done out there – both within Highways England and across our supply chain. This is your opportunity to highlight that and for Highways England to recognise some small part of the huge work that has gone into keeping everyone safe and well.

Jim O’Sullivan
Chief Executive Officer,
Highways England
October 2017
Background

Highways England’s Health, Safety & Wellbeing Awards 2017 are designed to recognise, celebrate and share achievements and excellence in health and safety performance across the industry. They will be awarded annually to those individuals, teams, projects and companies who make a significant contribution to our first imperative – that no one should be harmed when travelling or working on the strategic road network. The awards are open to Highways England employees, our suppliers and their supply chain (extended supply chain, small and medium enterprises etc).

Our awards aim to:

- Recognise the Highways England values and behaviours expected to ensure safety is our first imperative.
- Encourage individuals and teams to contribute towards continuous health and safety improvements.
- Identify exemplars in promoting a positive health and safety culture.
- Share innovation and best practice across the industry.
- Reinforce the commitment by Highways England and the supply chain to achieving zero harm.

Our awards will be judged by the quality of your submission, with additional supporting evidence.

Award categories

- Health & Safety Innovation
- Excellence in Road User Safety Achievement
- Project of the Year
- Graduate/Apprentice of the Year
- Health & Wellbeing initiative of the Year
- Excellence in Health & Safety Performance

Judging

Entries will be judged by a panel of subject matter experts, including Highways England’s Chief Executive Officer, Jim O’Sullivan.

Where the category is open to both Highways England employees and our supply chain, a winner will be selected from each community.

Our awards will be presented at a lunchtime ceremony on 7 March 2018. Those shortlisted for each category will be invited to attend the event, and we will contact them mid-February 2018.

The Chairman’s Award for Health & Safety will be judged from nominations made to the Health, Safety & Wellbeing Awards and will be presented at our Supplier Recognition Scheme Awards on 20 March 2018.
Award categories

Health & Safety Innovation

Our Health & Safety Innovation Award will be given to an individual, team or organisation for a new initiative, development or scheme that has delivered significant health, safety and/or wellbeing benefits. This could have been achieved through the use of a new device, piece of equipment or the development of a novel procedure or policy. It could also include an innovative approach within a cultural/behavioural programme.

**Key considerations include:**

- The impact of the innovation on health and safety performance/outcomes. Demonstrate how it has delivered tangible benefits to health and safety, including cost and risk reductions.

- The originality of the innovation, its aims and outcomes. Evidence of its originality and any supporting research.

- Evidence that the innovation is now being used.

- The steps taken to engage all stakeholders.

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This award is open to both Highways England employees and our supply chain. Awards will be given in both instances.

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Excellence in Road User Safety Achievement

Our Excellence in Road User Safety Achievement Award will be given to any organisation, team or individual who has made an extraordinary contribution to delivering our road safety ambition. The judges will be looking for evidence of outcomes that go above and beyond what is expected and which support one or more of our road safety strategic pillars:

- Safer roads.

- Safer vehicles.

- Safer people.

It may include incident management, new technology, and the creation of new policy.

**Key considerations include:**

- Evidence of safety in design.

- Educational (training/skills development) or awareness campaigns.

- Evidence of a change of behaviours has been effected – eg compliance or enforcement.

- Collaboration with other industry bodies.

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This award is open to both Highways England employees and our supply chain. Awards will be given in both instances.
Project of the Year

Our Project of the Year Award will focus on the contribution that effective health and safety planning, execution and innovation gives to overall project performance. The focus will be on the effectiveness of all stages of delivery, including design, operation, maintenance and demolition. Innovation, along with continuous improvement, will form part of the judging criteria, together with the overall safety performance.

Key considerations include:

- Management of occupational health – wellbeing initiatives, fatigue management approach, stress management etc and how this has resulted in reduction in lost time and fewer cases of workplace illness.

- Evidence and examples of where health issues have been designed out at each stage – demolition, construction and maintenance.

- In providing evidence for a positive safety culture show how everyone on the site has been involved – including all supply chain tiers – what behavioural safety techniques have been employed and what innovations have been implemented.

- Leading metrics – any evidence of where these have helped reduce incidents, together with inspection data, training records, and outputs from safety events.

Graduate/Apprentice of the Year

Our award is aimed at graduates/apprentices who have clearly lived Highways England’s values, and demonstrated passion and ownership in their approach to health and safety. The judges will be looking for individuals who have acted as an ambassador for health and safety, consistently championing that agenda, who have shown initiative, or identified a different or new way of doing things which improved health and safety.

Key considerations include:

- The way in which the individual has positively influenced the health and safety culture in their working environment – be that a location or their team behaviours.

- The diversity of the approach – evidence of reaching different audiences through the lens of equality, diversity and inclusion.

This award is open to both Highways England employees and our supply chain. Awards will be given in both instances. Please note that applicants for this category must currently be a part of an apprentice or graduate scheme.
Health & Wellbeing Initiative of the Year

Our Health & Wellbeing Initiative of the Year Award will be given to those who have contributed significantly to improving standards in this area.

The judges will be looking for evidence of:

- Leadership that understands and believes in the value of a healthy workplace and is also fully engaged with a range of programmes and support mechanisms.
- Evidence-based occupational health standards and targets, integrated as part of business plans.
- Identification, assessment, prevention and control of health risks, prioritised and adapted to meet business and individual needs.
- The fact that health and wellbeing is embedded within the organisational culture and there is an active encouragement of positive lifestyle choices.

Submissions from within Highways England could include individual or team efforts that have raised awareness of individual/multiple health and wellbeing issues and furthered understanding. Evidence will be required to show how this has been achieved and measured.

Key considerations include:

- Innovation.
- A proactive approach that goes beyond regulatory standards and requirements.
- Employee engagement.
- Evidence of tangible benefits.

Excellence in Health & Safety Performance

Our judges will be looking for evidence of where a company, site, team or individual has focused on a particular risk or hazard and effected a demonstrable performance improvement, or significantly reduced that risk. This could include injury-free projects or teams, compliance with active assurance, near miss reporting and close out, a measurable and improving safety culture, effective health surveillance influencing sickness absence and a proactive approach to training.

Key considerations include:

- Performance outcomes that go beyond accident frequency rates. Have the implemented improvements been industry-leading and what benefits have been effected as a result?
- Learning outcomes and the potential to share that learning.
- Demonstrable improvements made to safety culture and performance.
- Evidence of how the improvement has been implemented.

This award is open to both Highways England employees and our supply chain. Awards will be given in both instances.
How to enter

Entry forms are available via the Supply Chain Portal, Highways England Portal and GOV.UK

Your full entry must be sent to us electronically at:

HSWnominations@highwaysengland.co.uk

The closing date for receiving entries is 15 December 2017 at 5.00pm.

If you are submitting multiple entries, please send separate emails for each entry.

Please include the category you are entering into the title of the email.

The winners will be announced at the Health, Safety & Wellbeing Awards ceremony on 7 March 2018.

Rules of entry

- Projects/campaigns/initiatives must be related to work undertaken on behalf of Highways England during the period covering 1 January 2016 to 14 December 2017.
- Each submission must be accompanied by an entry form, available via the Supply Chain Portal, Highways England Portal and GOV.UK.
- Each entry form is eligible for one award only. Please ensure you choose the most appropriate category for your entry form and make that clear. The judges reserve the right to move a submission to another category if they believe it is a more appropriate fit.
- Organisations/individuals may enter for as many awards as they wish, but the content must be relevant to the category concerned and can only be entered for one category.
- Supporting evidence must (including appendices, photos etc) be a maximum of 6 single sides of A4, minimum size Aerial 11.
- Entry forms will only be accepted electronically using PDF. Entry forms made on a memory stick will not be accepted.
- Supporting documentation must be easily identifiable.
- In the graduate/apprentice category individuals may nominate themselves or be nominated by a colleague/line manager.
  - Nominees for this category must currently be a part of an apprentice or graduate scheme.
- Questions should be sent to: HSWenquiries@highwaysengland.co.uk
- Highways England accepts no responsibility for entries which are not submitted in accordance with the rules of entry (which includes lost, incorrect or delayed entries) and that the judging panel’s decisions are final. Highways England will have no responsibility to nominees who do not win an award.
If you need help accessing this or any other Highways England information, please call 0300 123 5000 and we will help you.