

Welcome to March's Newsletter

Legal – Enforcement and Accident & Incident statistics



Work-place Injuries

RIDDOR defines two categories of reportable non-fatal injuries: specified ([a predefined list of injuries](#)); and injuries resulting in over-7-days absence from work. Fracture is the biggest specified injury category accounting for around 90% of all reported specified injuries in 2022/23

The most common kinds of fatal accidents to workers continue as falls from a height, struck by moving, including flying/falling, object, and struck by moving vehicle, between them accounting for around two-thirds of fatal injuries to workers in 2022/23.

The number of fatal injuries in construction in 2022/23 was **45**, an increase of **16** from the previous year total (**29**), though this difference is not statistically significant. The five year average for fatal injuries in this sector is **37**.

68 members of the public were killed in work-related accidents in 2022/23

Key figures for Great Britain (2022/23)

- **1.8 million** working people suffering from a work-related illness, of which
- **875,000** workers suffering work-related stress, depression or anxiety
- **473,000** workers suffering from a work-related musculoskeletal disorder
- **2,268** mesothelioma deaths due to past asbestos exposures (2021)
- **135** workers killed in work-related accidents
- **561,000** working people sustained an injury at work according to the Labour Force Survey
- **60,645** injuries to employees reported under RIDDOR
- **35.2 million** working days lost due to work-related illness and workplace injury
- **£20.7 billion** estimated cost of injuries and ill health from current working conditions (2021/22)

Enforcements



[Two companies fined after a worker suffers serious injuries in a fall.](#)

[Company fined and director receives suspended prison sentence after scaffolder suffers electric shock.](#)

[Company director avoids prison over wood dust failures.](#)

[Pictures reveal state of welfare facilities at sentenced Sheffield firm.](#)

[\(Interactive Click links to action\)](#)



Incidents, February 2024 Stats:

RIDDOR Reportable =0

Near Misses =1

Environmental Impacts=0

Enforcement Action =0

Ensure all incidents are reported to HS&E

[Reporting procedure](#) [Accident/Incident Form](#)



Health and Safety updates

Importance of PPE

Using the hierarchy of controls, PPE should be the last resort to protect against risks. Consider controls in the following order, with elimination being the most effective and PPE being the least effective:

Step by step:

1. **Elimination**- physically remove the hazard
2. **Substitution**- replace the hazard
3. **Engineering controls**- isolate people from the hazard
4. **Administrative controls**- change the way people think.
5. **PPE**- protect the worker

When PPE is properly fitted it functions optimally, offering its intended level of protection and reducing the likelihood of injury or illness.

If PPE is uncomfortable or poorly fitted, employees may be inclined to remove or modify it, putting themselves at risk. Properly fitting PPE reduces discomfort, encourages consistent usage, and promotes a culture of safety and compliance.

How we keep a positive safety culture here at Paramount?

Across all our sites, a 3 point PPE is mandatory additional PPE and RPE is required on some sites and only subject to change following a risk assessment, documenting and communication, etc. **Site Managers:** We encourage you to ask for assistance and to inform your H&S Manager if they wish to make any changes to anything. They are fully aware and able to advise accordingly and ensure the relevant documentation is up-to-date and is effective to prevent harm.

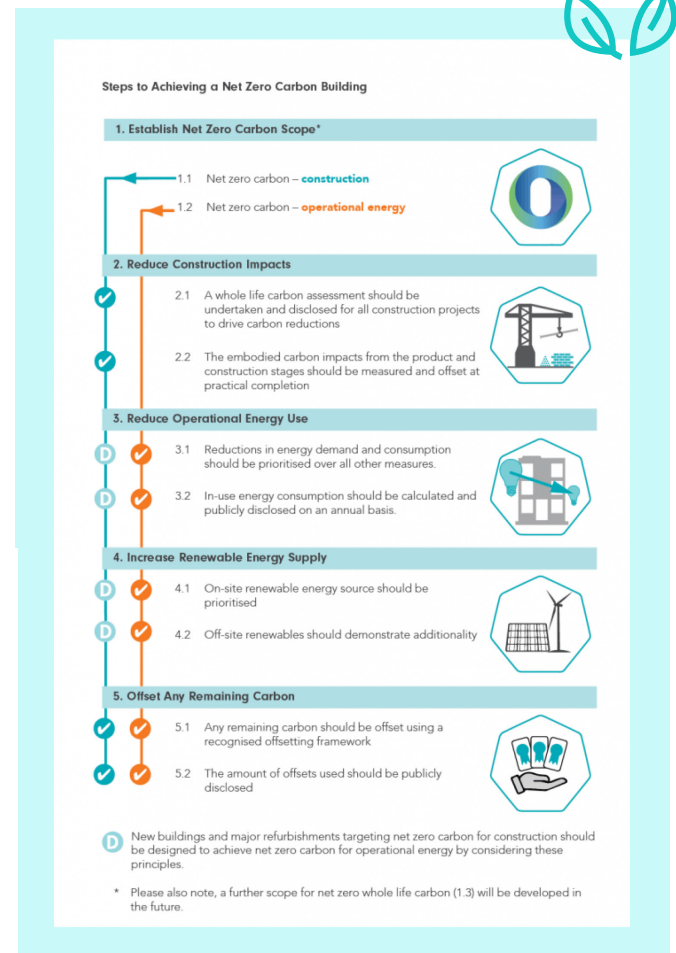
When deciding PPE ask yourself:

- Is it suitable for the conditions of the job?
- Does it offer the right level of protection?
- What sort of training or maintenance is required?
- How do I know when it needs replacing?
- Does it fit correctly?
- Are all items of PPE compatible?
- Does the PPE interfere with the job being done?
- Does the PPE introduce another health risk?
- If PPE needs maintenance or cleaning, how is it done?

Environmental Updates

Net Zero/ environment strategies

Construction activity accounts for around 50m tonnes of CO₂ emissions, over half of which is linked to construction product and materials production, particularly materials such as steel and cement, which account for around 15% of global carbon emissions. The construction sector also generates around 60% of waste produced in the UK. Reducing and ultimately eliminating these emissions, through minimising materials requirements, particularly those of carbon-intensive materials maximising the energy and heat efficiency of built assets and improving levels of reuse and recycling is critical to the delivery of 2050 target.



March's Awareness

Wellbeing updates

March 2024	Woman's History Month				
	1 st	8 th	11 th -17 th	18 th - 24 th	20 th
	Employee Appreciation Day	International Women's Day	Nutrition And Hydration Week	Neurodiversity Celebration Week	World Happiness Day

What is Neurodivirsty?

"Neurodiversity Celebration Week is special to me because it honours people for all that they are – celebrating our differences, especially those many try to keep hidden,"

Depending on how our brains are wired we think, move, process information, and communicate in different ways.

Many people in our community use neurodiversity as an umbrella term used to describe alternative thinking styles such as Dyslexia, DCD (Dyspraxia), Dyscalculia, Tourette's Syndrome, Autism and ADHD.

But regardless of labels, neurodiversity is about recognising those who think differently.

Instead of labelling people with deficits or disorders, when we use the term neurodiversity, let's take a balanced view of an individual's unique strengths and challenges.

Many 'challenges' neurodivergent people face are more to do with the environment and systems they are placed in, often designed by a majority population.



**Neurodiversity
Celebration
Week**

March 13 - 19, 2023

www.neurodiversityweek.com

A tip for **EVERYONE**, on how we can avoid being overstimulation/ reduce stress:



- Regular breaks
- Having a dedicated "focus space" with reduced visual and audio distractions
- Making use of auditory filtering
- Do one thing at a time and avoid multi-tasking
- Plan! Use lists, notes reminders, calendar entries
- Regular check-ins and supervision
- Build in rewards to help you stay on track

The acronym RAIN is an easy-to-remember tool for practicing mindfulness and compassion using the following four steps:

Recognize what is happening

Allow the experience to be there, just as it is

Investigate with interest and care

Nurture with self-compassion

Strengths of diverse neurotypes

- Pattern Recognition
- Memory
- Systems Thinking
- Perception – see what others miss
- Divergent thinking
- Persistence on activity when hyper-focused

An understanding of neurodiversity continues to grow, it is vital that we prioritize the inclusion and support of neurodivergent individuals in all aspects of life. By recognizing the value of diverse minds and working together to create inclusive spaces, we can empower neurodivergent individuals to reach their full potential and contribute meaningfully to society.

Nutrition and Hydration in the workplace

Nutrition

With the many life stresses competing for our mental energy, eating with intention can become a difficult task.

Sometimes it feels like the best we can do to survive the day is to consume anything, serving the purpose of filling our bellies.

Our overall health and well-being can be significantly improved by simply eating well in the workplace. This doesn't require following a strict diet. Sometimes making a couple of tweaks and health positive swaps to your current diet could be enough to tip the scales to a healthy way of living rather than an unhealthy way of living. As Heather Morgan once said "we are either eating towards disease or towards good health."

If we take this quote and apply it to scales, and you're on the healthier side of the scales this can have an impact on the following:

- Improved cognitive function
- Improved energy levels
- Improved mood
- Improved stress resilience
- Decreased anxiety responses
- Improved sleep

The World Health Organisation (WHO) found that optimal nourishment can raise productivity levels by 20%. Healthy employees are calmer, happier, more engaged, sleep better and take less sick days.

Neurodiversity Celebration Week 2024 Events

Monday 18	Tuesday 19	Wednesday 20	Thursday 21	Friday 22
09:30 - 10:30 An Introduction to Neurodiversity	08:00 - 08:45 Neurodiversity at Work Q&A: Ask the Experts	08:00 - 08:45 Neurodiversity at Work Q&A: Ask the Experts	08:00 - 08:45 Neurodiversity at Work Q&A: Ask the Experts	08:00 - 08:45 Neurodiversity at Work Q&A: Ask the Experts
11:30 - 13:00 Neuro-inclusive Language & Communications	09:30 - 11:00 Culture, Community and Class in Neurodiversity: Who Gets Left Behind?	9:30 - 11:00 Neurodivergent & LGBTQIA+: The 'Double Rainbow' Intersection	9:30 - 11:00 Neurodiversity for HR Professionals	9:30 - 11:00 Neurodiversity: Understanding Alternative Education Provision
13:30 - 15:00 Neurodiversity: We Don't All Fit into One Box!	12:00 - 13:30 The Benefits of Neurodiversity in the Workplace	12:00 - 13:30 Connecting Classrooms to Careers: Neuro-inclusive Tech for Future Leaders	12:00 - 13:30 Late Discovered Autism & Menopause	12:00 - 13:30 The Experiences of Neurodivergent Women & Girls
15:30 - 17:00 Neurodiversity in Higher & Further Education	14:30 - 16:00 Creating a Neuro-Inclusive Classroom	14:30 - 16:00 Neurodivergence isn't a Mental Health Problem	14:30 - 16:00 Empowering Yourself as a Neurodivergent Woman in the Workplace	14:30 - 16:00 Global Perspectives: Neurodiversity around the World
	16:30 - 18:00 Neurodiversity: Fuelling Creative Minds	16:30 - 18:00 Understanding Neurodiversity as a Family	18:30 - 20:00 Neurodiversity for Parents & Carers	16:30 - 18:00 Good Practice for Neurodiversity Professionals

Nutritious foods contain vitamins and minerals essential for brain function and the immune system, whereas sugary snacks only contribute to creating energy lows and has been linked to higher inflammatory markers in the brain contributing to brain fog.

Providing healthy food options in the workplace is an effective way of ensuring employees make smarter eating decisions, benefiting both the individual and the company. Here are a couple of nutrients and their food sources that if included in your lunch boxes will be sure to give your productivity levels a boost!

Nutrients for brain function:

- Omega 3 – *salmon, anchovies, walnuts, chia seeds*
- Tryptophan – *salmon, poultry, spinach, spirulina*
- B vitamins – *wholegrains, legumes, seeds, ethically sourced/local meat*
- L-theanine – *green tea, supplement*
- Hydration

Nutrients for stress resilience:

- Magnesium – *pumpkin seeds, spinach, swiss chard, dark chocolate*
- Vitamin C – *blackberries, blueberries, oranges, broccoli*
- B vitamins – *wholegrains, legumes, seeds, ethically sourced/local meat*
- L-theanine – *green tea, supplement*

Herbs that may help with boosting productivity:

- Gingko Bioba
- Rosemary
- Sage

Hydration

Water is vital for your health and for hydration, and there are many reasons you should [drink enough water daily](#). To stay hydrated, you need to consume enough water and other hydrating liquids to keep your body functioning properly. *(click on the link for more info)*

If you are dehydrated, some common side effects include headaches, lack of energy, weight gain, lack of detoxification and weakened immune response. That's not all.

"Adults who aren't sufficiently hydrated may age faster, face a higher risk of chronic diseases and be more likely to die younger than those who stay well-hydrated," according to new research [published](#) in 2023. *(click on the links for more info)*

Dehydration impacts many areas of the body and can cause minor and major issues. The most common effects of dehydration include:

- dizziness
- brain fog
- nausea
- muscle aches
- joint pain
- sweating
- headache
- cold, pale, and clammy skin
- fatigue
- changes in pulse

Staying hydrated allows for the normal function of everyday body processes. Without enough water or hydrating fluids, you'd face serious (even life-threatening) side effects.

Hydration is needed for the following essential functions:

- electrolyte balance
- temperature regulation
- blood pressure normalization
- stabilisation of heartbeat
- nutrition and oxygen transportation
- waste and bacteria removal/detoxification
- digestive processes
- muscle repair
- joint cushioning

Top tip: Carry a large water bottle with you to work, sip constantly throughout the day. It seems simplistic however a cup or glass means you'll be getting up 8-10 times a day to top up your glass merely to hit your required hydration levels. Reduce the hurdles and make drinking water easy. Before you ask, squash is not an adequate replacement, I'm afraid.

For further information please contact:

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