



Building quality homes, safely

Aiming high to ensure quality and safety

The health, safety, and wellbeing of our colleagues and subcontractors is our highest priority. This is an area which has always demanded our full focus, but there is still room to improve. By setting ambitious goals for our organisation, we will raise the quality and safety of our work to even higher levels.

Encouraging safety and transparency

We actively promote safe working on all our sites, using training, toolbox talks, informal and formal inspections, and best practice forums. We also encourage our colleagues and subcontractors to talk to us on any areas of concern regarding health and safety.

Investigating and preventing

We are placing even greater focus on health and safety by measuring our RIDDOR rate to cover all members of staff, not just those on our sites. Furthermore, we are using technology to improve the reporting and analysis of any health and safety incidents - this allows for more timely investigations and ensures that preventative measures are introduced.

Recognising excellence in health and safety

First held in 2022, the annual health and safety awards were established to recognise Bellway developments that excel in health and safety practices. While all our sites across the Group uphold high standards, our Earl's Way site was selected as the winner of this year's National Award for its exceptional trade discipline, cleanliness, and promotion of a positive safety culture.

Mental health

The mental health of our colleagues is also vitally important, which is why we are increasing the ratio of mental health first-aiders and implementing mental health wellbeing training to raise awareness.

Proactive remediation

Following the Grenfell tragedy in June 2017, we proactively instigated a full review of our high-rise portfolio and identified buildings with ACM cladding. We are currently engaged in a complete programme of works to remediate those buildings.

Our Key Targets for the future

- Health and Safety workshops to be delivered in all divisions, informed by accident and near miss data trends by July 2025.
- Awareness of Silt Management to be raised with construction, technical and commercial teams by July 2025.
- Gap analysis of our Health and Safety Management System against requirements of ISO 45001 by July 2025.
- 100% of sales operatives to attend a half-day course in Health and Safety, delivered by the Regional Health and Safety Managers by July 2025.

Headline target

Reduce the annual RIDDOR Rate to below the three-year rolling average by July 2024

Targets	Progress to date
<ul style="list-style-type: none"> • Reduce the annual RIDDOR rate to below the three-year rolling average by July 2024. 	<ul style="list-style-type: none"> • The RIDDOR rate for FY24 is 170.99 versus a rolling average for FY22-24 of 210.74 (FY23 RIDDOR rate: 221.15; FY21-FY23 rolling average: 193.43).
<ul style="list-style-type: none"> • >80% of applicable employees trained on the Group's Fire Safety Policy and the Building Safety Bill by July 2024. 	<ul style="list-style-type: none"> • 95% of applicable employees have received training on the Group's Fire Safety Policy.
<ul style="list-style-type: none"> • Reduce accident rates from identified reporting areas to below previous FY levels year on year. 	<ul style="list-style-type: none"> • During FY24, there were 20 third-party reported accidents, 50 manual handling injuries and slips, trips and falls decreased from 113 to 87 in FY24.
<ul style="list-style-type: none"> • Increase the ratio of mental health first aiders (MHFA) to 1 in 10 (10%) by July 2024. 	<ul style="list-style-type: none"> • Current percentage for FY24 is 9.0% (FY23 - 5.8%).
<ul style="list-style-type: none"> • Increase employees receiving mental health awareness training to 1 in 5 (20%) by Dec 2024. 	<ul style="list-style-type: none"> • 14.6% of employees have received mental health awareness training (FY23 - 10.4%).
<ul style="list-style-type: none"> • Achieve ISO 14001 certification for the whole business by July 2026. 	<ul style="list-style-type: none"> • We are working towards certification and have partnered with consultancy Loreus to assist with system development, and Interface NRM to act as our external auditors.
<ul style="list-style-type: none"> • Greater engagement with on-site colleagues and subcontractors on mental health awareness, by providing workshops on every site once in the year to discuss key areas such as suicide prevention, panic attacks and first aid. 	<ul style="list-style-type: none"> • During the year three workshops were delivered to on-site colleagues and subcontractors on mental health awareness. This workshop has been re-designed and will be rolled-out in FY25.
<ul style="list-style-type: none"> • Reduce the number of slips, trips and falls from a FY23 baseline of 113. 	<ul style="list-style-type: none"> • FY24 slip, trip and fall incidents fell by 23.0% from 113 to 87.
<ul style="list-style-type: none"> • Increase the number of 'near miss incidents' reported from a FY23 baseline of 403. 	<ul style="list-style-type: none"> • 10,998 near-miss incidents were reported during FY24.
<ul style="list-style-type: none"> • 100% of divisions to be provided with customer care maintenance operative training on health and safety subjects such as documentation, dynamic risk assessments and safe use of ladders. 	<ul style="list-style-type: none"> • Complete.

Headline Target