

# ROBERTS BAKERY INVESTS IN THE HEALTH AND SAFETY OF EMPLOYEES

## BACKGROUND

Roberts Bakery is a leading manufacturer of premium bakery products. Their focus is on keeping their employees safe, alongside improving knowledge and productivity throughout the business.

## AIMS

- Improve staff engagement with health and safety
- Improve the quality of risk assessments and accident investigations
- Educate and encourage employees to take ownership of their health and safety responsibilities
- Provide supervisors and managers with the tools needed to recognise and challenge actions and behaviours from staff, with equal emphasis on spotting and recognising positive actions
- Improve senior leadership involvement in health and safety

## ABOUT ROBERTS BAKERY

Roberts Bakery is a family-owned manufacturer of premium bakery products. Starting in 1887, the company has grown considerably over its distinguished history and now employs over 800 people.

“ A consistent message was required and we thought Make UK would be a great partner to help us achieve this - with their industry knowledge they could really bring the topic to life.

**MARTIN BRATHERTON, HEAD OF HSE, ROBERTS BAKERY**

# CASE STUDY

## APPROACH

Firstly, Make UK worked closely with Roberts Bakery to thoroughly understand the current position, requirements, and desired outputs.

Knowing that buy-in from senior leadership to drive engagement with safety culture is integral, Make UK delivered IOSH Safety for Senior Executives and Directors for Roberts Bakery's senior leadership team and board members.

Additionally, a bespoke IOSH Managing Safely course was produced and delivered for over 30 staff members, face-to-face at the Roberts Bakery Northwich site. To support the business, the three-day course was instead run one-day per week over a three-week period.

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## RESULTS

- ✔ A reduction in lost time incidents - less time lost and greater productivity
- ✔ Increase in praising and challenging behaviours through observation reporting
- ✔ Better understanding about why health and safety is managed and how it can benefit the business
- ✔ Greater employee engagement with health and safety
- ✔ Improved synergy between the Senior Leadership Team and Managers
- ✔ Risk assessments have become a focus area and people feel empowered to manage risk within their area of responsibility