



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 on a rolling average basis, not just an annual snapshot. 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.

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.

Progress to date

- In 2021, 94% of our colleagues were aware of our health and safety initiatives – a 3% increase from 2020.

Key Targets

Where we want the business to be by July 2024

- <305 – By July 2024, we want to reduce the average RIDDOR rate (measured over a 3-year period) to under 305.
- >80% – Over 80% of employees will be trained on Group Fire Safety Policy and the Building Safety Bill.
- Accident reduction – We aim to reduce accident rates from identified reporting areas to below previous FY levels, on an annual basis.
- 95% – 50% of identified target roles will have received health and safety training by July 2022, and 95% of all target roles will have received health and safety training by August 2023.
- 100% – We will strive to implement a new safety induction across Bellway, with 100% of new recruits to have completed the induction by July 2023.
- 10% – By July 2024, we are looking to increase the ratio of mental health first-aiders to one in ten (from one in 32).
- 20% – We want to increase the number of employees receiving mental health awareness training to 1 in 5 (from 1 in 33) by July 2024.

Headline target

Reduce the average RIDDOR Rate (measured over a 3-year period) to <305 by FY24

External KPIs	External targets
• RIDDOR incident rate	• Reduce the average RIDDOR rate (measured over a 3-year period) to <305 by July 2024
• % of applicable employees trained	• >80% of applicable employees trained on Group Fire Safety Policy and Building Safety Bill by July 2022
• Accident rate (including number of slips, trips and falls; manual handling; scaffold safety; and number of accidents involving third parties)	• Reduce accident rates from identified reporting areas to below previous FY levels on an annual basis
• % of site managers, assistant managers and assistant site managers who have received health and safety training	• 50% of identified target roles will have received health and safety training by July 2022 • 95% of all target roles will have received health and safety training by July 2023
• Number of individuals undertaking Bellway's new safety induction	• Implement new safety induction across Bellway and 100% of new recruits to have completed induction by July 2023
• Site manager health and safety performance SSUK ratings (1-10)	• [Target to follow]
• Mental health first aider ratio	• Increase ratio of mental health first aiders to 1 in 10 by July 2024
• Ratio of employees receiving mental health awareness training	• Increase employees receiving mental health awareness training to 1 in 5 by July 2024
• % of business covered by ISO 14001 aligned EMS	• Achieve ISO 14001 certification for the whole business by July 2024
• % of business covered by ISO 14001 certification	

Headline Target