

Adrian Hodkinson

Temporary Head of Unit

Vulnerable Workers, Agriculture and Waste & Recycling Unit

adrian.hodkinson@hse.gov.uk

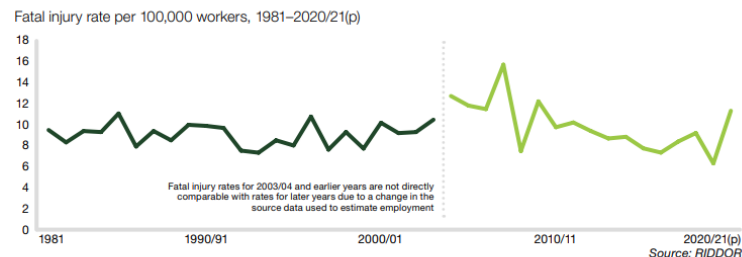
Summary

- Facts and latest figures
- Priorities
- Discussion – what's needed to make a difference?

Agriculture Safety – not a good story

- ~24% of GB worker deaths (~1% workforce)
- ~12k workers injured/year
- ~13k workers suffer ill health – OLD and MSDs
- 1:10 chance over 5 yrs

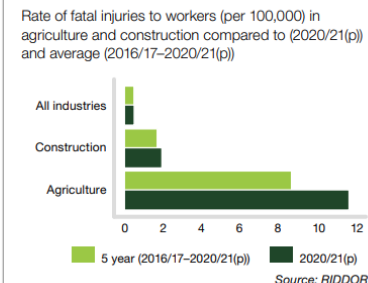
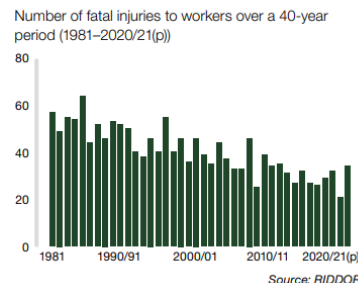
Worker fatalities over time



Worker fatalities over time

11.37
Worker fatal injury rate (per 100,000) 2020/21(p)

8.44
Worker fatal injury rate (per 100,000) annual average over 5 years 2016/17–2020/21(p)



Longer-term trends

The rate of fatal injury (per 100,000) to workers shows a generally downward trend in recent years, although 2020/21 is above recent rates.

The number of fatal injuries to workers in the agricultural sector has fallen by around a half since the early 1980s.

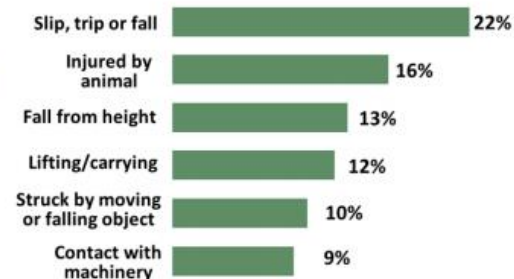
Agriculture has the worst rate of worker fatal injury (per 100,000) of the main industrial sectors: **20 times higher** than the all industry rate.



12,000
Workers sustain non-fatal injuries at work each year

Since 2001/02, the rate of self-reported non-fatal injury to workers shows signs of a downward trend

Source: LFS, estimated annual average 2017/18–2019/20



13,000
workers suffering from work-related ill health (new or long-standing) each year

Since 2003/04, the rate of total self-reported work-related ill health shows no clear trend.

Source: LFS, estimated annual average 2017,

Agriculture Safety – not a good story

41 people killed

Number of deaths:

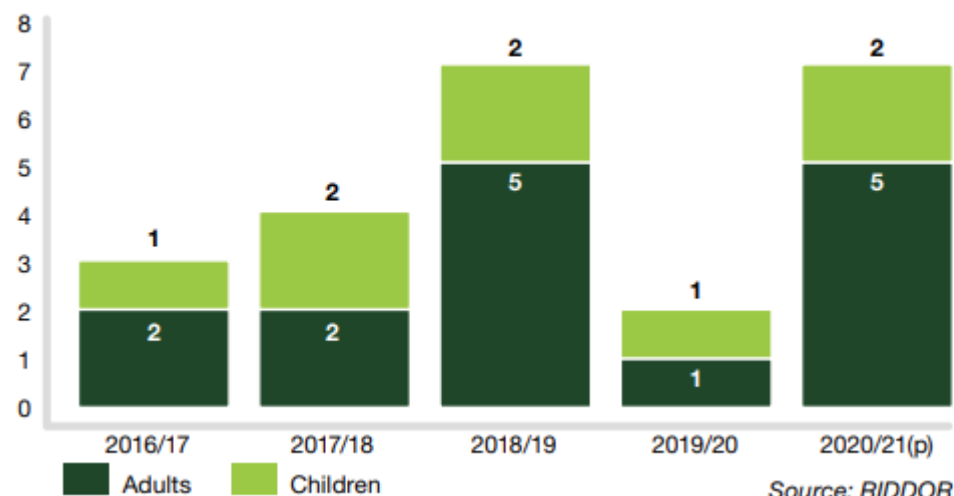
Forty-one (41) people were killed in agriculture:

- 18 more than last year and 8 more than five-year average (33)
- Highest number of deaths recorded in last 5 years.

Age:

- More than half of the workers killed were aged 60 years or older
- The youngest person killed was a 2-year old child

Members of the public killed in the last 5 years (2016/17–2020/21(p))



Members of the public 2020/21(p)

- Seven members of the public were killed in 2020/21(p) of which 2 were children.
- Over the 5-year period, 23 members of public have been killed; about a third of which were children.
- Eight children were killed on farms in the last 5 years.









Agriculture Safety – priorities

- Vehicles
- Machinery
- Cattle
- Falls
- Children

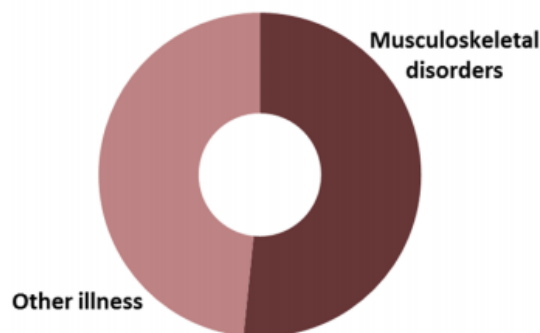
Fatal injuries in agriculture, forestry and fishing in Great Britain 2020/21

Detailed causes of fatal injury during 2020/21(p)

 13 (32%) Killed by moving vehicles 6 ATVs 2 Tractors 2 Tractors with grass cutter/fertiliser spinner 2 Skid-steer loaders 1 Telescopic handler (telehandler)	 11 (27%) Killed when injured by an animal 6 Cattle 5 Bulls	 6 (15%) Killed by contact with machinery 1 PTO 1 Excavator bucket 1 Lawn tractor 1 Tractor & flail topper 1 Tractor & spray boom 1 Tractor trailer tailgate
 4 (10%) Killed when struck by an object 1 Tree 1 Tree branch 1 Concrete slab 1 Bale of hay	 3 (7%) Killed by fall from height 2 Fragile roofs 1 Potato box on FLT	 1 (2%) Killed when trapped by something collapsing 1 Grain trailer

Agriculture Health – priorities

- Manual handling
- Lung disorders
- Stress/ Wellbeing



WORKRIGHT

Mind Your Head - raising awareness of mental health

This week HSE is supporting the [Mind Your Head campaign](#) to raise awareness of mental health in the farming sector.

The campaign focuses on prevention and early identification of the potential risks for those living and working in farming in the UK.

According to research carried out by the Farm Safety Foundation, 88% of farmers under 40 now rate poor mental health as the biggest hidden issue faced by farmers (an increase from 81% in 2018).

The UK-wide survey of 450 young farmers also revealed that 89% believe that talking about the issue will remove the stigma attached to it.

Wayne Owen, Acting HM Principal Inspector of Health and Safety in the Agriculture team commented: "HSE is encouraging farmers and those living and working in agriculture across the country to take care of their mental health and wellbeing.

"Work-related stress across Great Britain accounts for over half (57%) of all working days lost to ill-health and we're supporting the Mind Your Head campaign to encourage managers to use our toolkit and hold initial conversations with employees as one of part of an employer's journey towards preventing work-related stress."



Find out how to start the conversation around work-related stress by downloading our Talking Toolkit, which is [available at the HSE website](#).

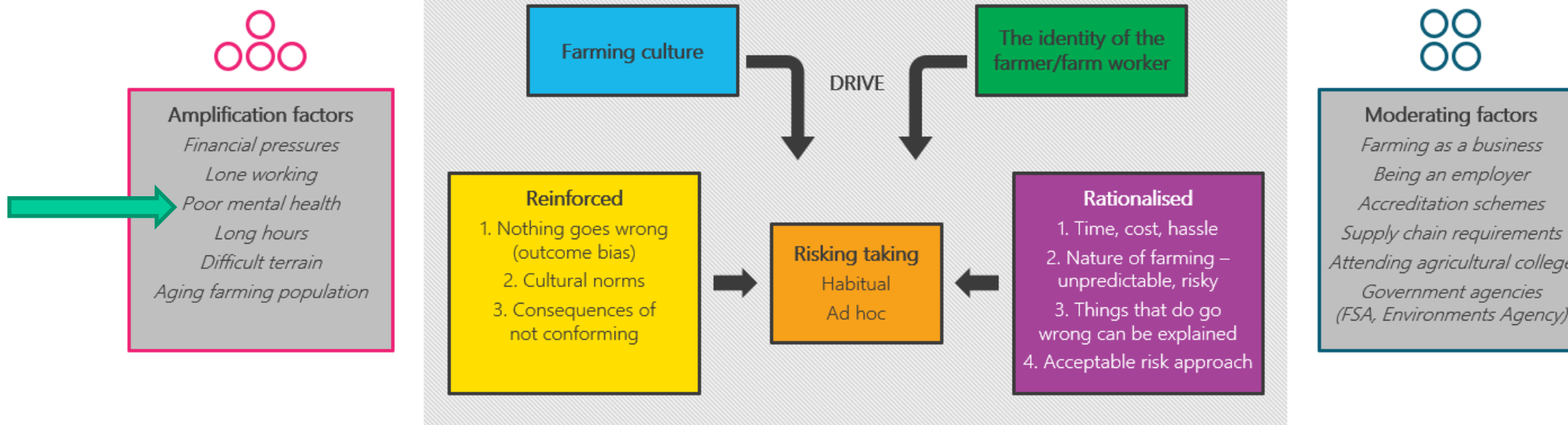
Visit the [Mind Your Head website](#) for more information on the campaign.

You can get all the latest news and updates from HSE across a range of industries and topics.
Subscribe to our eBulletins [here](#)

Subscriber services:
[Manage Preferences](#) | [Unsubscribe](#)
Email was sent to arnold.atkins@hse.gov.uk

GOV.UK
www.hse.gov.uk

Agriculture – Risk Taking

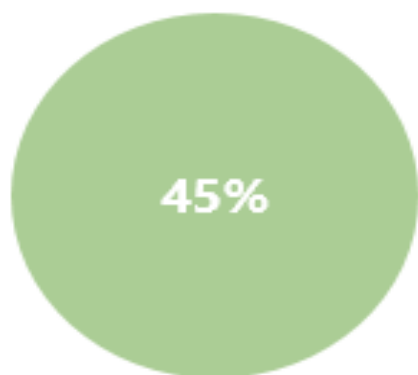


Encouraging farmers to be 'safer' is unlikely to be motivating in and of itself. The challenge is to give farmers a reason to want to change.

Agriculture

Attitudinal differences are the defining characteristics of each segment

Planners



Most risk averse, but **feel safest and most able to manage risks** – and had fewest accidents

Pragmatists



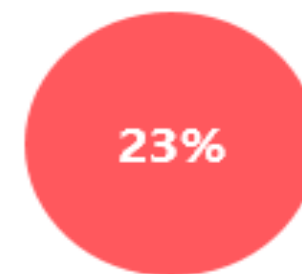
Least worried about risk and consequences, but relatively safe behaviours

Risk-takers



Most likely to **enjoy risks** and behaviour reflects this – but worry about consequences

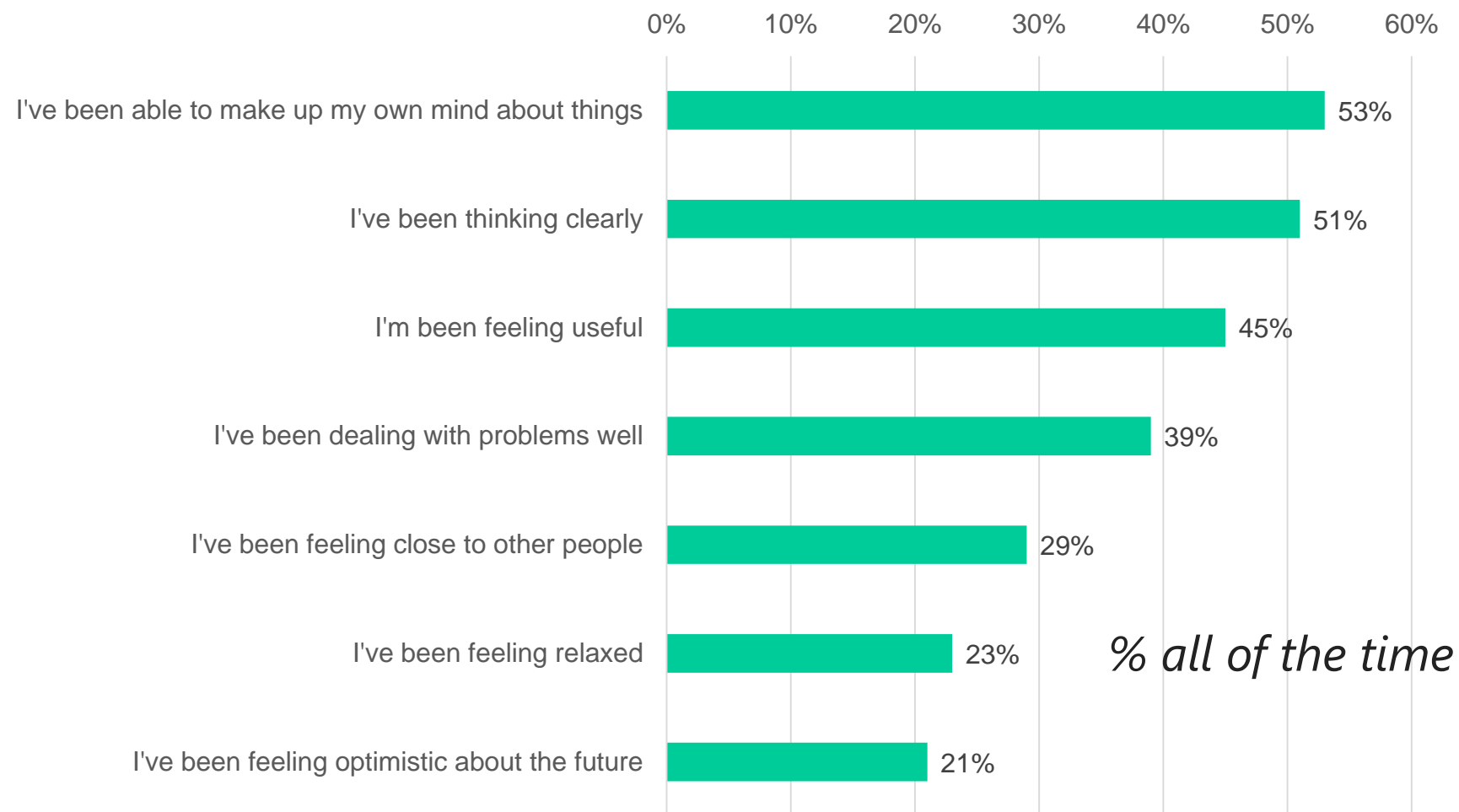
Unclear



Feel **least safe and have most accidents**, but also seem **unclear what to do**

Unclear segment – low mental well being

I'm now going to read out some statements about feelings and thoughts. Please tell me which of the following best describes your experience of each over the last two weeks.



Base: 1,638 farmers, interviewed using CATI between 15th of February and 24th of March 2017

PI	Pr	RT	Un
60	52	54	38
61	58	48	30
51	52	42	31
49	41	37	21
35	35	22	19
27	29	21	13
24	28	19	11

HSE tools to help



HSE Health and Safety Executive

TACKLING WORK-RELATED STRESS USING THE MANAGEMENT STANDARDS APPROACH

A step-by-step workbook

Stress is a major cause of sickness absence in the workplace and costs over £5 billion a year in Great Britain. It affects individuals, their families and colleagues by impacting on their health but it also impacts on employers with costs relating to sickness absence, replacement staff, lost production and increased accidents.

This workbook will help your organisation meet its legal duty to assess the risks to its employees from work-related stress and give advice and practical guidance on how to manage work-related stress. It promotes the Management Standards approach to tackling work-related stress – a systematic approach to implementing an organisational procedure for managing work-related stress. It uses a clear step-by-step method which includes checklists to help you make sure you have completed a stage before you move to the next step. HSE's stress webpages support the workbook with other guidance and tools.

WBK01, Published 03/19

The workbook will also be useful to organisations choosing to use an alternative approach, and provides advice on ensuring their approach is suitably equivalent – many of the practical solutions may also be applicable.

GO HOME HEALTHY

HSE

TALKING TOOLKIT

GO HOME HEALTHY

PREVENTING WORK-RELATED STRESS

HSE

CONVERSATION ONE: DEMANDS } LINE MANAGER'S TEMPLATE FOR CONVERSATION ONE

CONVERSATION TWO: CONTROL } LINE MANAGER'S TEMPLATE FOR CONVERSATION TWO

CONVERSATION THREE: SUPPORT } LINE MANAGER'S TEMPLATE FOR CONVERSATION THREE

CONVERSATION FOUR: RELATIONSHIPS } LINE MANAGER'S TEMPLATE FOR CONVERSATION FOUR

CONVERSATION FIVE: ROLE } LINE MANAGER'S TEMPLATE FOR CONVERSATION FIVE

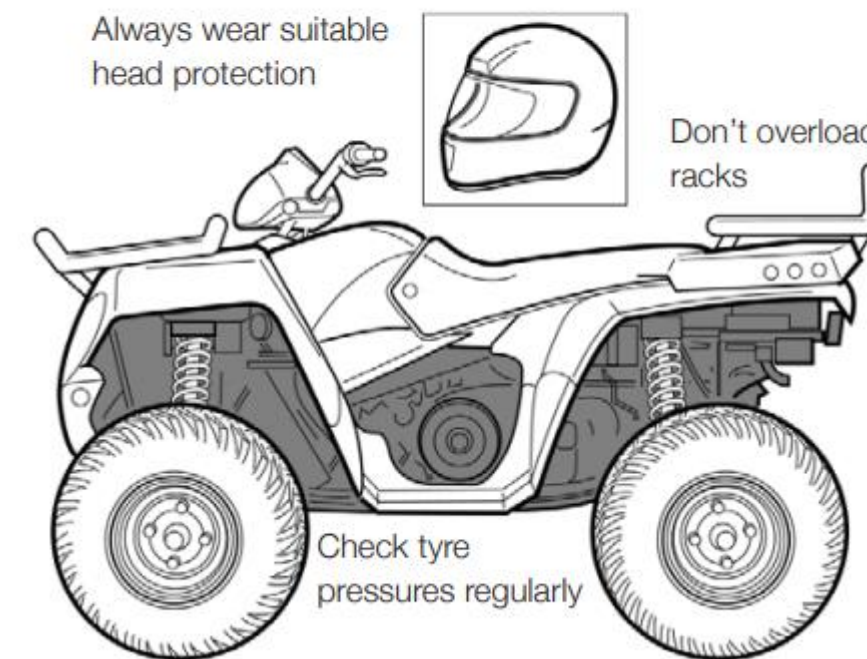
CONVERSATION SIX: CHANGE } LINE MANAGER'S TEMPLATE FOR CONVERSATION SIX

HSE Health and Safety Executive

What a good farm looks like

Agriculture – Indicators of progress?

- Press and media increasingly supportive
- Stakeholders recognise issue
- Attitudinal shift from industry leaders
- Increasing uptake of training
- Social media – reinforcing messaging (sometimes not!)
- HSE using insight findings to improve our guidance



- Discussion
 - What's needed to make a difference?
 - What levers may start to change the culture and alter farmers' attitudes?



*Almshouses and The Farming
Community*



The Almshouse Movement

- Overview of history and status of the Almshouse movement today
- Status of the Almshouse Movement
- What is different about Almshouses
- Challenges/Risks
- Strengths
- Opportunities
- Ambition for next 10 years



Personal view from CEO of The Almshouse Association

“Almshouses provide a stable, warm and secure home within a robust community of light touch support allowing residents to live engaged, independent and fulfilling lives. They are started and run with compassion and thrive on companionship.”

They should provide three things:

- A warm, secure, safe home
- A good friend and neighbour
- Something to do, look at and be interested in



- 1,000 year history – started by Church/Knights Templar/Outside city walls for sick and vulnerable
- Oldest charity model/oldest form of community housing
- 1700 Almshouse charities
- Most 1634 members of TAA
- 36,000 live in Almshouses
- Unique legal status/historic buildings (2019)
- 75% have less than 20 units
- 90% good or excellent accommodation
- 200 at risk – estimated 50 charities failing and it is growing – Why?

Charitable spirit - This is often noted in the Governing Documents but has three main elements: Compassion/Companionship/Affordability (genuine)

Residents - Appointed by trustees based on the guidance from the Governing Documents

Tenancy - License to occupy – allows resident to remain whilst they are an eligible beneficiary and comply with agreement.

Charges - Weekly Maintenance Contribution – usually 70%-80% of LHA

Governance - Led by trustees and Governing Document

Legal exemption – Right to Buy/Selective Licensing/CIL



Network and The Almshouse Association

The Almshouse Association

- Helpline
- Policies
- Templates
- Government representation – National and Local
- Training
- Seminars
- Local Champions
- Documentation

Network

- Forum
- Networking
- Someone who has!
- National voice and examples



- Legal Definition
- Exemptions – RTB etc.,
- Value of the network
- Patronage
- Brand – acceptable and understood – but not enough!
- 1,000 year history
- Affordability
- Spirit - Compassion & Companionship



What is the future for the Almshouse movement?

- **Growing new homes and protect existing**
- **Awareness of the model**
- **National and local government engagement**
- **Funders - Philanthropy/Corporates/Legacy**
- **Research**



- **New Almshouse charity established**
- **Board of Trustees identifies and set Governing Documents**
- **Register with Charity Commission**
- **Promote and seek funders and Ambassadors**
- **Establish first National Farmers Almshouse**
- **Promote and seek donations**
- **12 months to first site**



Review

