



SAFETY 
365

Welcome

Welcome to the *Respect Cuts Both Ways* briefing pack. These notes give you the tools you'll need to lead a discussion with your team about issues of safety and respect.

What's this briefing all about?

Together with the film, this booklet is intended to start a conversation about how our team dynamics can impact on our safety. This briefing should revolve around the key issues of respect and trust, and being open to learning from and supporting one another.

What's the point?

The bottom line is that getting this right will help us stay safe at work.

Format

This booklet gives you some questions and key pointers to help lead the conversation with your team. You might feel that some of these areas are more relevant, or generate more conversation, than others. It's up to you to decide which questions to ask and which to spend more time on.

The text in **red speech bubbles** indicates questions you might want to put to the group, and the text with **blue thought bubbles** indicates how you might want to lead the conversation and generate ideas.

Key Messages

- **Everyone has the right to be heard**
- **We depend on teamwork; and teamwork depends on respect and trust**
- **We can only improve if we learn from our experiences**

NOTE: The film features track workers, but this doesn't mean these issues aren't relevant to other teams. Aim to get the group thinking more about the behaviours than the incident or specific actions.

1.



Before we watch the film we are going to think about what we mean by respect.



Who in your life do you have a lot of respect for?
How did they earn your respect?



If you have time, ask individuals to feedback to the group. If not, just ask everyone to consider these thoughts when we run through the questions about the film.

Note: Play film

2.



What do you think this film is about?



Get the team to think about the behaviours shown. Can they give examples of when they might have seen similar behaviours at work?

3.



When we say 'Respect Cuts Both Ways', what do you think we mean?



This is about our relationships - you could talk about years of experience, job titles and even taste in music; because it illustrates that we don't have to be carbon copies of one another.

Think about the relationships in the film; do you think there was a lot of respect between the characters?

4.



What can the blue hats and the white hats learn from one another?



Ask the group what both blue and white hats can bring to a team. For example, blue hats have a new perspective, and the ability to identify bad habits that have been developed over time, whereas the white hats have the benefit of experience.

See if the group can come up with ideas about how they can constructively share experience with new starters. For example, buddy systems or lessons learnt sessions.

5.



What can we learn from this discussion?



Is there anything we might do differently?



The way you behave matters more than you think.

Respect cutting both ways is about everyone being open to any ideas and opinions that keep us all safe. We need to actively encourage everyone to speak up.

Closing thought – all teams are different. They have their own personalities and dynamics, but we all have the right to be respected at work.