

Learning and Safety Culture: Research with BP International

Learning and Safety Culture

To test the hypothesis that *there is a link between the learning culture and safety culture in highly hazardous environments* the Caledonian Academy led a desk study for BP.

We wanted to find areas of commonality, abstract key principles of learning and safety culture. We aimed to make recommendations to BP as to if and how measuring aspects of learning culture could also give information about safety culture.

Research Findings

The research surfaced six key principles of learning and safety culture:

1 Open communication - Multiple, open channels of communication should be in place to allow for effective and multi-directional information flow. Effective systems should be implemented to capture and share relevant knowledge across the company.

2 Employee empowerment - Employees should be involved in decision making in relation to safety and learning. They should be encouraged to question practices and make suggestions about improvements in safety and learning.

3 Collaboration - Opportunities should be available for collaboration within and across teams and employees should be supported in developing necessary teamwork skills

4 Alignment of espoused and enacted priorities - Enacted behaviours should align with espoused policies, procedures and rules.

5 Internal systemic alignment - Policies, procedures and rules should be consistent with each other.

6 Management - Managers should have the commitment and competences to encourage and support learning and safety. In addition,

management should create the conditions necessary to implement the learning and safety principles (open communication, employee empowerment, internal systemic alignment and alignment of espoused and enacted priorities).

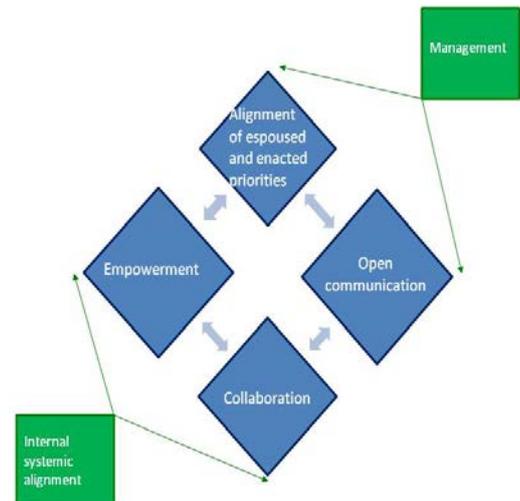


Figure 1: Aligned learning and safety culture

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The Caledonian Academy

The Caledonian Academy is a research centre in Technology Enhanced and Professional Learning at Glasgow Caledonian University, UK. The Academy works in partnership with leading research centres and industry.