

2019/20 Reporting Criteria - Health and Safety

Reporting period: 1st April 2019 – 31st March 2020

Background	<p>The Crown Estate (TCE) collects, investigates and reports all work-related accidents and incidents that occur to ensure that lessons are captured and learnt to prevent a reoccurrence. This process is also one measure that enables us to track our health and safety performance over time and comply with our legislative reporting duties (to the Health and Safety Executive (HSE) or the relevant local authority under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) which amended the 1995 and 2012 Regulations.</p>
Definitions	<p>Workplace injuries: Work place injuries include all injuries sustained by a Crown Estate employee, which occurred whilst at work and caused by undertaking a Crown Estate work activity. This includes minor injuries and more serious injuries (injuries reportable under RIDDOR). This excludes injuries to members of the public or non TCE employees and any incident that does not result in an injury.</p> <p>Incident Severity Score (ISS): The Crown Estate's incident severity score is a unique measure which aggregates injuries and serious near misses that occur on The Crown Estate's property portfolio and as a result of our business. This includes incidents involving members of the public, a Crown Estate employee or an employee of our managing agents and their supply chain. The measure excludes construction projects and injuries sustained that were not in connection with our business.</p> <p>Every incident is allocated a score dependent on:</p> <ul style="list-style-type: none"> • Whether the activity is directly or indirectly managed by TCE, and • its severity or potential severity (in the case of a serious near miss) <p>The score for each incident type are described below. These individual incident scores are totalled for the month to provide a monthly incident severity score and build cumulatively throughout the year to provide an annual incident severity score for that financial year. The scores allocated are the same for both directly managed activity and indirectly managed activity. However, a different score is recorded and reported for directly managed incidents and indirectly managed incidents to allow us to see how each area performs separately and/or together.</p> <p>Incident Severity Score Improvement (ISSI): Year-on-year improvement in the ISS and the corresponding percentage under- or over-performance against the target (based on a three year rolling average).</p> <p>Accident Frequency Rate (AFR): The reported accident frequency rate measures the total number of injuries sustained by a Crown Estate employee, reportable to HSE under the RIDDOR regulations, per 100,000 employee hours worked. This is calculated by: number of employee RIDDOR injuries / total hours worked x 100,000). This excludes non injury incidents.</p> <p>Construction Accident Frequency Rate (AFR): The reported construction accident frequency rate measures the total number of injuries sustained on a Crown Estate development led project, reportable to HSE under the RIDDOR regulations, per 100,000 site employee hours worked. This is calculated by: number of site employee RIDDOR injuries at the</p>

	<p>development sites/ total hours worked x 100,000). This excludes non injury incidents and only applies to notifiable projects.</p> <p>Accident Severity Rate (ASR): Total number of Crown Estate employee lost days / total hour worked x 1000: Number of employees lost days per 1000 hours worked – (any lost days from 1 – 180) relating to direct employees only including absence relating to accidents. This changed in May 2018 to exclude sickness absence to enhance the accuracy of the calculation and applies to the 2017 -2018 whole financial year data.</p> <p>Employees: Employees are individuals employed directly by The Crown Estate and are on The Crown Estate’s payroll. This includes full time and part time workers on either a fixed term or a permanent contract. Agency and casual workers are excluded.</p> <p>‘Work-related’ means that the incident occurred in relation to activities undertaken on behalf of TCE or caused by activities undertaken on behalf of TCE that affects TCE employees.</p> <p>‘Directly managed activities’ means incidents arising from or in connection with TCE activity. Where TCE was in sole control of establishing requirements for that activity and delivering those requirements using direct employees.</p> <p>‘Indirectly managed activities’ means incidents arising from or in connection with TCE activity, which is managed by a third party organisation on behalf of TCE. TCE does not take day to day responsibility for management decisions but maintains a strategic overview and/or has a client responsibility.</p>
<p>Scope</p>	<p>For our AFR and ASR we report accidents where an injury was sustained by a Crown Estate employee.</p> <p>For our Construction AFR we report accidents sustained by site personnel on our notifiable development led construction projects.</p> <p>For our ISS we report all incidents that occurred on our property portfolio in connection with our activities. This excludes construction projects.</p>
<p>Method</p>	<p>All accidents and incidents that are reported are done so through to a specific phone line which is operated by William Martin (external third-party Health and Safety consultant) or accidents and incidents are reported online onto William Martin’s Meridian software system directly.</p> <p>Any accidents which result in an injury are investigated by TCE.</p> <p>Information on lost days and occupational illness is collated by the HR team using a system called ‘Cascade’. Accident and incident statistics are subsequently consolidated at a group level.</p> <p>A quarterly dashboard is presented to senior management and bi-monthly to The Board.</p> <p>Working hours for ASR and AFR – working hours are calculated as follows: = working days x average number of employees for example: 251 (working days) x 394.1 (average number of employees) x 8 (hours worked in a day) = 791,352.8. Working days are as calculated on www.work-day.co.uk. No adjustments are made for holiday, maternity, paternity, sickness or overtime. Adjustments are made for part time workers.</p> <p>The construction AFR is calculated through collation of accident statistics from each development led project Principal Contractor. An external consultant, Capita, collates this data on behalf of The Crown Estate on a monthly basis.</p>

Source	Accidents and incidents are reported to a specific phone line which is operated by William Martin and transferred to their Meridian software or accidents and incidents are reported online onto William Martin's Meridian system directly. Information on lost days and occupation illness is collated by the HR team using a system called 'Cascade'.
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ISS Scoring	DIRECTLY AND INDIRECTLY MANAGED ACTIVITIES	
	Incident Categories	Score
	<u>RIDDOR – Fatality</u> Fatality which requires notification to a regulator or enforcement authority.	25
	<u>RIDDOR – Specified Injury</u> A specified injury to a worker which requires notification to a regulator or enforcement authority.	10
	<u>RIDDOR – Other</u> Any other incident or injury reportable in line with RIDDOR (other than a specified injury or fatality) OR <u>High Potential Near Miss</u> An incident with the potential to cause significant and immediate harm but where no actual injury occurs.	5
	<u>Minor Injury</u> An incident or injury to a worker that does not require notification to a regulator or enforcement authority.	1
	<u>Non Injury Incident</u> An incident that does not result in injury, and is not reportable to a regulator or enforcement authority.	0
Note: While the scores for the incident categories are the same regardless of how the portfolio is managed, that is, 'directly managed' or 'indirectly managed', they are coded differently for internal reporting.		

ISS Examples	Example
	<u>RIDDOR – Fatality</u> A worker falls from a roof causing fatal injuries.
	<u>RIDDOR – Specified Injury</u> A piece of timber falls on a worker whilst undertaking a site visit, causing them to fall and break a bone in their leg.
	<u>RIDDOR – Other</u> A worker is lifting office equipment and drops it on their foot causing swelling and bruising and is off work for more than seven days.
	A member of the public trips on a poorly managed pathway, sustains injury and goes straight to hospital for treatment.
	<u>High Potential Near Miss</u> A worker falls from a roof onto fall arrest airbag, but no injury is sustained.
	<u>Minor Injury</u> A worker trips on loose carpet, falls and bruises their knee. First aid treatment is provided.
<u>Non Injury Incident</u> An emergency evacuation of a TCE premises is required in response to an alert about a suspect package.	