



Black hat Training Company Initiative Chertsey High School





A Kier Company wide initiative..

Following the Black Hat Focus Group, a comprehensive training programme provided by Kier will follow, which will result in ensuring responsibility is understood, commitment is expected and recognition and reward earned

The aim of the Black Hat Training Programme:

“To provide you with the knowledge of the Kier mandatory requirements for supervisors working on Kier Construction sites, there by ensuring you have clear ownership and responsibility for the individuals you put to work with the overall goal of delivering our projects, safely, on time and to specification”

The Black Hat Supervisor Focus Group



When? : Thursday 6th December 2018

Where? : Chertsey High School Project Office

Who? : Black hat Supervisors currently working on the project (signed register issued)

Why? : The aim of the focus group was to develop a Kier Construction Plan for our supply chain Supervisors to align them to the way we do business, raise the awareness, improve their performance to ease the pressure on the project teams



Black Hat Supervisors and Kier Operations staff attended the focus group led by Alasdair Higgs – Operations Director

Black Hats will receive a Supervisor Training Certificate



On successful completion of the course, the Black hat Supervisor will receive a signed certificate promoting best practice accompanied by an appointment letter.

Following the focus group, Chertsey High School project is liaising with Douglas Gardiner -Head of Subcontract Procurement and Alasdair Higgs on issuing the certificates

Black Hat Supervisor Training Program



Supervisor Training Certificate

- Appointment letter
- Commitment from supply chain
- Promoting best practice
- Audit trail



...important that we
...to do it safely



Passport card has been introduced



A significant innovation of the training programme: The Black Hat Supervisor will be issued a “Passport card” stating details including levels of site qualifications, whether the Supervisor is behavioural safety trained and a QR code to allow continuous monitoring of performance

Following the focus group, Chertsey High School project is liaising with Douglas Gardiner -Head of Subcontract Procurement and Alasdair Higgs on issuing the cards



Black Hat Supervisor Training Program

Passport: Card

- Level of experience
- SMSTS
- Declaration of willingness
- Attitude (References)
- Leadership
- Technical competence
- Coaching ability
- Behavioural safety trained
- Supervisor CSCS (Dated)
- First aid trained
- QR code (Audit trail)



Nothing is so urgent or important that we can not take the time to do it safely



Customised Hi Viz PPE has been introduced



On successful completion of the course, the Black hat Supervisor will receive a customised Hi-Viz vest with a Kier logo stating his Black hat status

Black Hat Supervisor Training Program

Supervisor Hi Viz PPE

- Hi Viz x2
- X1 Black hat
- Certificate
- Passport (Card)
- All items to be issued on successfully completion of the course



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can not take the time to do it safely*

Following the focus group, Chertsey High School project is liaising with Douglas Gardiner -Head of Subcontract Procurement and Alasdair Higgs – Director of Operations on issuing the vests



What else was covered.?



Other topics covered during the session included Kier Values, SHE basics and monitoring, Setting the Standards, RIDDORS, Delivering Quality and Safety legislation





**What else is Chertsey High School
project doing to support this
initiative ?**

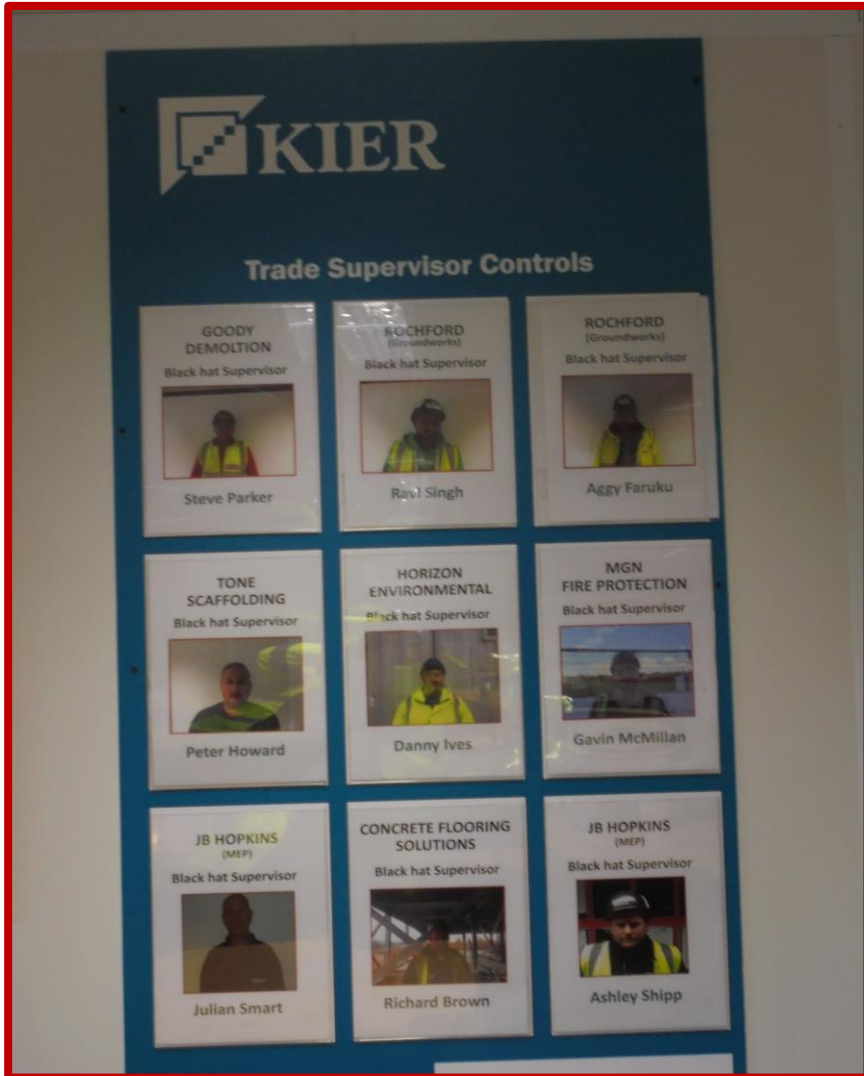
Dedicated Black Hat File on site



A dedicated Black Hat File hard copy and digital folder has been created which includes key Black Hat Supervisor information i.e. site induction record, CSCS card information, photograph, certificates etc



Black Hat photo board displayed in communal area



As part of the induction process, the black hat supervisor of any new contractor that joins the project, has their photo taken to be displayed on the Supervisor board in the communal area.



Thank You

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