

Overall benchmarking report 2024/25

- Stress Indicator Tool
- Home and Hybrid Tool
- Safety Climate Tool



Introduction

This Stress Indicator Tool (SIT) and Safety Climate Tool (SCT) benchmarking report supplements the all-industry benchmarking data available in the online system's auto report, which compares your organisation's score with the all-industry data. Therefore, it provides you with data you need to measure your organisation's results against those in similar industries.

Why benchmarking is important

Benchmarking is a way of discovering what is the best performance being achieved. This information can then be used to identify gaps in an organisation's results to achieve a competitive advantage.

Bench-marking data can be used to identify gaps in an organisation's results to achieve a competitive advantage. It is important to note that just focusing on your organisation's lowest scoring factor may not be the best approach to improve work related stress (WRS) or safety culture. The comparison of your organisation's scores against benchmarking and industry data can identify performance gaps and focus areas. This comparison can help to obtain support from the executive leadership team to drive change and deliver improvements.

Analysis of your scores should be used to inform the working groups, however, please note that the data can only highlight so much, and the engagement with the workforce will help you understand what improvements need to be made.

The data presented is gathered from users of the tools and represents scores from various organisations. These organisations range from very large entities with substantial resources for health and safety projects to smaller ones using the tool to address existing scores with their limited resources. Therefore, you cannot assume that these scores indicate good, adequate, or poor performance. Scoring higher than a random average does not necessarily mean you are performing well, nor does a lower score mean you are performing poorly. The focus is on improving your organisation's performance over time, aiming for higher scores as issues are tackled, managed, or eliminated. The goal is to enhance how you address work-related stress and manage health and safety risks.

For further information and to get the most out of this data, contact our publications and products team.

Email: hseorders@tso.co.uk | Phone: +44 (0)333 202 5070

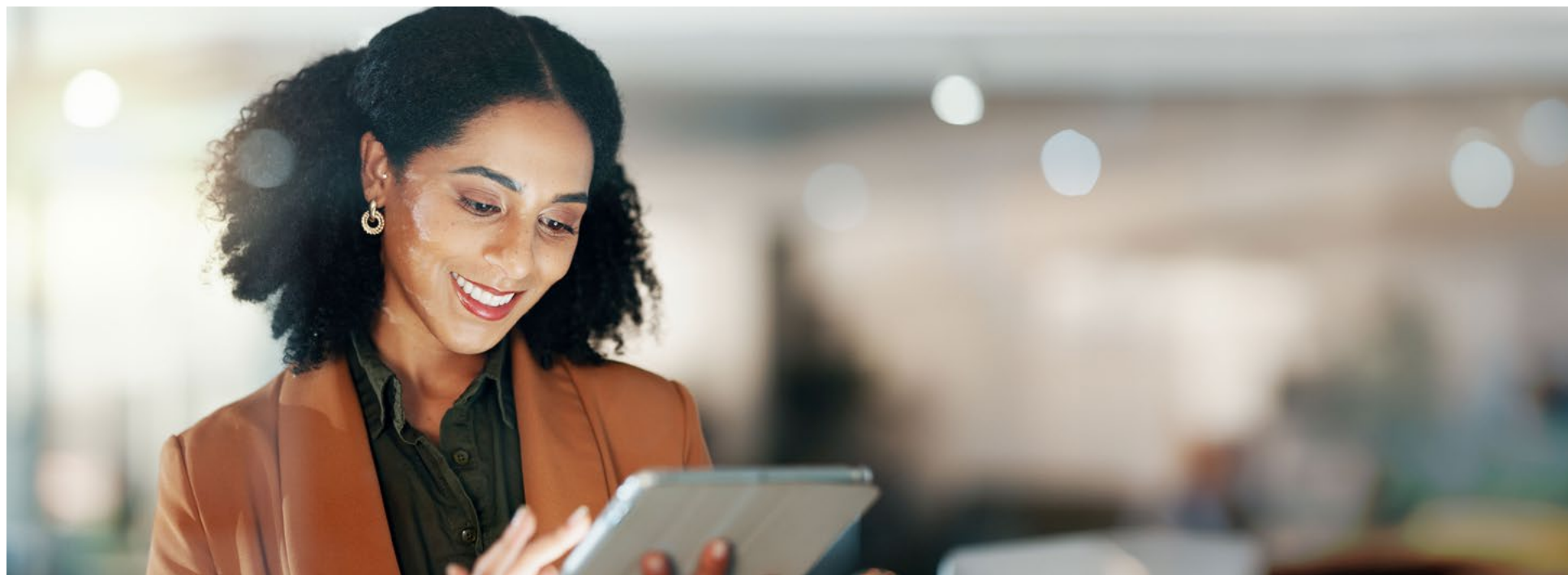
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Stress Indicator Tool (SIT)

Benchmarking report

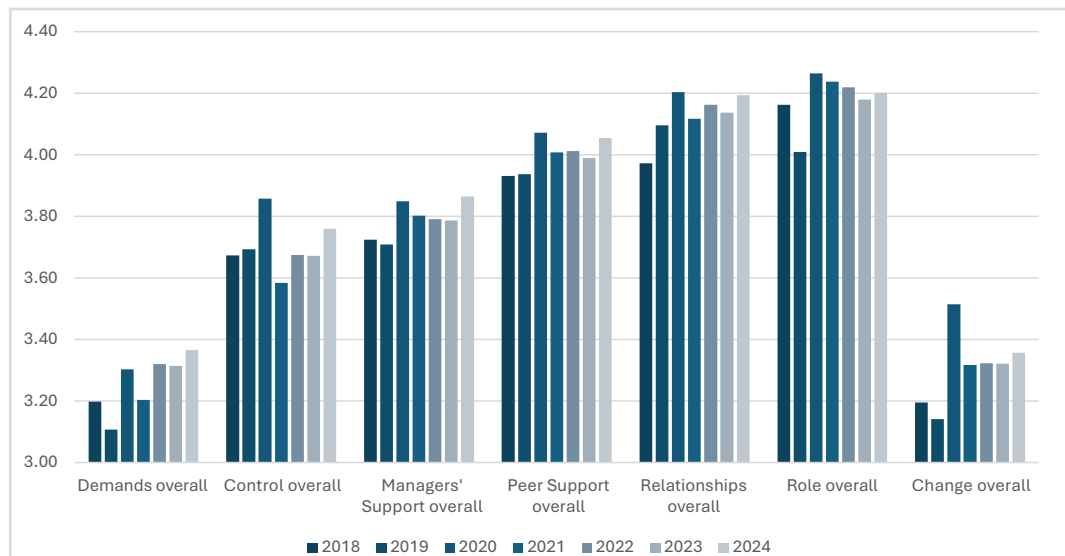
August 2025



Stress Indicator Tool (SIT)

Benchmarking mean scores over time

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
2018	3.20	3.67	3.73	3.93	3.97	4.16	3.20
2019	3.11	3.69	3.71	3.94	4.10	4.01	3.14
2020	3.30	3.86	3.85	4.07	4.20	4.26	3.51
2021	3.20	3.58	3.80	4.01	4.12	4.24	3.32
2022	3.32	3.67	3.79	4.01	4.16	4.22	3.32
2023	3.31	3.67	3.79	3.99	4.14	4.18	3.32
2024	3.37	3.76	3.86	4.05	4.19	4.20	3.36



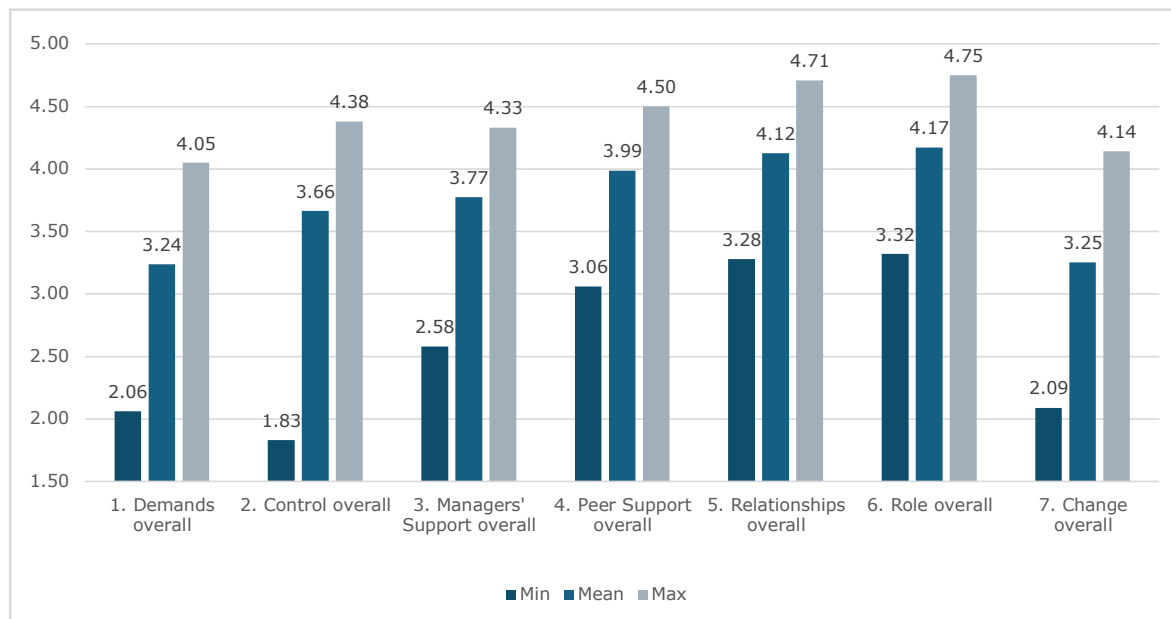
Stress Indicator Tool (SIT)

All data

The all industry data set comprises of 65,715 responses across 272 assessments.

Min, mean and max

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.06	1.83	2.58	3.06	3.28	3.32	2.09
Mean	3.24	3.66	3.77	3.99	4.12	4.17	3.25
Max	4.05	4.38	4.33	4.50	4.71	4.75	4.14



Interquartiles

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Q1	3.09	3.49	3.65	3.87	4.00	4.03	3.02
Q2	3.24	3.74	3.81	4.01	4.16	4.17	3.29
Q3	3.47	3.88	3.95	4.10	4.28	4.33	3.53

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

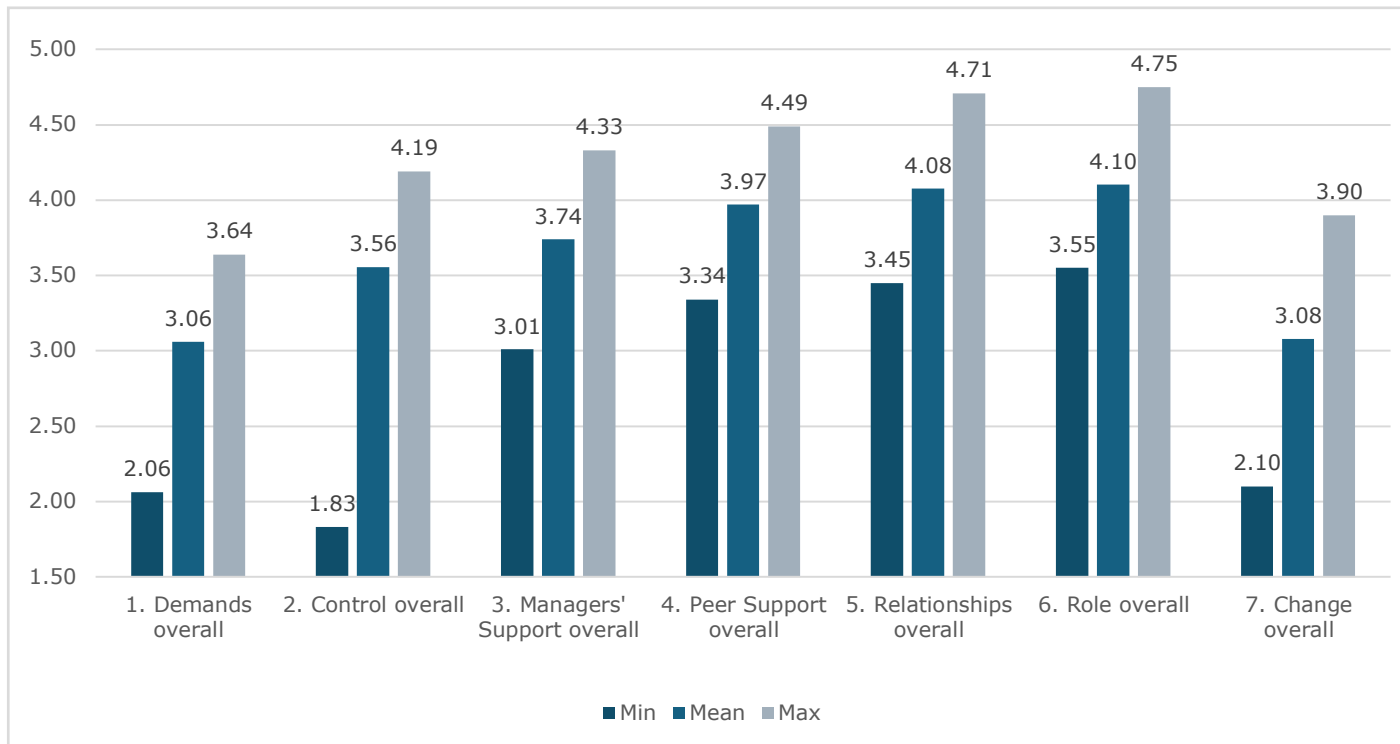


All public sector

The all public sector data set comprises of 40,489 responses across 107 assessments.

Min, mean and max

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.06	1.83	3.01	3.34	3.45	3.55	2.10
Mean	3.06	3.56	3.74	3.97	4.08	4.10	3.08
Max	3.64	4.19	4.33	4.49	4.71	4.75	3.90



Interquartiles

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Q1	2.99	3.31	3.65	3.85	3.95	3.97	2.90
Q2	3.12	3.67	3.76	3.98	4.11	4.11	3.11
Q3	3.22	3.83	3.87	4.06	4.22	4.22	3.30

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

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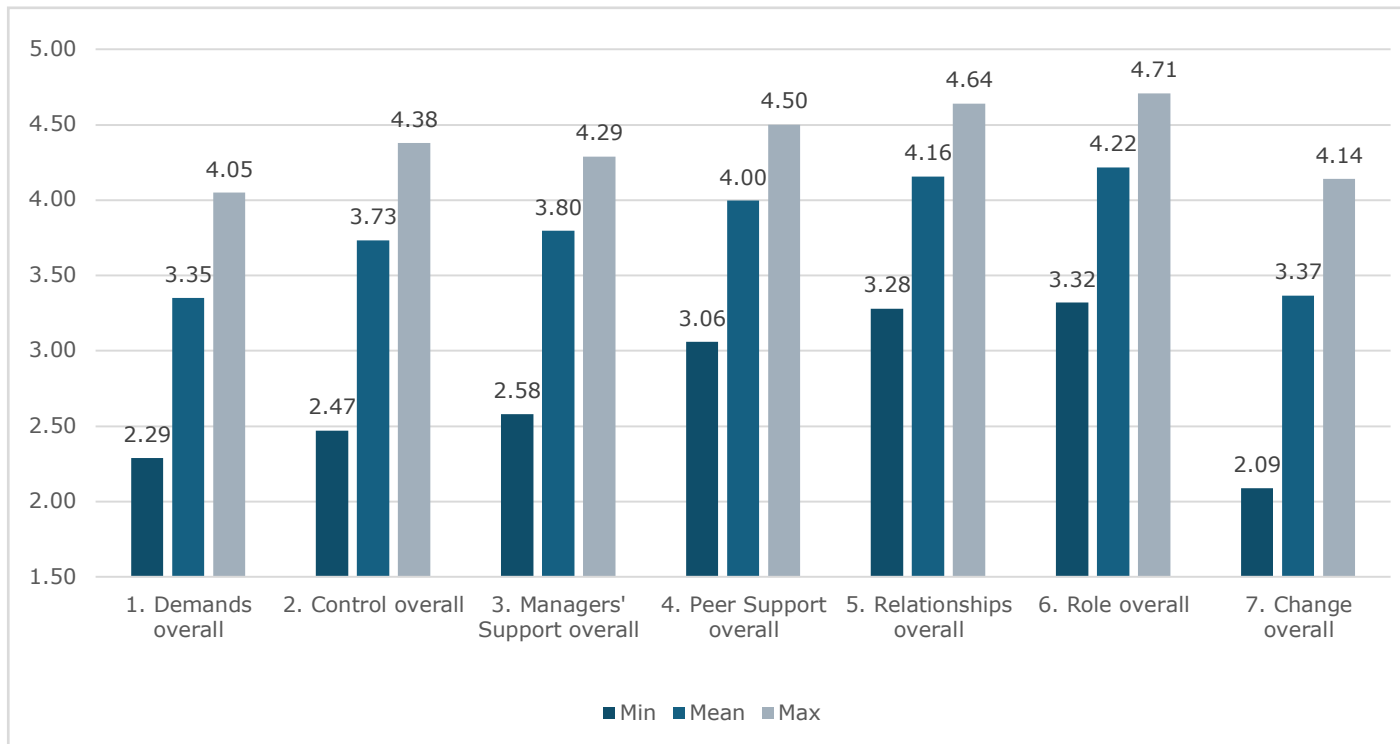


All private sector

The all private sector data set comprises of 25,226 responses across 165 assessments.

Min, mean and max

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.29	2.47	2.58	3.06	3.28	3.32	2.09
Mean	3.35	3.73	3.80	4.00	4.16	4.22	3.37
Max	4.05	4.38	4.29	4.50	4.64	4.71	4.14



Interquartiles

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Q1	3.18	3.59	3.66	3.88	4.05	4.09	3.19
Q2	3.35	3.78	3.84	4.01	4.20	4.21	3.40
Q3	3.53	3.91	3.98	4.11	4.33	4.40	3.61

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

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- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

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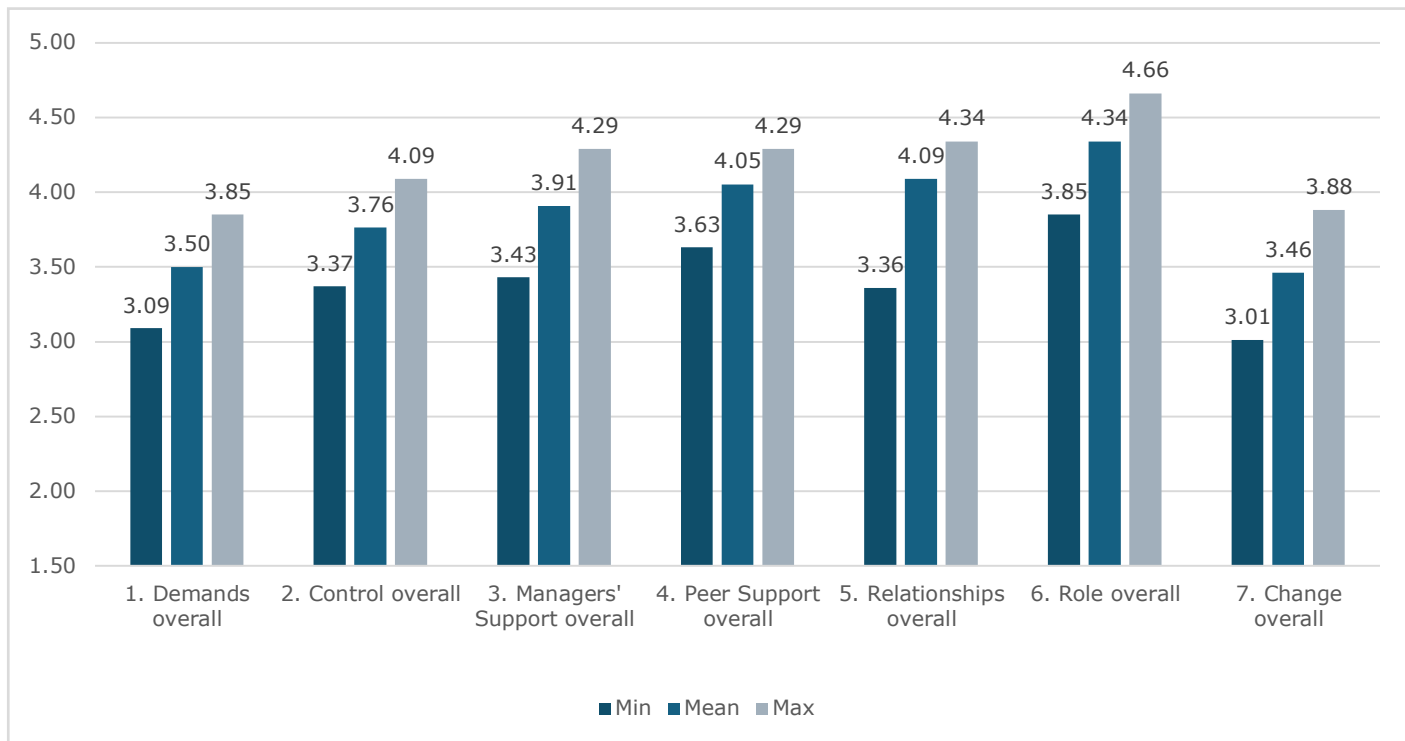


Charity and not for profit

The charity and not for profit data set comprises of 1,845 responses across 16 assessments.

Min, mean and max

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	3.09	3.37	3.43	3.63	3.36	3.85	3.01
Mean	3.50	3.76	3.91	4.05	4.09	4.34	3.46
Max	3.85	4.09	4.29	4.29	4.34	4.66	3.88



Interquartiles

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Q1	3.23	3.63	3.76	3.98	4.09	4.14	3.17
Q2	3.55	3.76	3.96	4.02	4.19	4.41	3.47
Q3	3.80	3.93	4.13	4.22	4.24	4.57	3.75

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

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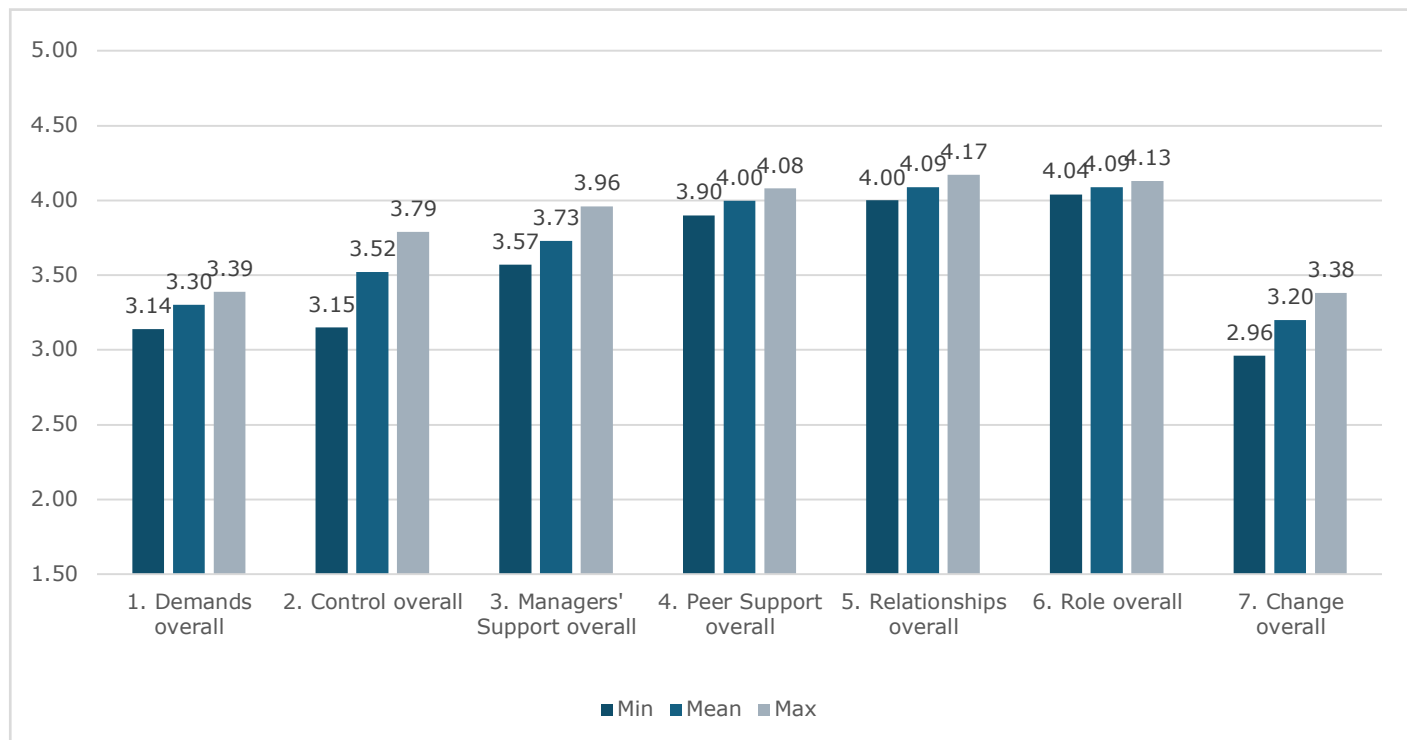


Chemical and pharmaceutical (new)

The chemical and pharmaceutical data set comprises of 1,482 responses across 6 assessments.

Min, mean and max

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	3.14	3.15	3.57	3.90	4.00	4.04	2.96
Mean	3.30	3.52	3.73	4.00	4.09	4.09	3.20
Max	3.39	3.79	3.96	4.08	4.17	4.13	3.38



Interquartiles

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Q1	3.27	3.31	3.61	3.98	4.04	4.08	3.16
Q2	3.33	3.62	3.68	4.00	4.09	4.10	3.19
Q3	3.36	3.72	3.84	4.03	4.15	4.10	3.30

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

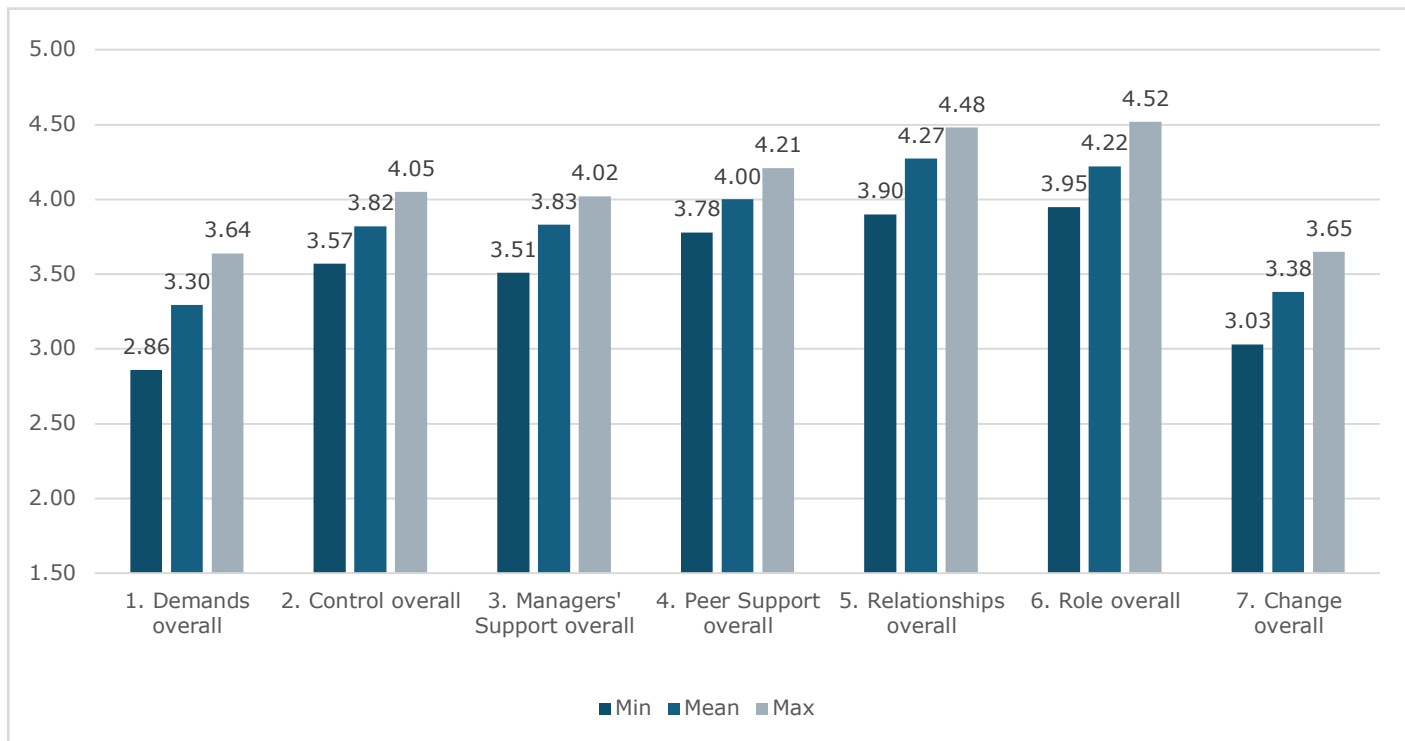


Construction

The construction data set comprises of 1,343 responses across 12 assessments.

Min, mean and max

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.86	3.57	3.51	3.78	3.90	3.95	3.03
Mean	3.30	3.82	3.83	4.00	4.27	4.22	3.38
Max	3.64	4.05	4.02	4.21	4.48	4.52	3.65



Interquartiles

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Q1	3.19	3.75	3.73	3.89	4.22	4.10	3.23
Q2	3.36	3.81	3.88	4.02	4.31	4.21	3.44
Q3	3.43	3.91	3.98	4.09	4.39	4.32	3.57

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

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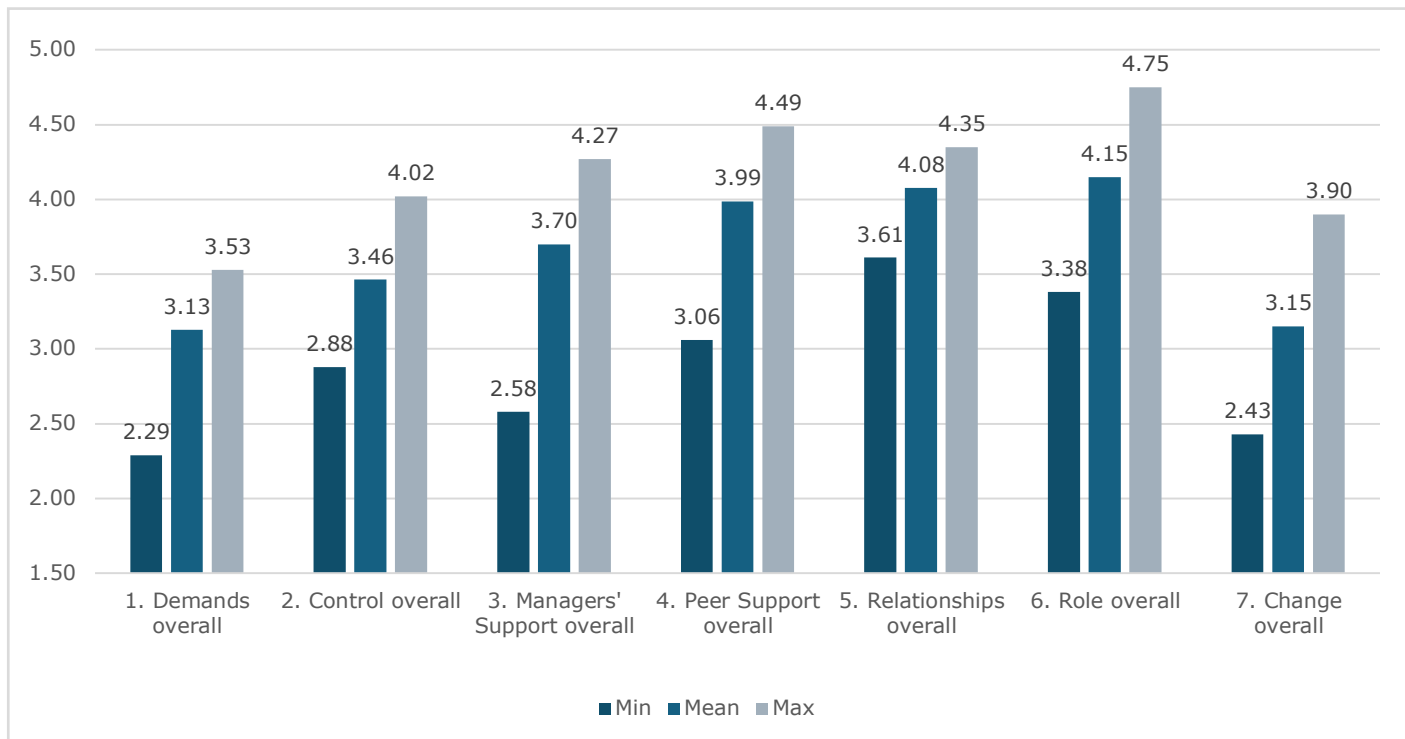


Education

The education data set comprises of 5,864 responses across 31 assessments.

Min, mean and max

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.29	2.88	2.58	3.06	3.61	3.38	2.43
Mean	3.13	3.46	3.70	3.99	4.08	4.15	3.15
Max	3.53	4.02	4.27	4.49	4.35	4.75	3.90



Interquartiles

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Q1	3.04	3.25	3.59	3.89	3.88	4.03	2.95
Q2	3.14	3.51	3.74	4.04	4.11	4.17	3.15
Q3	3.31	3.72	3.85	4.10	4.25	4.29	3.42

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
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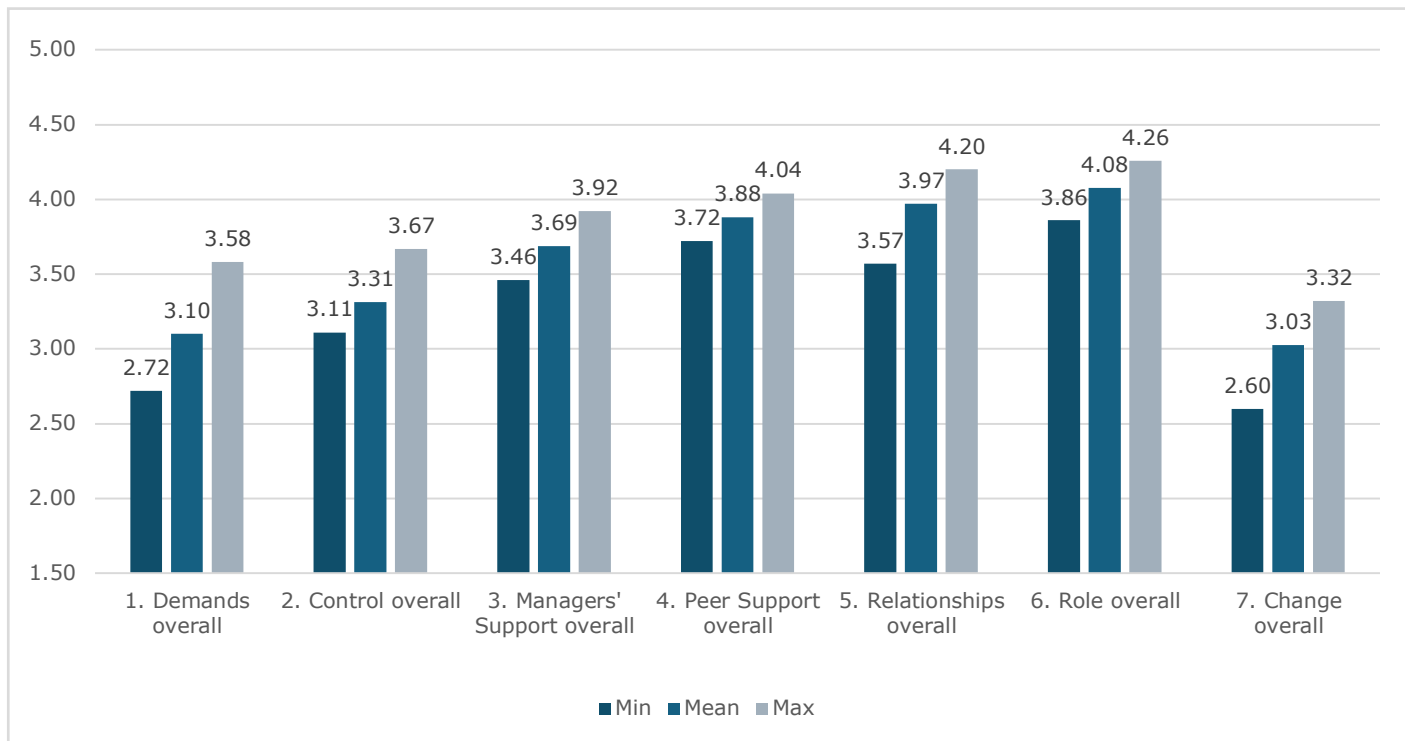


Emergency services (police, fire and rescue)

The emergency services data set comprises of 2,044 responses across 6 assessments.

Min, mean and max

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.72	3.11	3.46	3.72	3.57	3.86	2.60
Mean	3.10	3.31	3.69	3.88	3.97	4.08	3.03
Max	3.58	3.67	3.92	4.04	4.20	4.26	3.32



Interquartiles

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Q1	2.93	3.14	3.55	3.86	3.87	4.02	2.81
Q2	3.08	3.26	3.69	3.88	4.02	4.07	3.09
Q3	3.23	3.43	3.83	3.92	4.16	4.17	3.28

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

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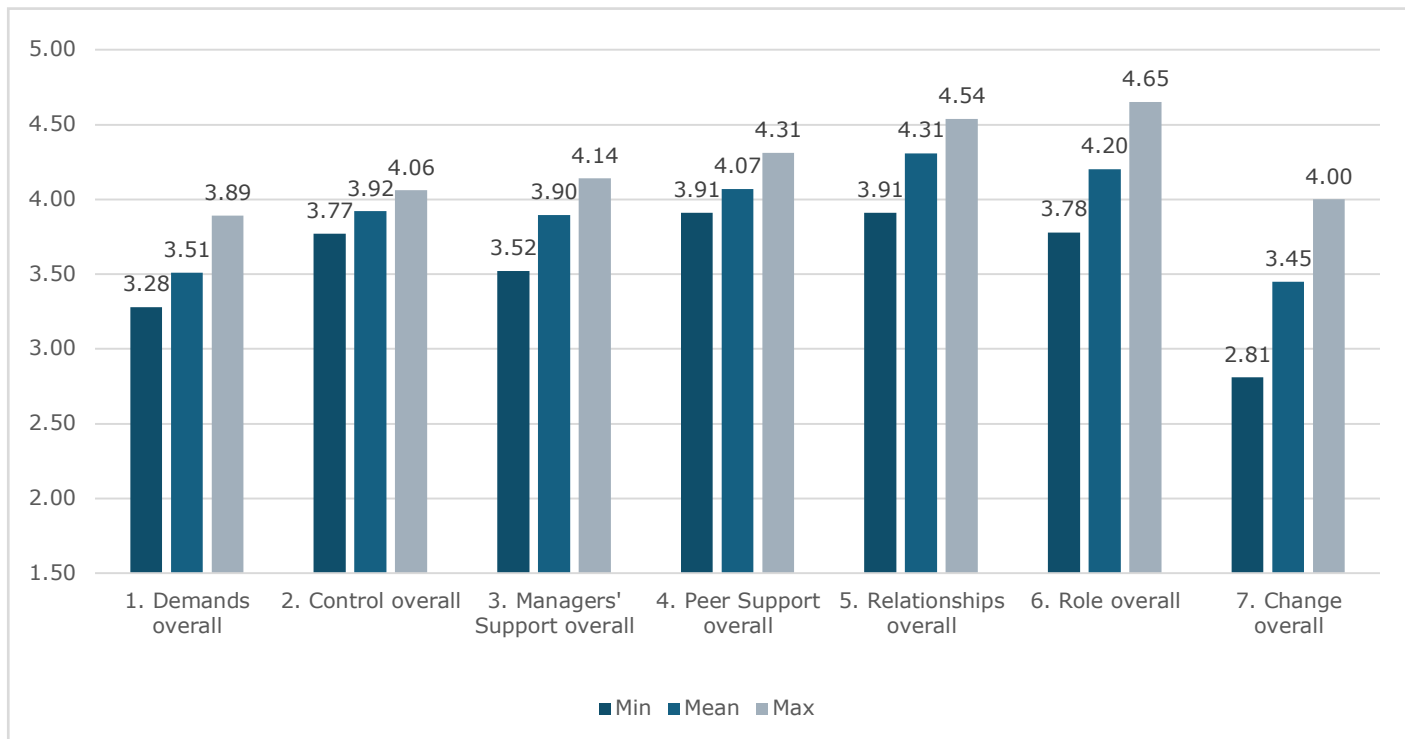


Energy

The energy data set comprises of 920 responses across 12 assessments.

Min, mean and max

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	3.28	3.77	3.52	3.91	3.91	3.78	2.81
Mean	3.51	3.92	3.90	4.07	4.31	4.20	3.45
Max	3.89	4.06	4.14	4.31	4.54	4.65	4.00



Interquartiles

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Q1	3.38	3.85	3.87	4.01	4.24	4.09	3.25
Q2	3.46	3.94	3.90	4.06	4.30	4.16	3.49
Q3	3.59	3.98	3.95	4.10	4.44	4.29	3.66

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

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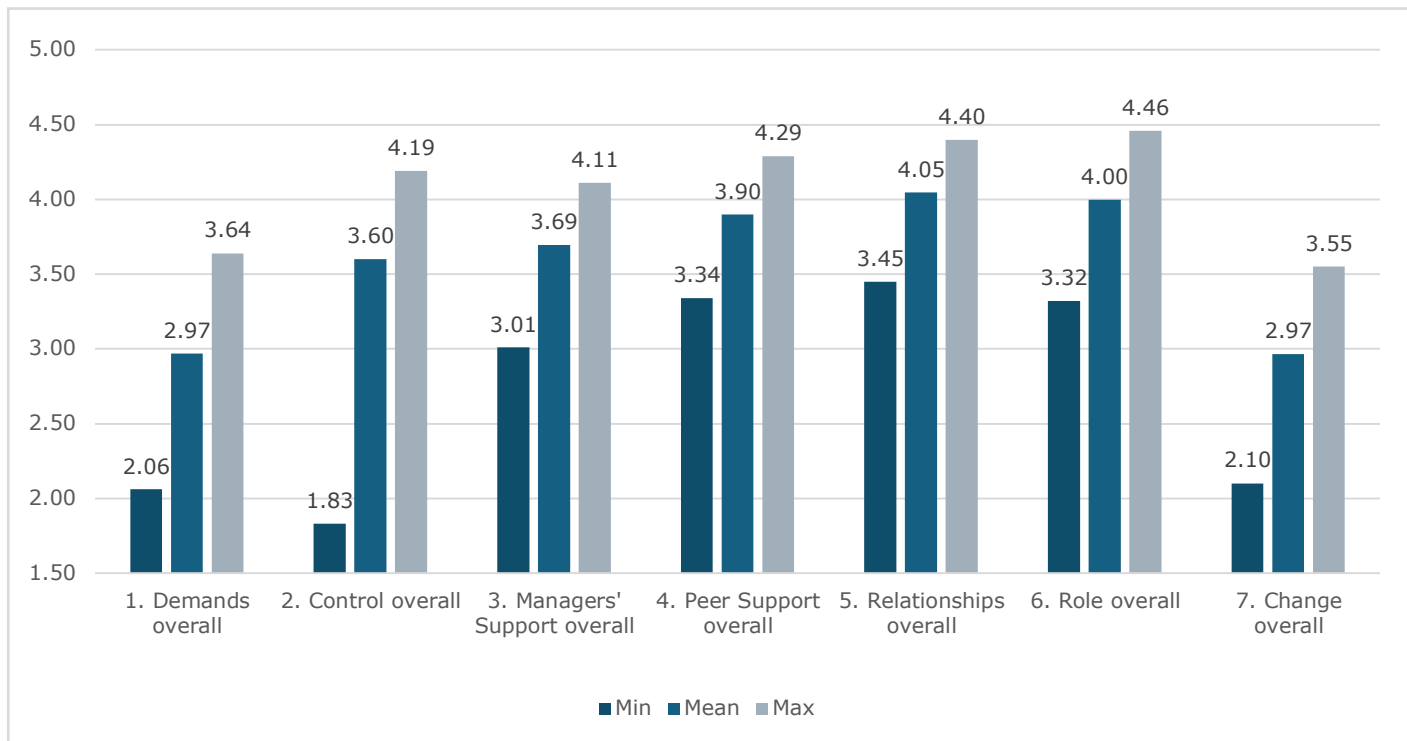


Government

The government data set comprises of 28,522 responses across 60 assessments.

Min, mean and max

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.06	1.83	3.01	3.34	3.45	3.32	2.10
Mean	2.97	3.60	3.69	3.90	4.05	4.00	2.97
Max	3.64	4.19	4.11	4.29	4.40	4.46	3.55



Interquartiles

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Q1	2.76	3.45	3.60	3.80	3.94	3.88	2.84
Q2	3.08	3.74	3.75	3.94	4.09	4.02	3.01
Q3	3.20	3.85	3.85	4.01	4.21	4.14	3.22

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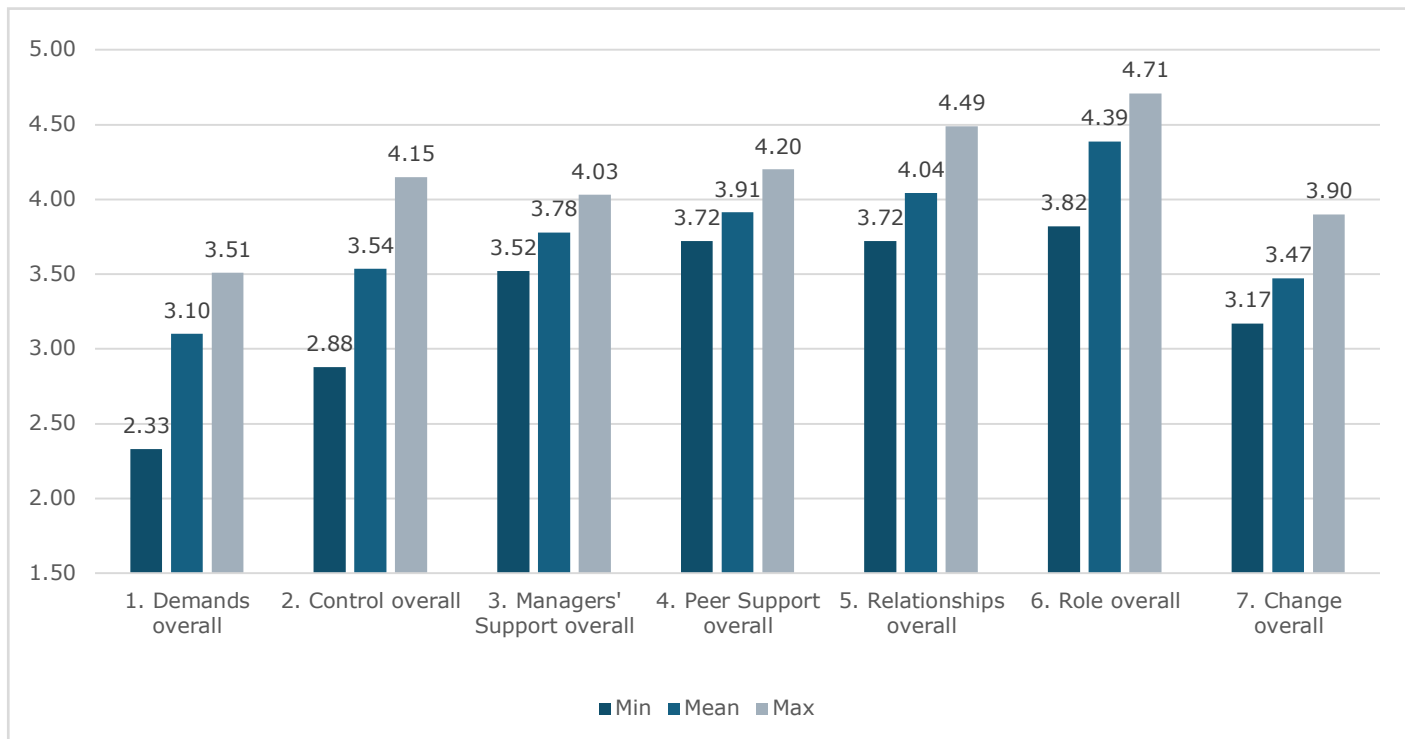


Healthcare

The healthcare data set comprises of 1,659 responses across 14 assessments.

Min, mean and max

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.33	2.88	3.52	3.72	3.72	3.82	3.17
Mean	3.10	3.54	3.78	3.91	4.04	4.39	3.47
Max	3.51	4.15	4.03	4.20	4.49	4.71	3.90



Interquartiles

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Q1	3.56	3.56	3.56	3.56	3.56	3.56	3.56
Q2	3.56	3.56	3.56	3.56	3.56	3.56	3.56
Q3	3.56	3.56	3.56	3.56	3.56	3.56	3.56

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

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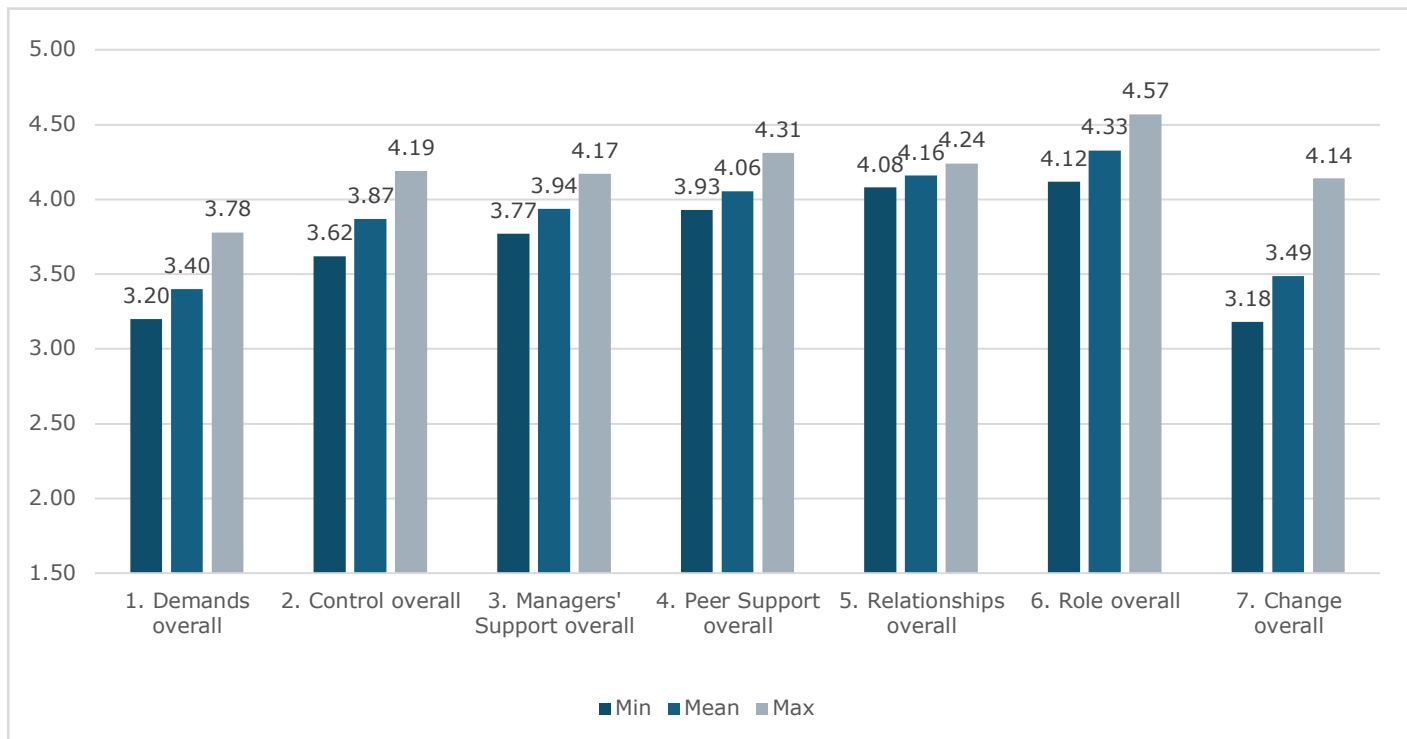


Housing (new)

The housing data set comprises of 1,312 responses across 6 assessments.

Min, mean and max

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	3.20	3.62	3.77	3.93	4.08	4.12	3.18
Mean	3.40	3.87	3.94	4.06	4.16	4.33	3.49
Max	3.78	4.19	4.17	4.31	4.24	4.57	4.14



Interquartiles

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Q1	3.27	3.75	3.84	3.96	4.12	4.23	3.30
Q2	3.35	3.86	3.93	4.05	4.15	4.34	3.36
Q3	3.45	3.95	4.00	4.06	4.21	4.39	3.55

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

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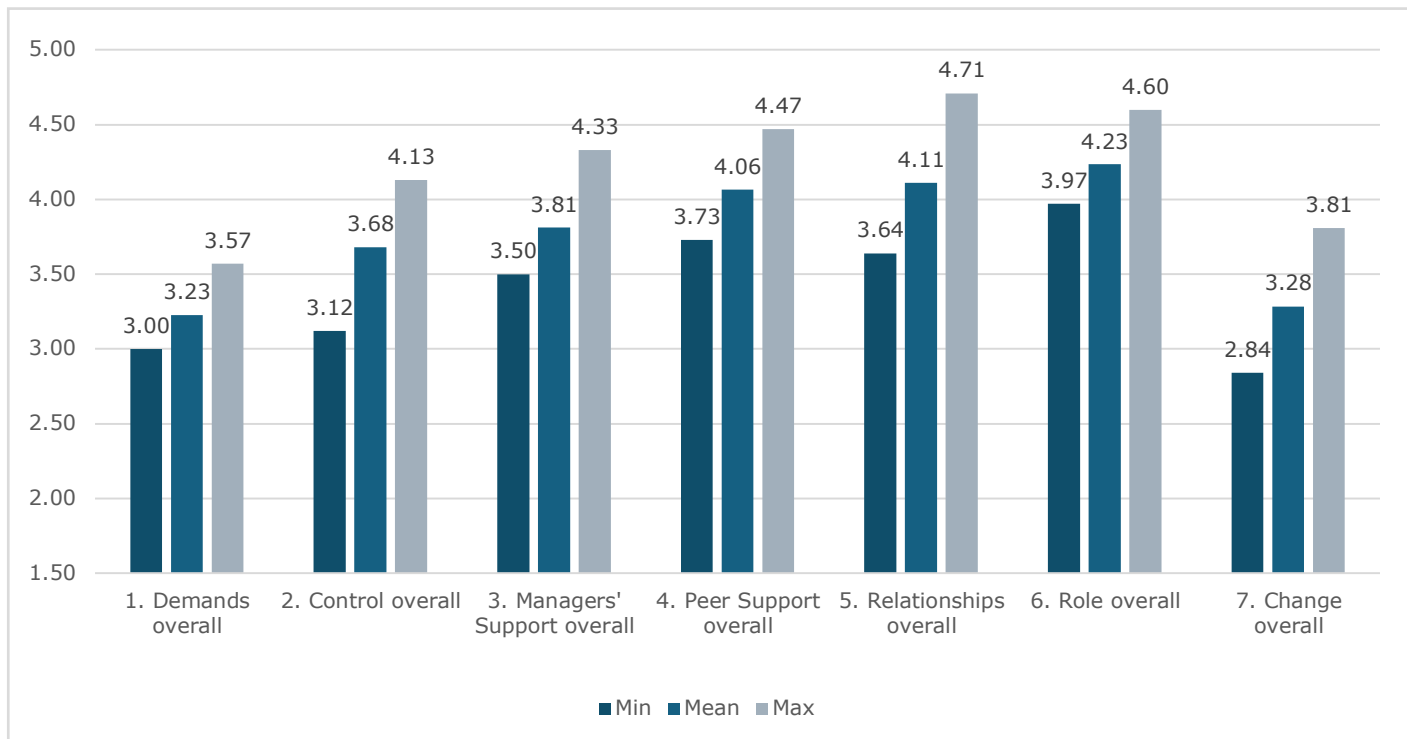


Local authority

The local authority data set comprises of 7,248 responses across 25 assessments.

Min, mean and max

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	3.00	3.12	3.50	3.73	3.64	3.97	2.84
Mean	3.23	3.68	3.81	4.06	4.11	4.23	3.28
Max	3.57	4.13	4.33	4.47	4.71	4.60	3.81



Interquartiles

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Q1	3.11	3.46	3.67	3.98	3.94	4.11	3.06
Q2	3.21	3.78	3.79	4.02	4.11	4.21	3.21
Q3	3.32	3.87	3.92	4.14	4.26	4.36	3.47

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
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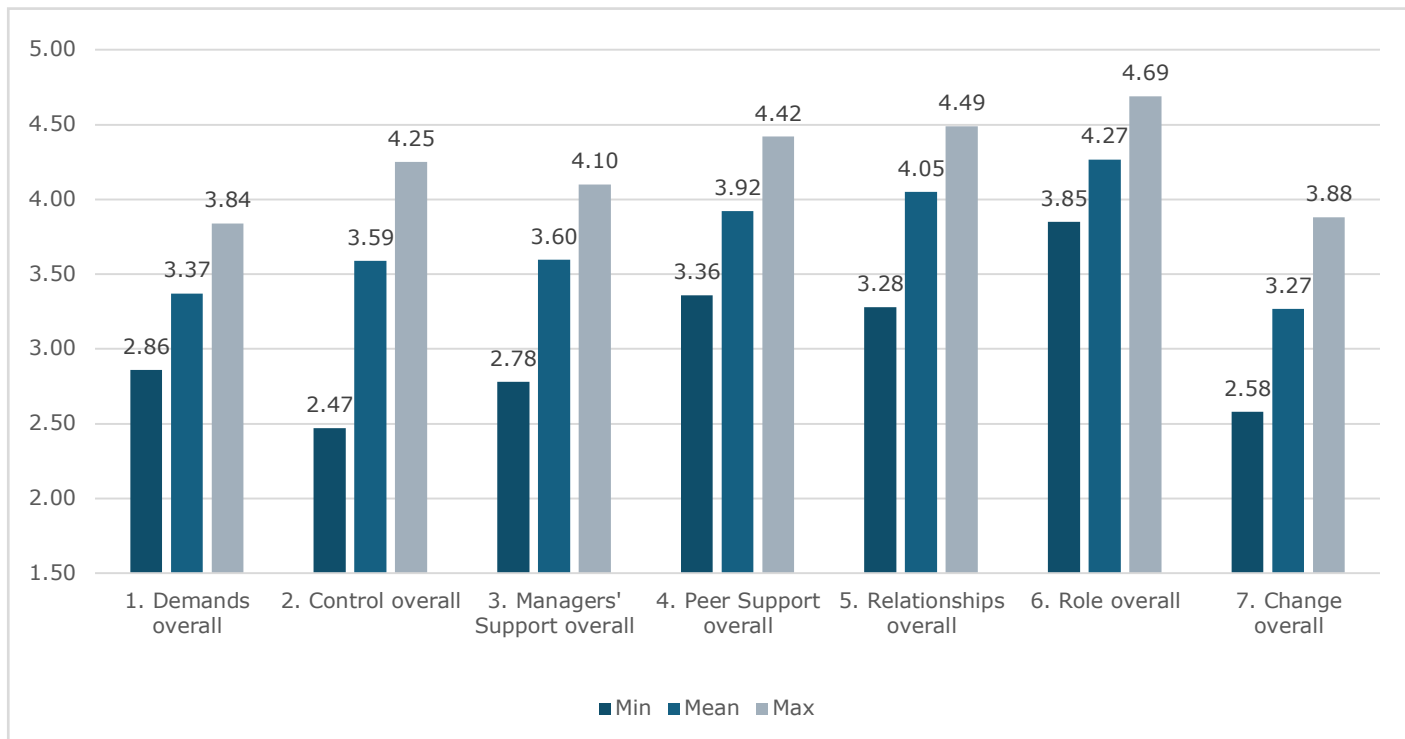


Manufacturing

The manufacturing data set comprises of 2,550 responses across 14 assessments.

Min, mean and max

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.86	2.47	2.78	3.36	3.28	3.85	2.58
Mean	3.37	3.59	3.60	3.92	4.05	4.27	3.27
Max	3.84	4.25	4.10	4.42	4.49	4.69	3.88



Interquartiles

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Q1	3.37	3.64	3.79	4.02	4.19	4.27	3.34
Q2	3.54	3.95	3.95	4.11	4.35	4.38	3.59
Q3	3.32	3.87	3.92	4.14	4.26	4.36	3.47

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
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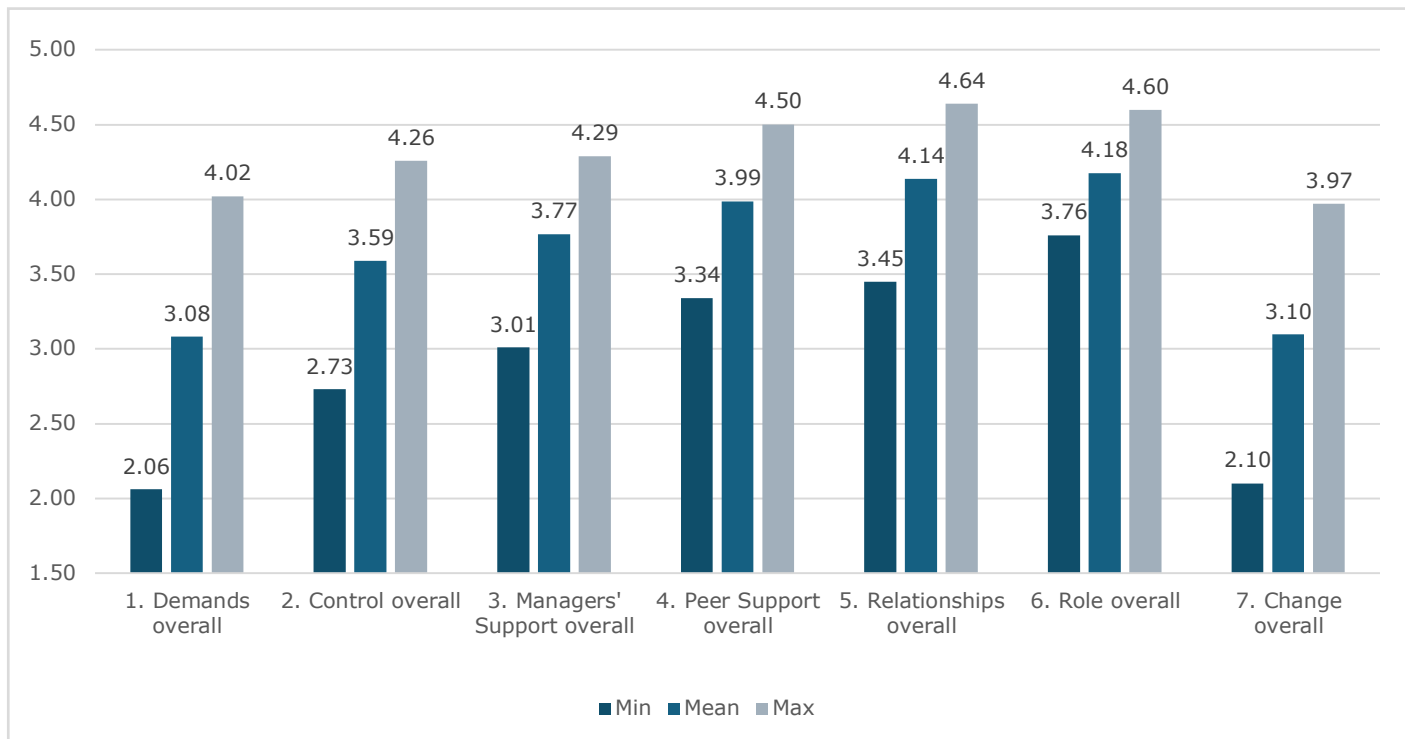


Professional services (financial, legal, science, research, and IT)

The professional services data set comprises of 5,296 responses across 45 assessments.

Min, mean and max

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.06	2.73	3.01	3.34	3.45	3.76	2.10
Mean	3.08	3.59	3.77	3.99	4.14	4.18	3.10
Max	4.02	4.26	4.29	4.50	4.64	4.60	3.97



Interquartiles

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Q1	2.73	3.34	3.61	3.80	3.95	4.02	2.75
Q2	3.18	3.68	3.82	3.98	4.10	4.17	2.98
Q3	3.50	3.85	4.01	4.20	4.38	4.33	3.58

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
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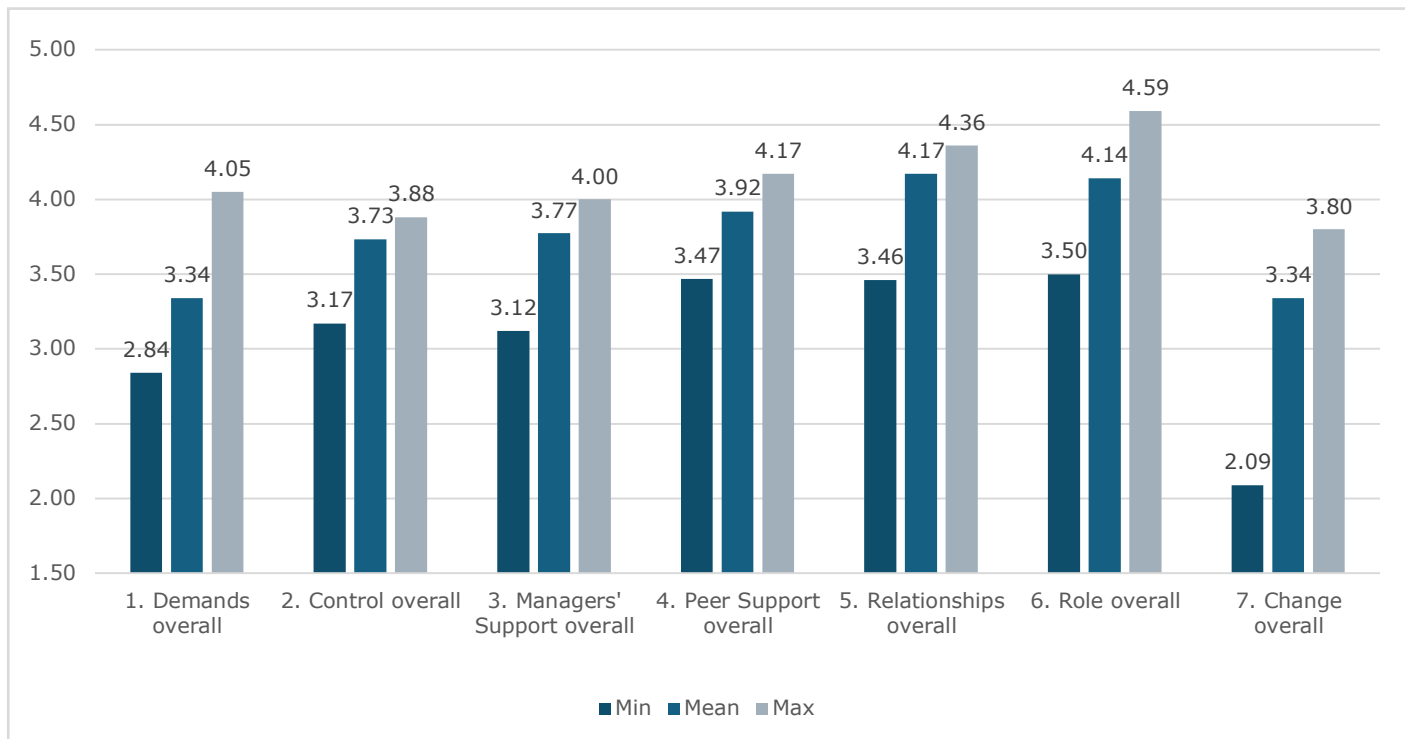


Utilities

The utilities data set comprises of 4,041 responses across 13 assessments.

Min, mean and max

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.84	3.17	3.12	3.47	3.46	3.50	2.09
Mean	3.34	3.73	3.77	3.92	4.17	4.14	3.34
Max	4.05	3.88	4.00	4.17	4.36	4.59	3.80



Interquartiles

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Q1	3.08	3.44	3.61	3.80	3.95	4.15	2.93
Q2	3.22	3.64	3.79	3.99	4.14	4.18	3.10
Q3	3.50	3.85	3.95	4.11	4.35	4.33	3.58

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
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**PUBLICATIONS AND
PRODUCTS FROM**



Home and Hybrid Working (HHW)

Benchmarking report

August 2025



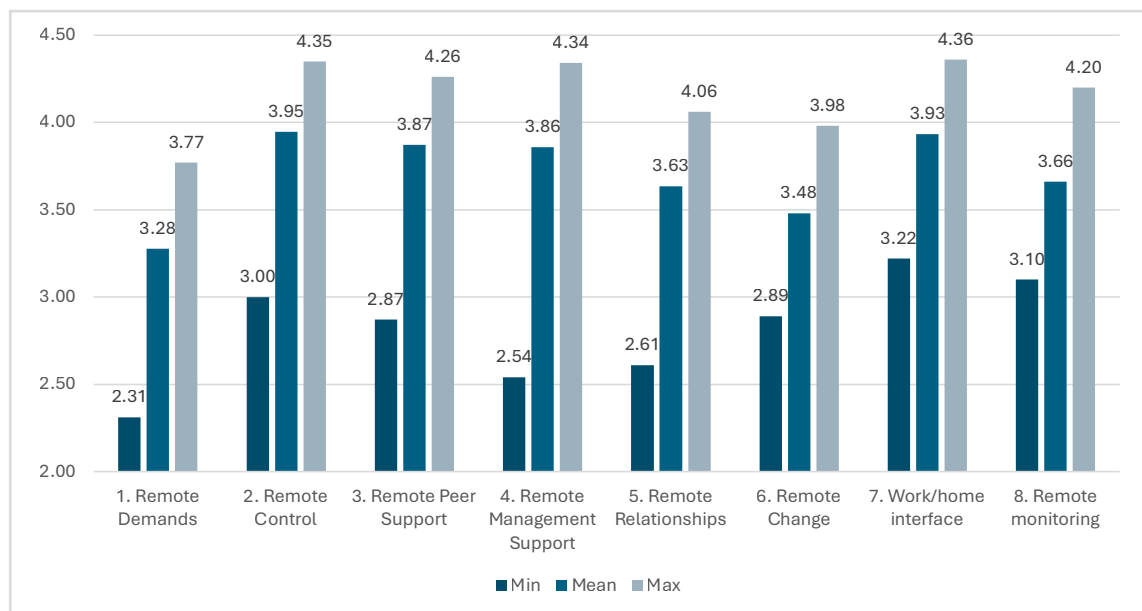
Home and Hybrid Working (HHW)

All industry

The all industry data set comprises of 12,610 responses across 58 assessments.

Min, mean and max

	1. Remote Demands	2. Remote Control	3. Remote Peer Support	4. Remote Management Support	5. Remote Relationships	6. Remote Change	7. Work/home interface	8. Remote monitoring
Min	2.31	3.00	2.87	2.54	2.61	2.89	3.22	3.10
Mean	3.28	3.95	3.87	3.86	3.63	3.48	3.93	3.66
Max	3.77	4.35	4.26	4.34	4.06	3.98	4.36	4.20



Interquartiles

	1. Remote Demands	2. Remote Control	3. Remote Peer Support	4. Remote Management Support	5. Remote Relationships	6. Remote Change	7. Work/home interface	8. Remote monitoring
Q1	3.16	3.83	3.75	3.70	3.51	3.33	3.82	3.53
Q2	3.31	3.98	3.92	3.90	3.67	3.49	3.97	3.65
Q3	3.42	4.07	4.01	4.00	3.75	3.62	4.09	3.78

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

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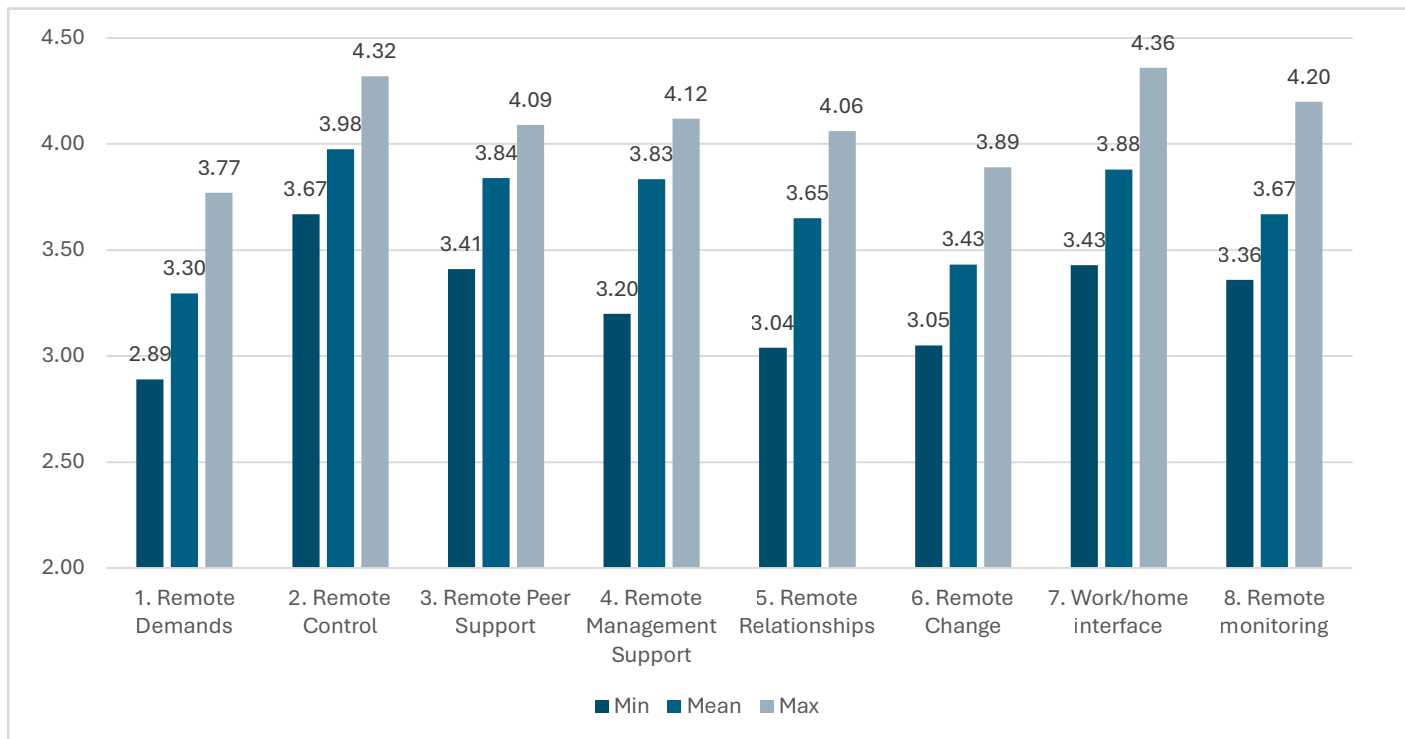


Public sector

The public sector data set comprises of 7,173 responses across 23 assessments.

Min, mean and max

	1. Remote Demands	2. Remote Control	3. Remote Peer Support	4. Remote Management Support	5. Remote Relationships	6. Remote Change	7. Work/home interface	8. Remote monitoring
Min	2.89	3.67	3.41	3.20	3.04	3.05	3.43	3.36
Mean	3.30	3.98	3.84	3.83	3.65	3.43	3.88	3.67
Max	3.77	4.32	4.09	4.12	4.06	3.89	4.36	4.20



Interquartiles

	1. Remote Demands	2. Remote Control	3. Remote Peer Support	4. Remote Management Support	5. Remote Relationships	6. Remote Change	7. Work/home interface	8. Remote monitoring
Q1	3.19	3.82	3.75	3.70	3.55	3.28	3.72	3.49
Q2	3.30	3.99	3.88	3.87	3.68	3.44	3.94	3.65
Q3	3.46	4.11	3.95	3.96	3.73	3.57	3.99	3.80

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

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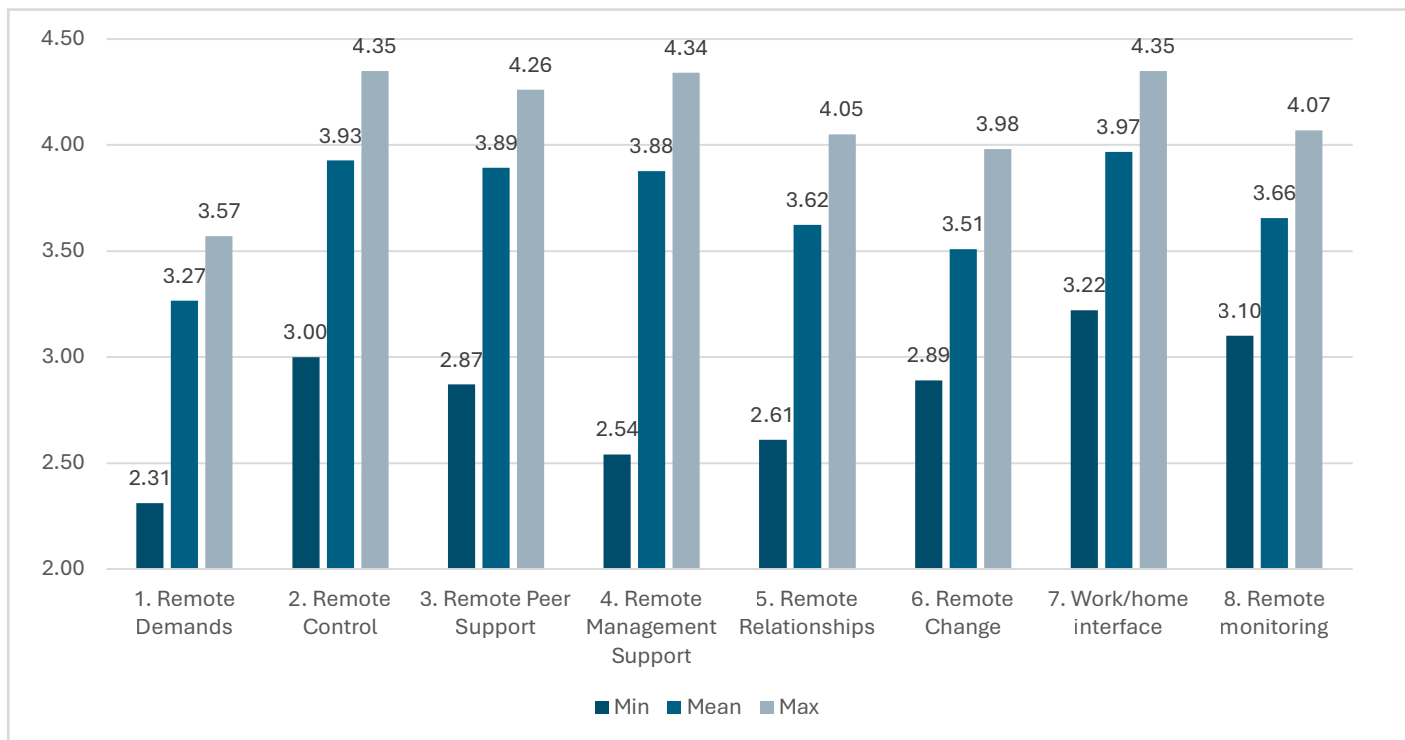


Private sector

The private sector data set comprises of 5,437 responses across 35 assessments.

Min, mean and max

	1. Remote Demands	2. Remote Control	3. Remote Peer Support	4. Remote Management Support	5. Remote Relationships	6. Remote Change	7. Work/home interface	8. Remote monitoring
Min	2.31	3.00	2.87	2.54	2.61	2.89	3.22	3.10
Mean	3.27	3.93	3.89	3.88	3.62	3.51	3.97	3.66
Max	3.57	4.35	4.26	4.34	4.05	3.98	4.35	4.07



Interquartiles

	1. Remote Demands	2. Remote Control	3. Remote Peer Support	4. Remote Management Support	5. Remote Relationships	6. Remote Change	7. Work/home interface	8. Remote monitoring
Q1	3.17	3.87	3.80	3.74	3.51	3.36	3.84	3.55
Q2	3.31	3.98	3.95	3.90	3.66	3.52	4.05	3.67
Q3	3.41	4.04	4.02	4.13	3.76	3.67	4.13	3.76

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

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Safety Climate Tool (SCT)

Benchmarking report

August 2025



Safety Climate Tool (SCT)

Benchmarking mean scores over time

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
2014	3.63	3.38	3.53	3.10	3.53	3.56	3.54	3.27
2015	3.72	3.39	3.62	3.17	3.67	3.58	3.64	3.41
2016	3.71	3.40	3.57	3.18	3.65	3.57	3.63	3.36
2017	3.74	3.43	3.63	3.21	3.67	3.61	3.62	3.36
2018	3.73	3.44	3.62	3.27	3.66	3.66	3.64	3.46
2019	3.81	3.57	3.70	3.32	3.76	3.78	3.73	3.61
2020	3.74	3.51	3.64	3.25	3.69	3.73	3.65	3.49
2021	3.82	3.58	3.74	3.30	3.75	3.78	3.71	3.63
2022	3.80	3.54	3.72	3.33	3.71	3.79	3.70	3.57
2023	3.77	3.51	3.67	3.33	3.72	3.74	3.72	3.63
2024	3.78	3.52	3.67	3.29	3.72	3.79	3.70	3.54

SCT average scores over time

Drawing on over 1,000 assessments and more than half a million individual responses from a wide range of organisations, the data offers a unique national perspective on workplace safety culture trends. Across the eight measured themes, the long-term picture is one of steady improvement, underpinned by growing organisational commitment, stronger team attitudes, and more user-friendly procedures.

Organisational Commitment has climbed consistently since 2014, reaching its highest level in 2025, signalling that leadership engagement in health and safety is now firmly embedded across many sectors.

Health and Safety Oriented Behaviours show gradual but persistent gains, particularly since 2019, reflecting the normalisation of positive safety habits in everyday work.

Health and Safety Trust rose sharply in the early years, then stabilised at a high level. While this indicates strong confidence in safety systems, the recent plateau suggests an opportunity to reinvigorate trust-building initiatives.

Usability of Procedures stands out for its significant improvement from a lower starting point, particularly over the past five years, indicating national progress in simplifying and clarifying safety processes.

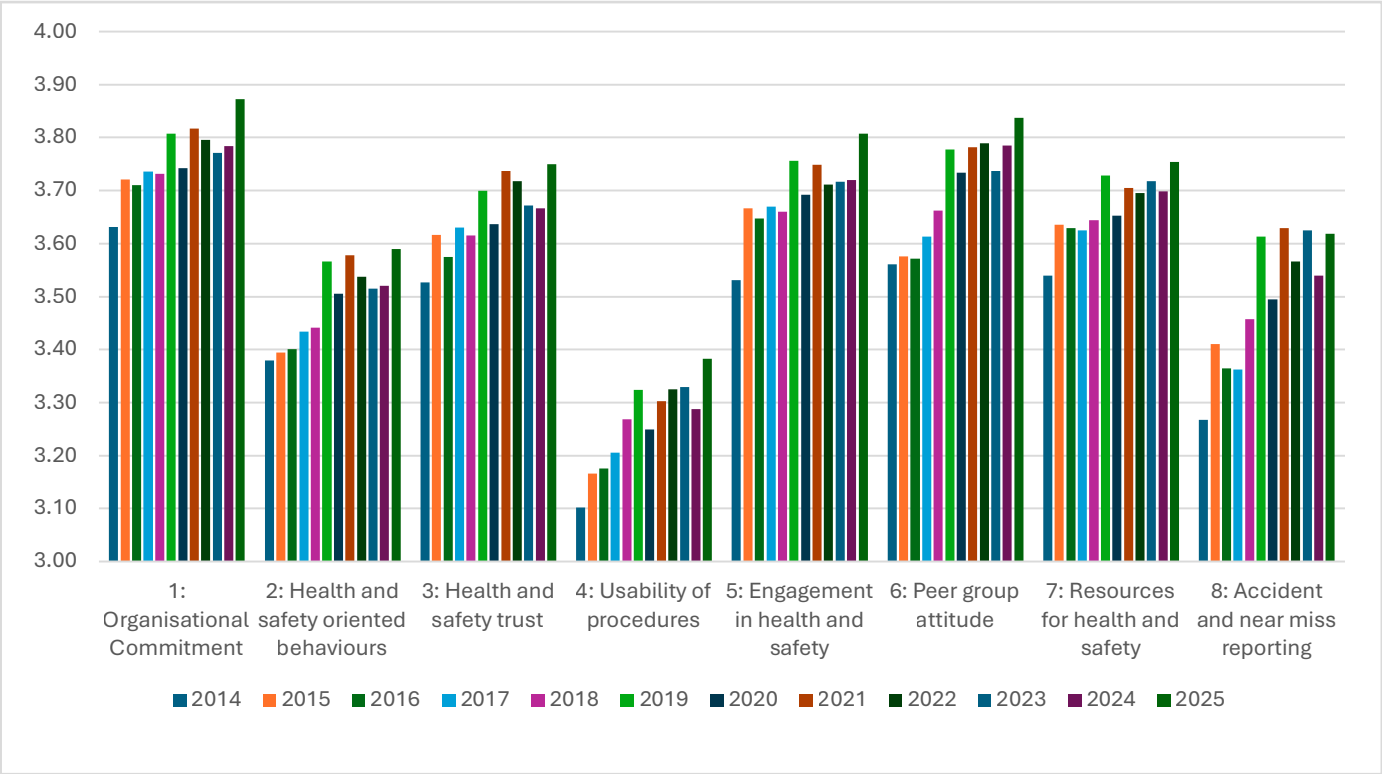
Engagement in Health and Safety has strengthened year-on-year, reaching peak levels in 2025, while **Peer Group Attitude** remains one of the most consistently high-scoring areas, reflecting strong mutual support and shared responsibility for safety.

Resources for Health and Safety continue to improve, showing that more organisations are providing the tools, equipment and support necessary to maintain safe environments.

Accident and Near Miss Reporting

historically a challenging area, has seen one of the most encouraging shifts, with substantial gains since 2019, signalling a growing culture of openness and proactive reporting. However, the data suggests (the widest interquartile range) that while some organisations perform well, many organisations are under performing in this area.

In summary, the collective data paints a positive national picture. While some areas, like Health and Safety Trust, have levelled off, the overall direction is upward. The results suggest that UK organisations that are using the HSE Safety Climate Tool are increasingly embedding health and safety into their cultural fabric, with strong leadership, engaged teams, and more effective systems driving progress.



Industry benchmarking (SCT)

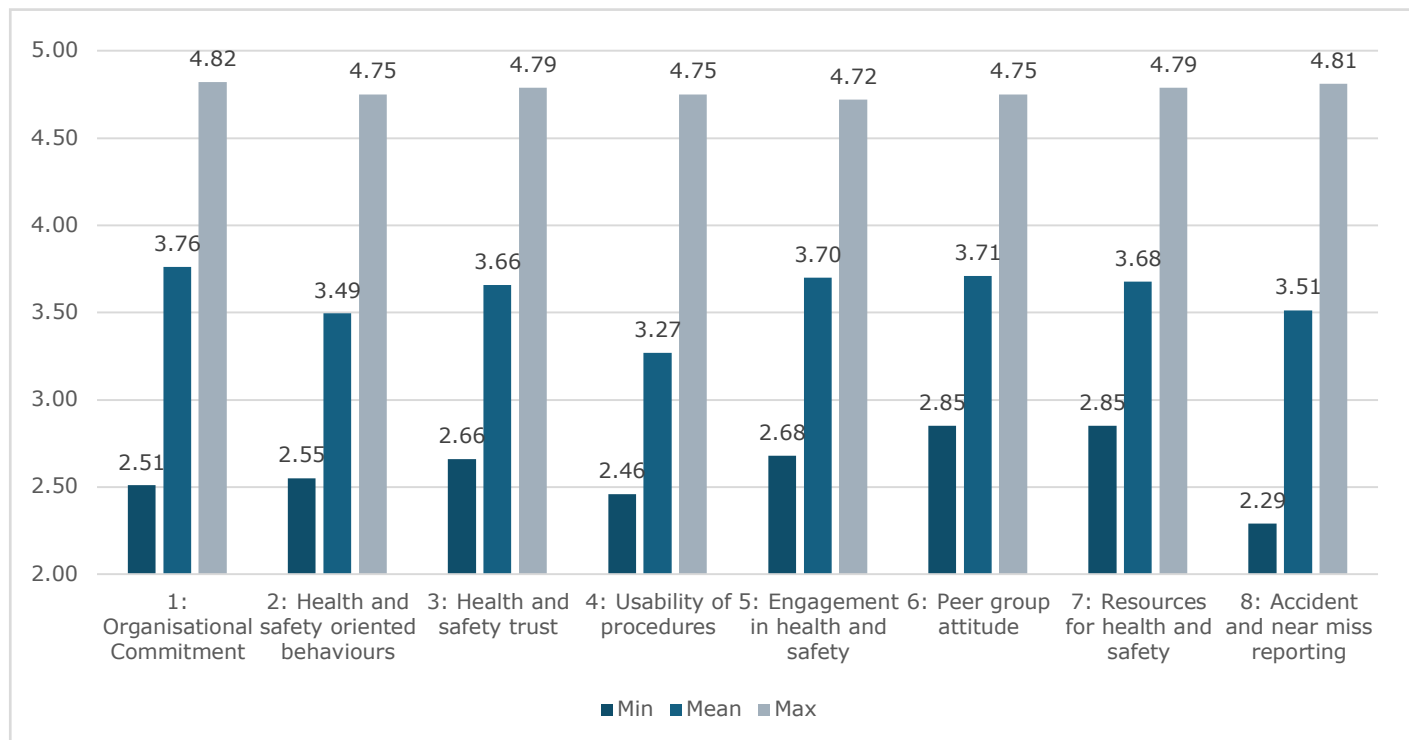
All industry	50	Hospitality, tourism and retails (new)	76
Chemicals and pharmaceuticals	52	Manufacturing all	78
Construction	54	Manufacturing (food and drink)	80
Construction (road)	56	Maritime (including ports)	82
Defence (new)	58	Nuclear (new)	84
Education (universities)	60	Professional, scientific and technical	86
Emergency services (fire and rescue)	62	Public sector	88
Energy (all).....	64	Rail (operators and construction) (new)	90
Energy (gas/oil/petroleum)	66	Real estate and facilities management	92
Energy (renewables)	68	Transportation	94
Energy (electric grid)	70	Utilities	96
Engineering all	72	Warehousing and distribution	98
Engineering (civil) (new)	74	Waste management	100

All industry

The all industry data set comprises of 502,795 responses across 1,051 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.51	2.55	2.66	2.46	2.68	2.85	2.85	2.29
Mean	3.76	3.49	3.66	3.27	3.70	3.71	3.68	3.51
Max	4.82	4.75	4.79	4.75	4.72	4.75	4.79	4.81



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.58	3.29	3.45	3.09	3.52	3.53	3.50	3.28
Q2	3.79	3.50	3.67	3.26	3.71	3.73	3.68	3.49
Q3	3.95	3.70	3.86	3.44	3.88	3.89	3.86	3.74

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

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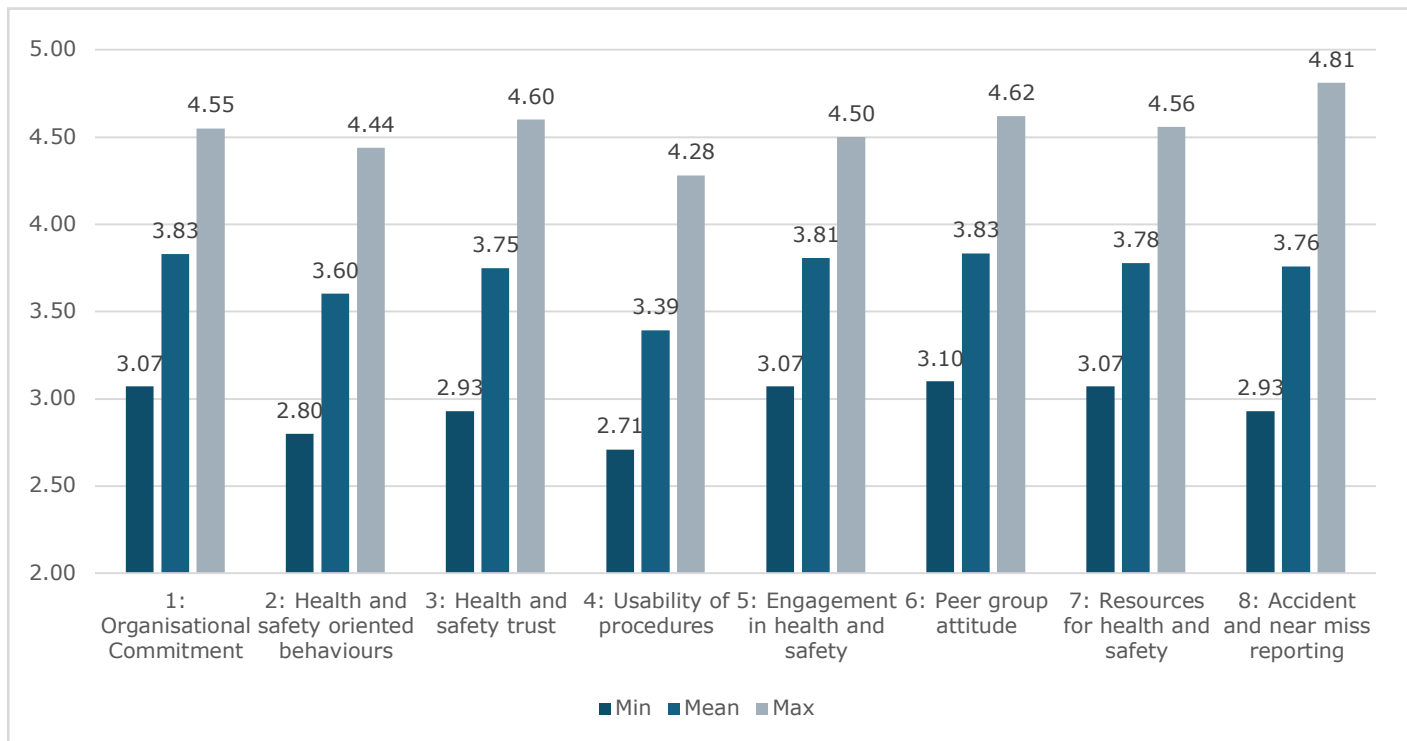


Chemicals and pharmaceuticals

The chemicals and pharmaceuticals data set comprises of 62,654 responses across 121 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.07	2.80	2.93	2.71	3.07	3.10	3.07	2.93
Mean	3.83	3.60	3.75	3.39	3.81	3.83	3.78	3.76
Max	4.55	4.44	4.60	4.28	4.50	4.62	4.56	4.81



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.60	3.34	3.51	3.14	3.64	3.67	3.59	3.49
Q2	3.85	3.62	3.78	3.39	3.84	3.82	3.80	3.72
Q3	4.02	3.85	3.99	3.58	3.96	4.01	3.94	4.02

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
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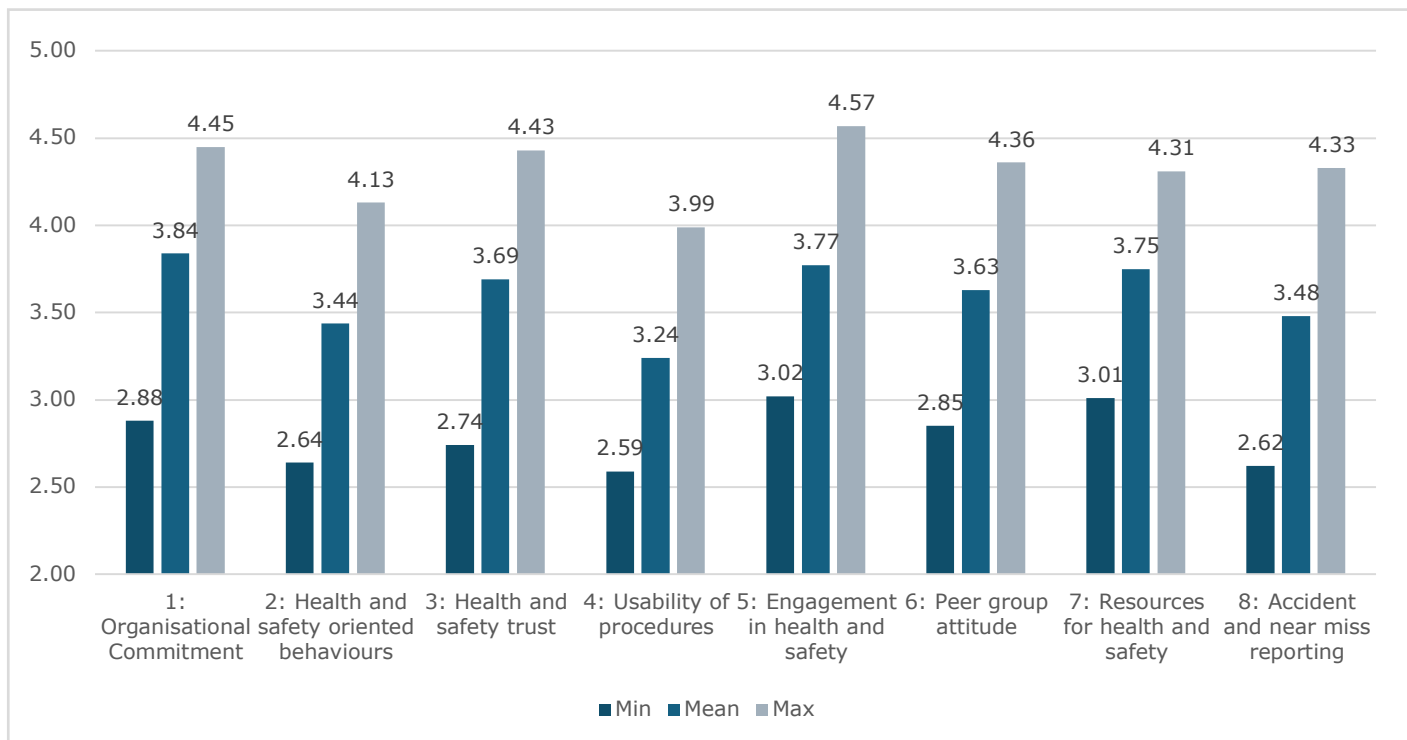


Construction

The construction data set comprises of 60,397 responses across 264 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.88	2.64	2.74	2.59	3.02	2.85	3.01	2.62
Mean	3.84	3.44	3.69	3.24	3.77	3.63	3.75	3.48
Max	4.45	4.13	4.43	3.99	4.57	4.36	4.31	4.33



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.69	3.29	3.56	3.10	3.63	3.48	3.61	3.29
Q2	3.84	3.45	3.69	3.24	3.77	3.65	3.79	3.48
Q3	4.02	3.61	3.85	3.39	3.92	3.80	3.93	3.68

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
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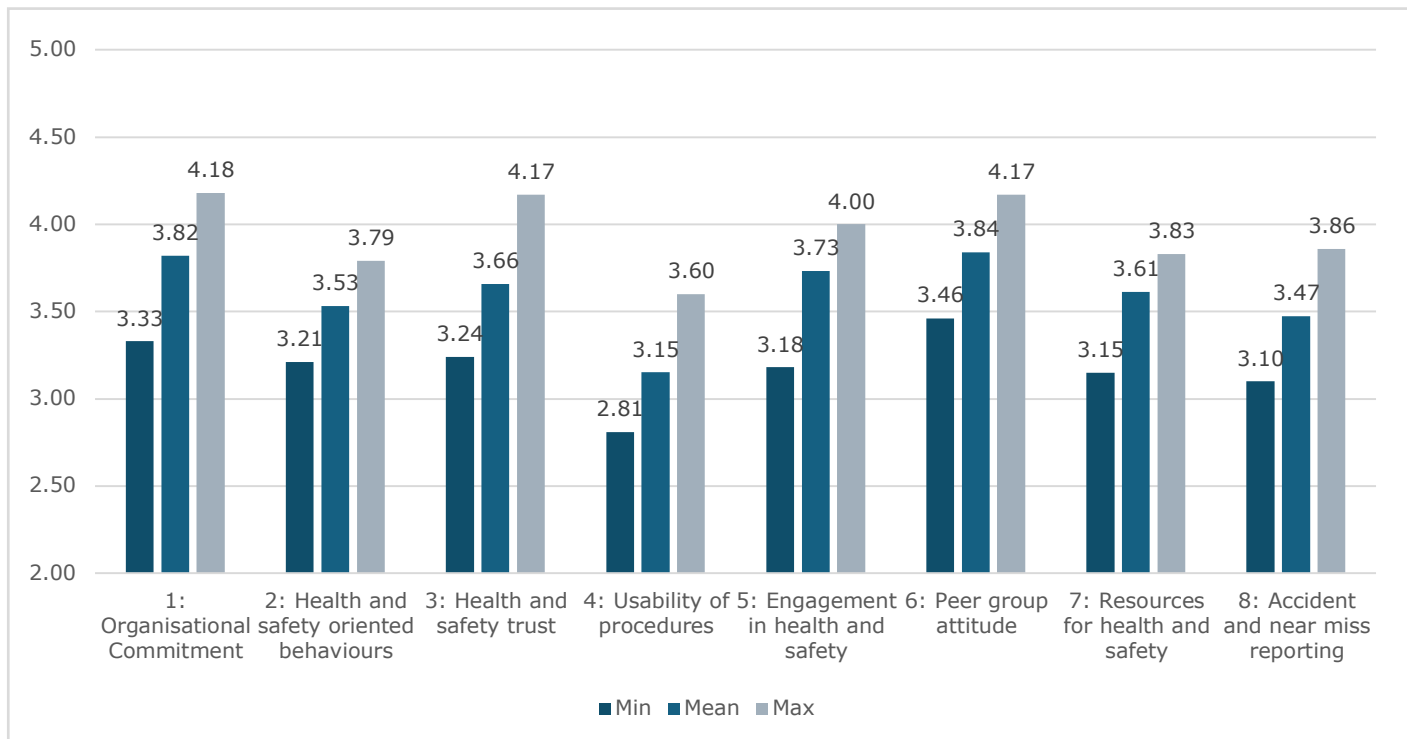


Construction (road)

The construction (road) data set comprises of 10,848 responses across 18 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.33	3.21	3.24	2.81	3.18	3.46	3.15	3.10
Mean	3.82	3.53	3.66	3.15	3.73	3.84	3.61	3.47
Max	4.18	3.79	4.17	3.60	4.00	4.17	3.83	3.86



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.77	3.48	3.52	3.06	3.70	3.76	3.56	3.31
Q2	3.80	3.55	3.66	3.15	3.76	3.86	3.65	3.46
Q3	3.92	3.64	3.80	3.26	3.83	3.94	3.73	3.58

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
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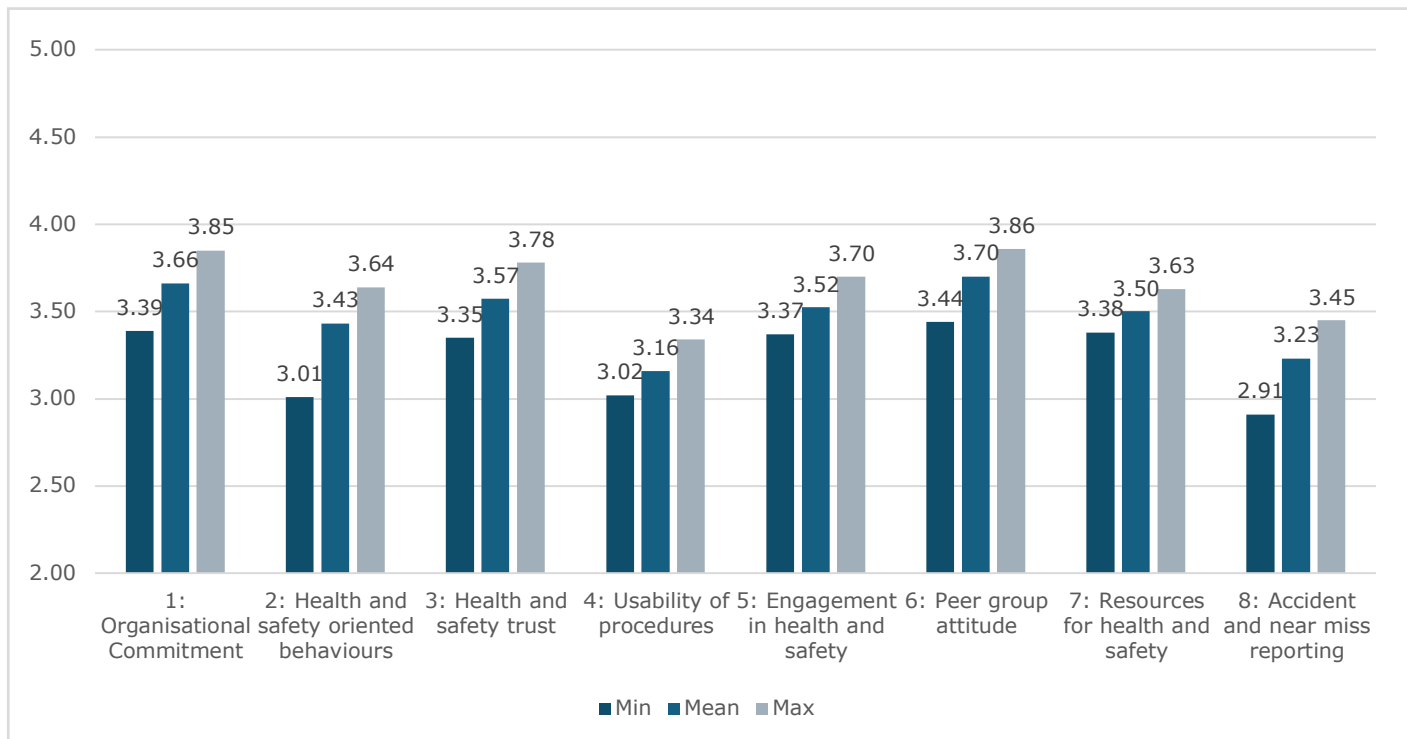


Defence (new)

The defence data set comprises of 2,701 responses across 5 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.39	3.01	3.35	3.02	3.37	3.44	3.38	2.91
Mean	3.66	3.43	3.57	3.16	3.52	3.70	3.50	3.23
Max	3.85	3.64	3.78	3.34	3.70	3.86	3.63	3.45



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.59	3.37	3.44	3.06	3.42	3.55	3.44	3.17
Q2	3.68	3.55	3.60	3.07	3.46	3.81	3.52	3.20
Q3	3.80	3.59	3.69	3.30	3.67	3.84	3.54	3.42

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

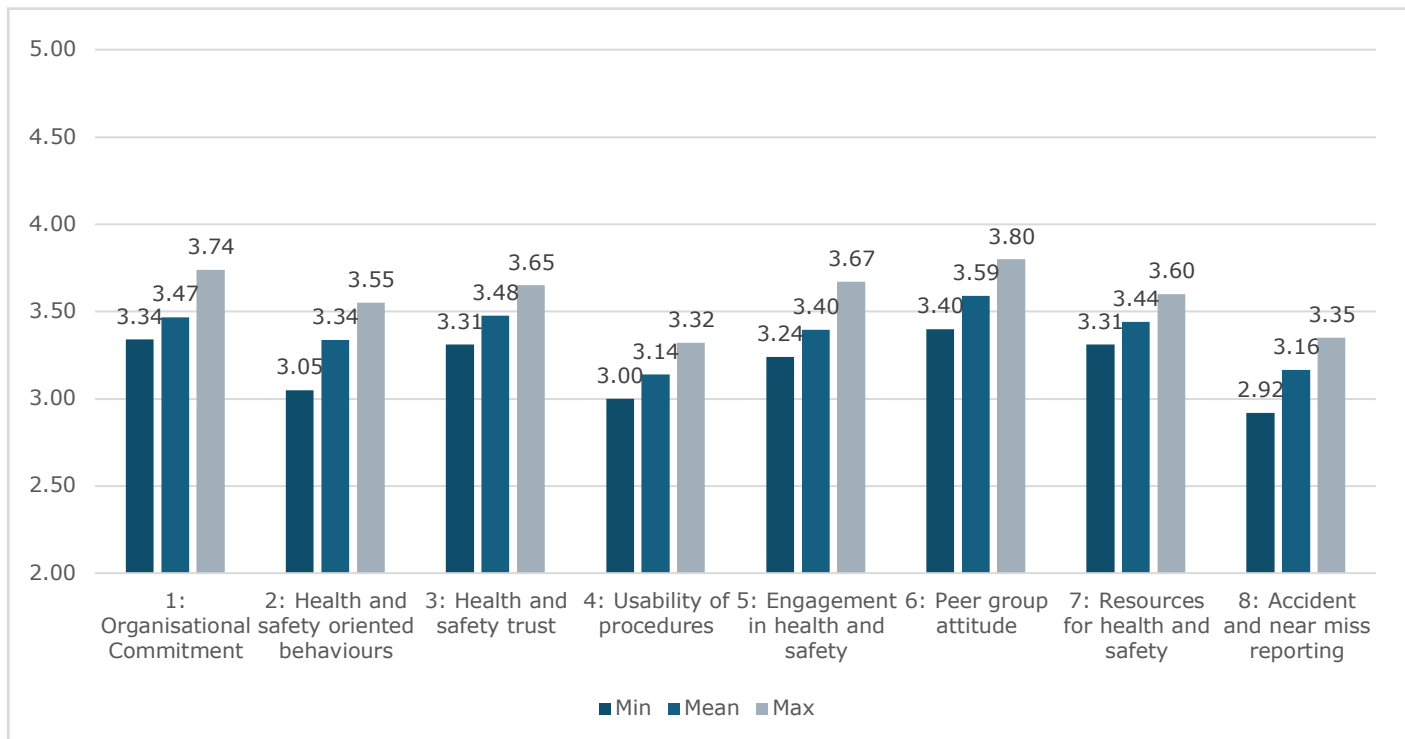


Education (universities)

The education (universities) data set comprises of 5,458 responses across 9 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.34	3.05	3.31	3.00	3.24	3.40	3.31	2.92
Mean	3.47	3.34	3.48	3.14	3.40	3.59	3.44	3.16
Max	3.74	3.55	3.65	3.32	3.67	3.80	3.60	3.35



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.42	3.24	3.40	3.11	3.26	3.46	3.33	3.11
Q2	3.42	3.34	3.45	3.12	3.42	3.56	3.44	3.20
Q3	3.49	3.49	3.57	3.17	3.43	3.66	3.55	3.26

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

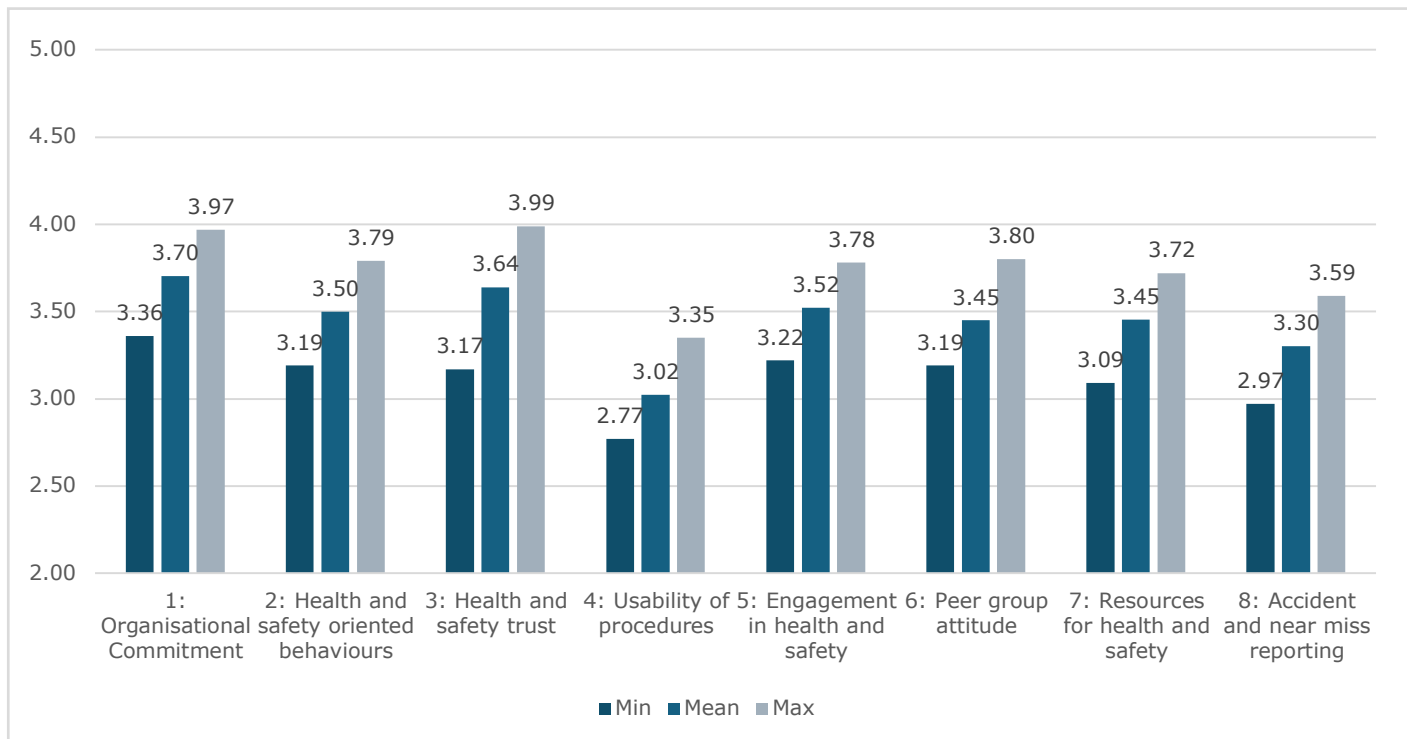


Emergency services (fire and rescue)

The emergency services data set comprises of 3,955 responses across 7 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.36	3.19	3.17	2.77	3.22	3.19	3.09	2.97
Mean	3.70	3.50	3.64	3.02	3.52	3.45	3.45	3.30
Max	3.97	3.79	3.99	3.35	3.78	3.80	3.72	3.59



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.54	3.29	3.44	2.87	3.39	3.22	3.30	3.01
Q2	3.73	3.43	3.54	2.96	3.46	3.31	3.53	3.40
Q3	3.89	3.76	3.95	3.17	3.71	3.71	3.62	3.57

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

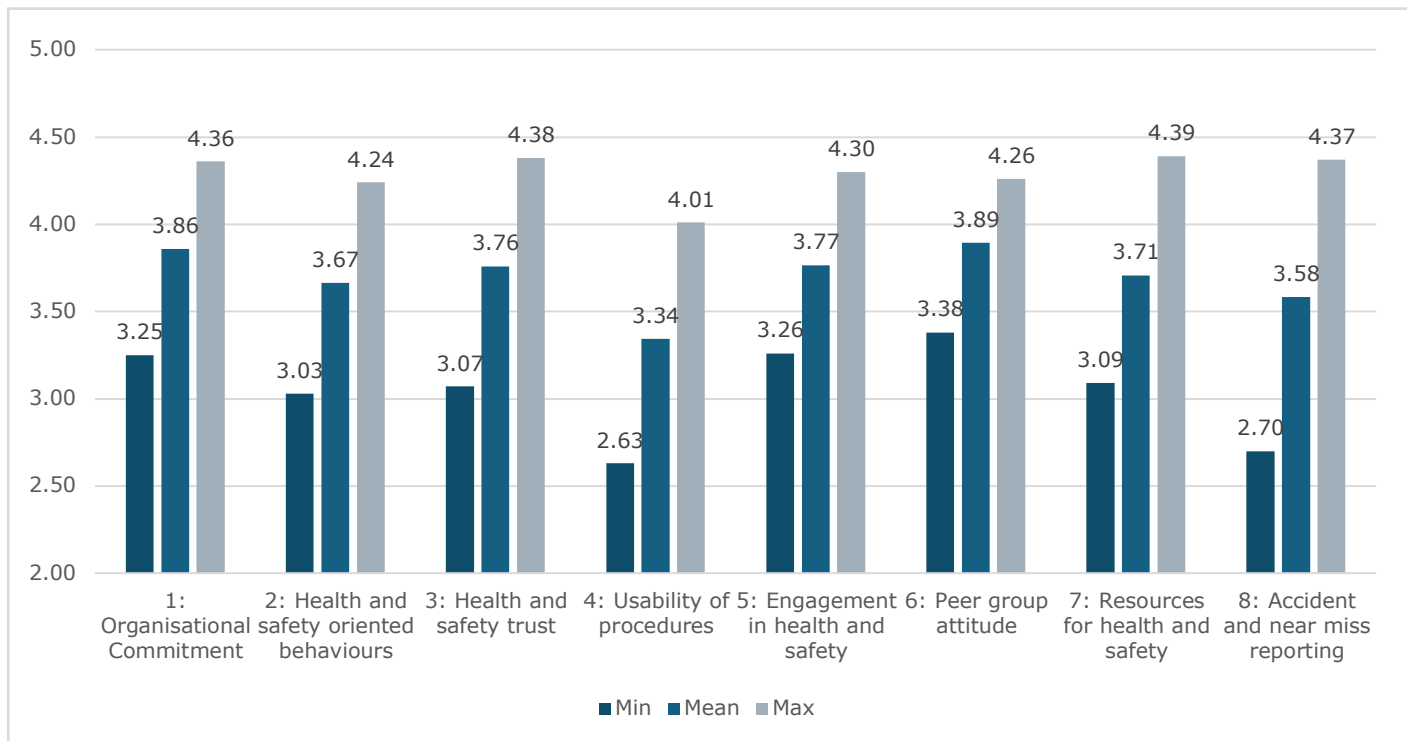


Energy (all)

The energy (all) data set comprises of 87,125 responses across 133 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.25	3.03	3.07	2.63	3.26	3.38	3.09	2.70
Mean	3.86	3.67	3.76	3.34	3.77	3.89	3.71	3.58
Max	4.36	4.24	4.38	4.01	4.30	4.26	4.39	4.37



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.73	3.52	3.62	3.20	3.65	3.80	3.57	3.36
Q2	3.88	3.71	3.78	3.33	3.78	3.89	3.71	3.60
Q3	3.99	3.84	3.94	3.47	3.89	4.01	3.86	3.82

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

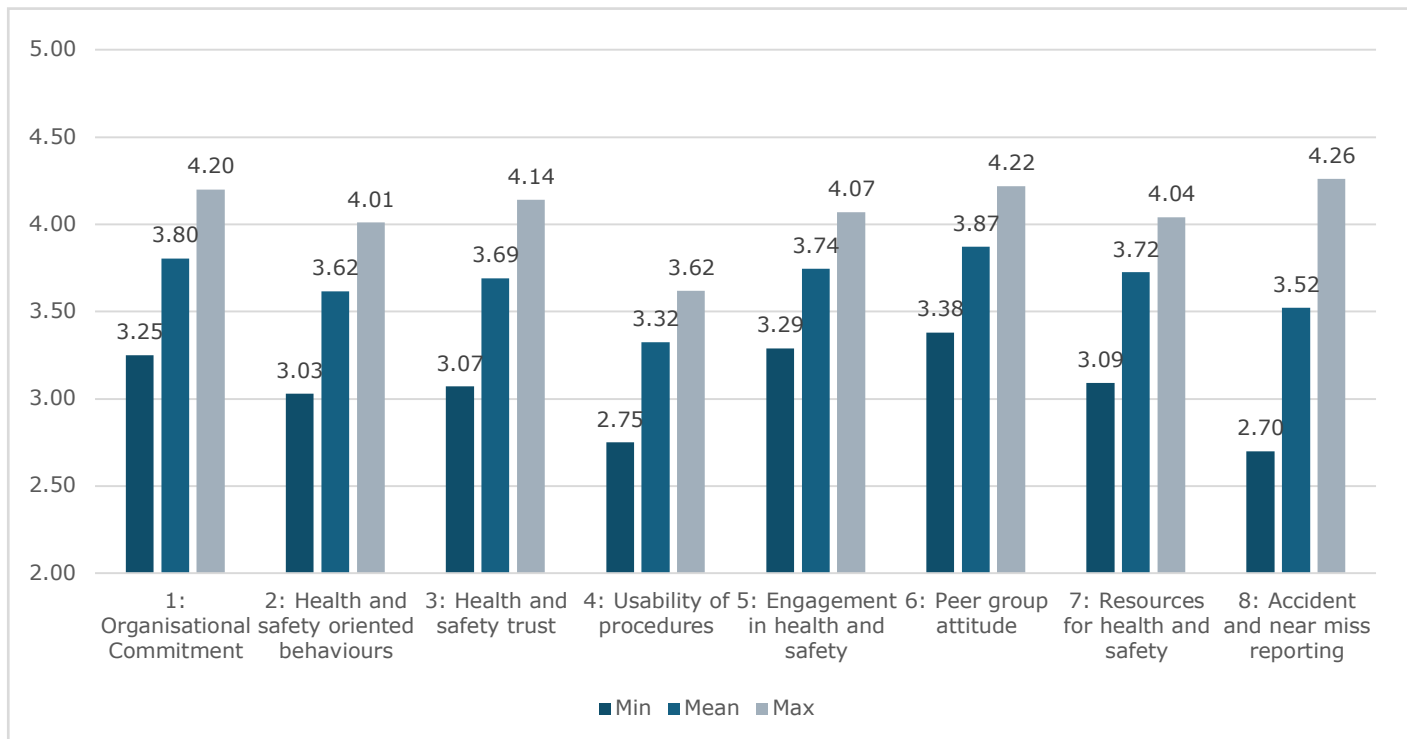


Energy (gas/oil/petroleum)

The Energy (gas/oil/petroleum) data set comprises of 24,213 responses across 41 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.25	3.03	3.07	2.75	3.29	3.38	3.09	2.70
Mean	3.80	3.62	3.69	3.32	3.74	3.87	3.72	3.52
Max	4.20	4.01	4.14	3.62	4.07	4.22	4.04	4.26



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.68	3.38	3.50	3.22	3.65	3.74	3.62	3.32
Q2	3.83	3.58	3.74	3.33	3.74	3.88	3.74	3.51
Q3	3.93	3.86	3.85	3.45	3.83	4.00	3.88	3.75

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

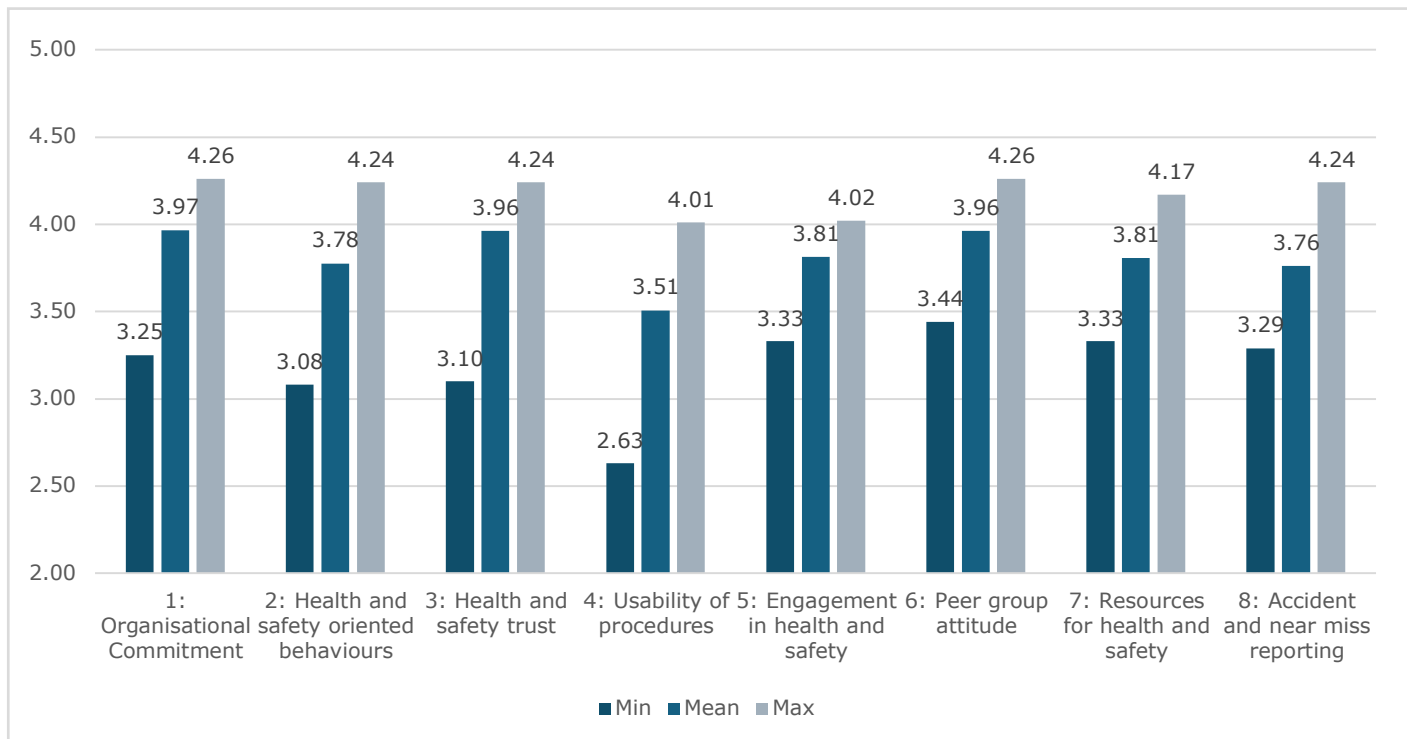


Energy (renewables)

The energy (renewables) data set comprises of 5,010 responses across 21 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.25	3.08	3.10	2.63	3.33	3.44	3.33	3.29
Mean	3.97	3.78	3.96	3.51	3.81	3.96	3.81	3.76
Max	4.26	4.24	4.24	4.01	4.02	4.26	4.17	4.24



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.93	3.71	3.97	3.38	3.78	3.85	3.74	3.62
Q2	3.99	3.81	4.05	3.49	3.84	4.00	3.80	3.78
Q3	4.11	3.86	4.14	3.64	3.91	4.07	3.92	3.92

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

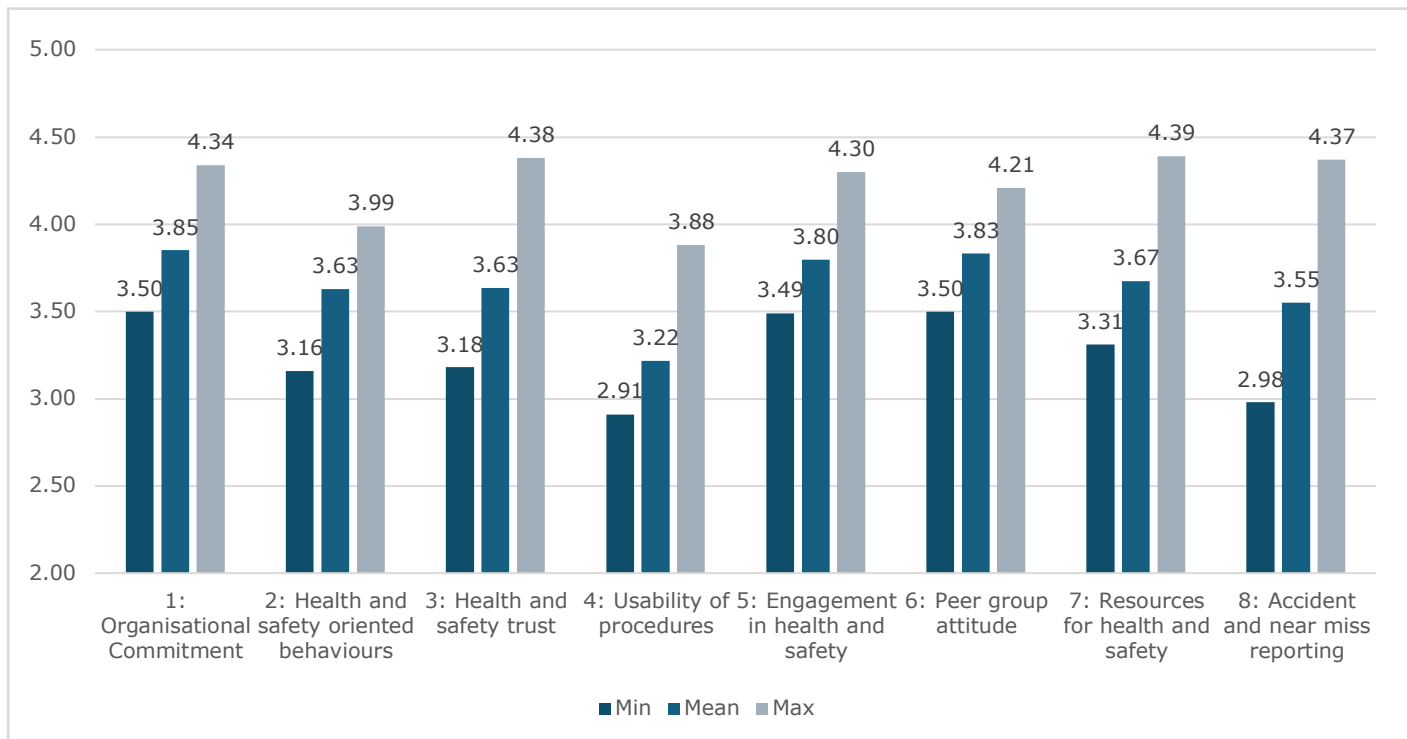


Energy (electric grid)

The energy (electric grid) data set comprises of 29,885 responses across 25 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.50	3.16	3.18	2.91	3.49	3.50	3.31	2.98
Mean	3.85	3.63	3.63	3.22	3.80	3.83	3.67	3.55
Max	4.34	3.99	4.38	3.88	4.30	4.21	4.39	4.37



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.67	3.49	3.42	3.01	3.65	3.73	3.49	3.34
Q2	3.88	3.66	3.66	3.25	3.84	3.85	3.68	3.57
Q3	4.00	3.77	3.78	3.36	3.91	3.92	3.73	3.71

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

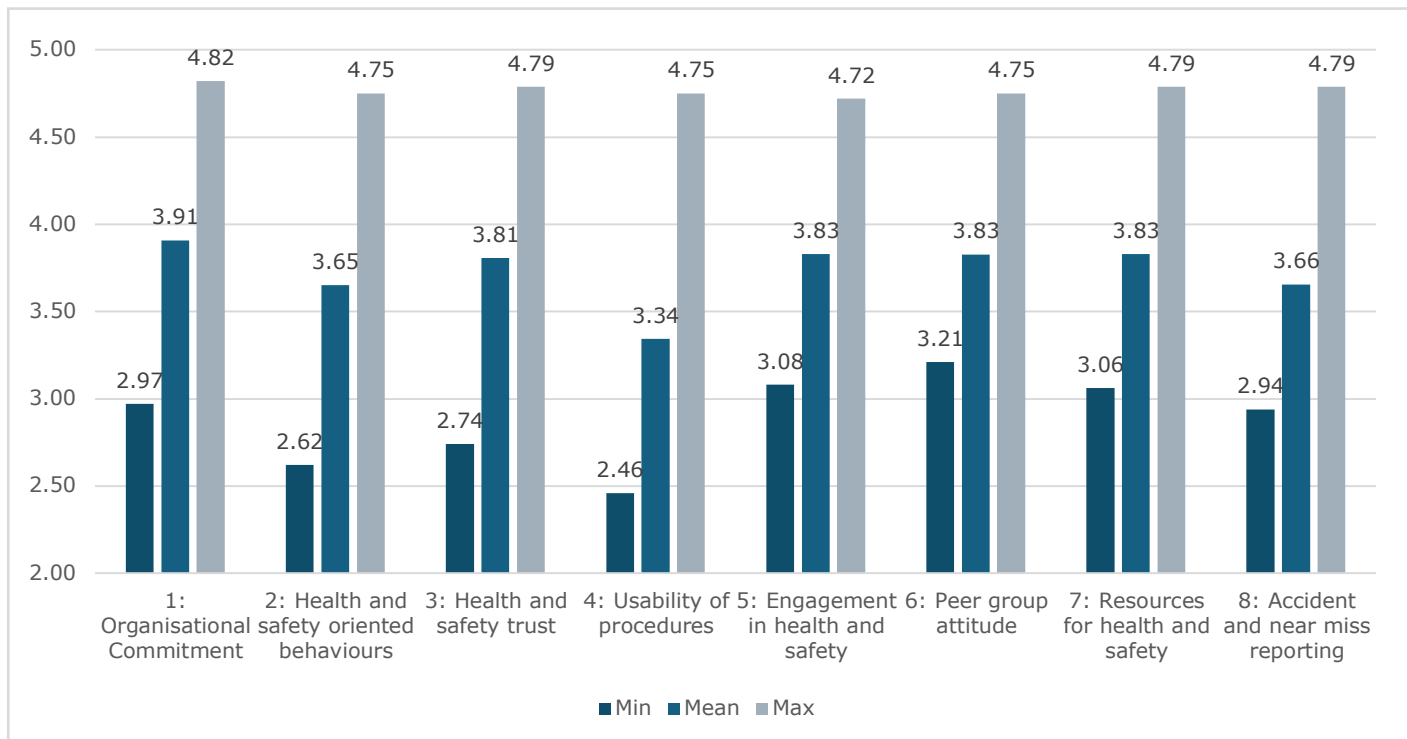


Engineering all

The energy (electric grid) data set comprises of 29,885 responses across 25 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.97	2.62	2.74	2.46	3.08	3.21	3.06	2.94
Mean	3.91	3.65	3.81	3.34	3.83	3.83	3.83	3.66
Max	4.82	4.75	4.79	4.75	4.72	4.75	4.79	4.79



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.80	3.50	3.69	3.15	3.74	3.66	3.69	3.45
Q2	3.94	3.70	3.82	3.36	3.85	3.86	3.82	3.65
Q3	4.05	3.83	3.98	3.49	3.92	4.00	3.95	3.88

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

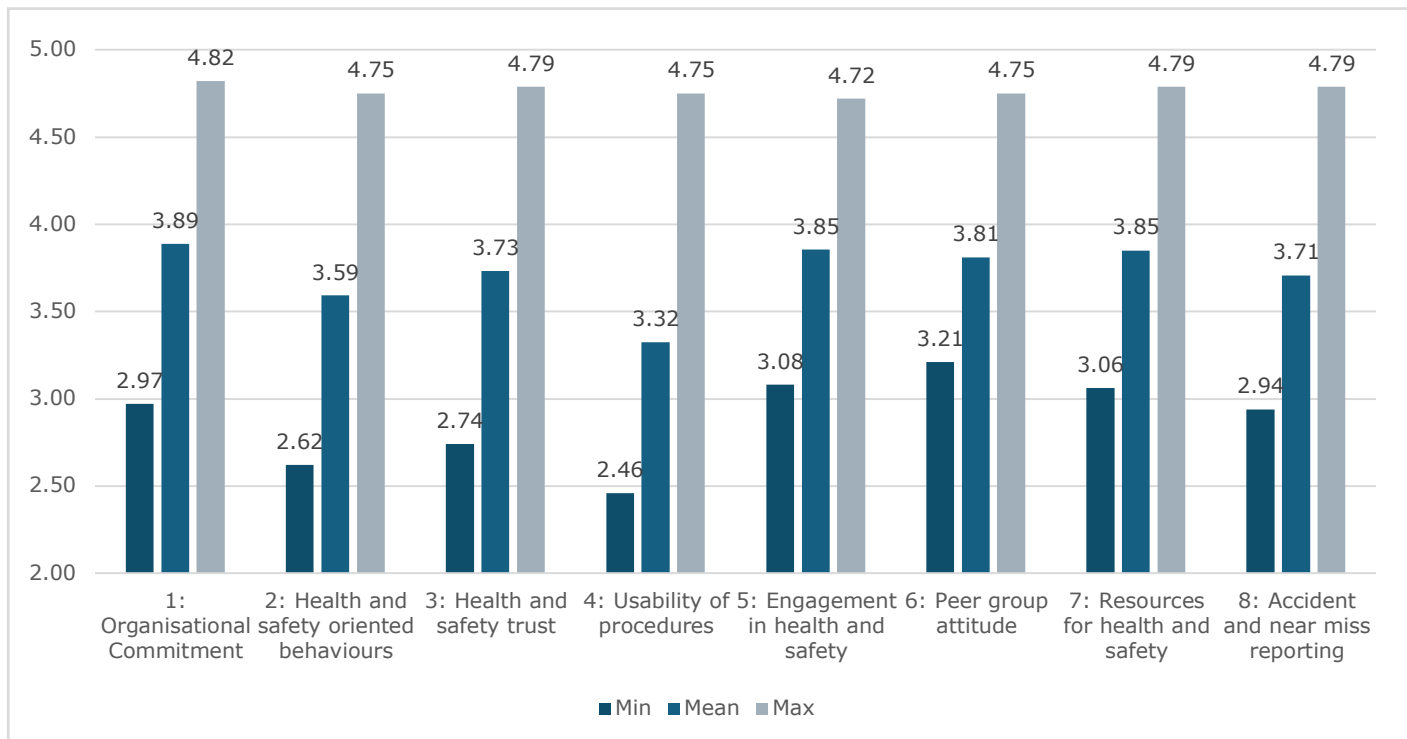


Engineering (civil) (new)

The civil engineering set comprises of 7,513 responses across 33 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.97	2.62	2.74	2.46	3.08	3.21	3.06	2.94
Mean	3.89	3.59	3.73	3.32	3.85	3.81	3.85	3.71
Max	4.82	4.75	4.79	4.75	4.72	4.75	4.79	4.79



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.80	3.41	3.62	3.10	3.77	3.65	3.73	3.47
Q2	3.90	3.66	3.76	3.24	3.88	3.83	3.84	3.71
Q3	4.02	3.75	3.86	3.43	3.91	3.97	3.95	3.90

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

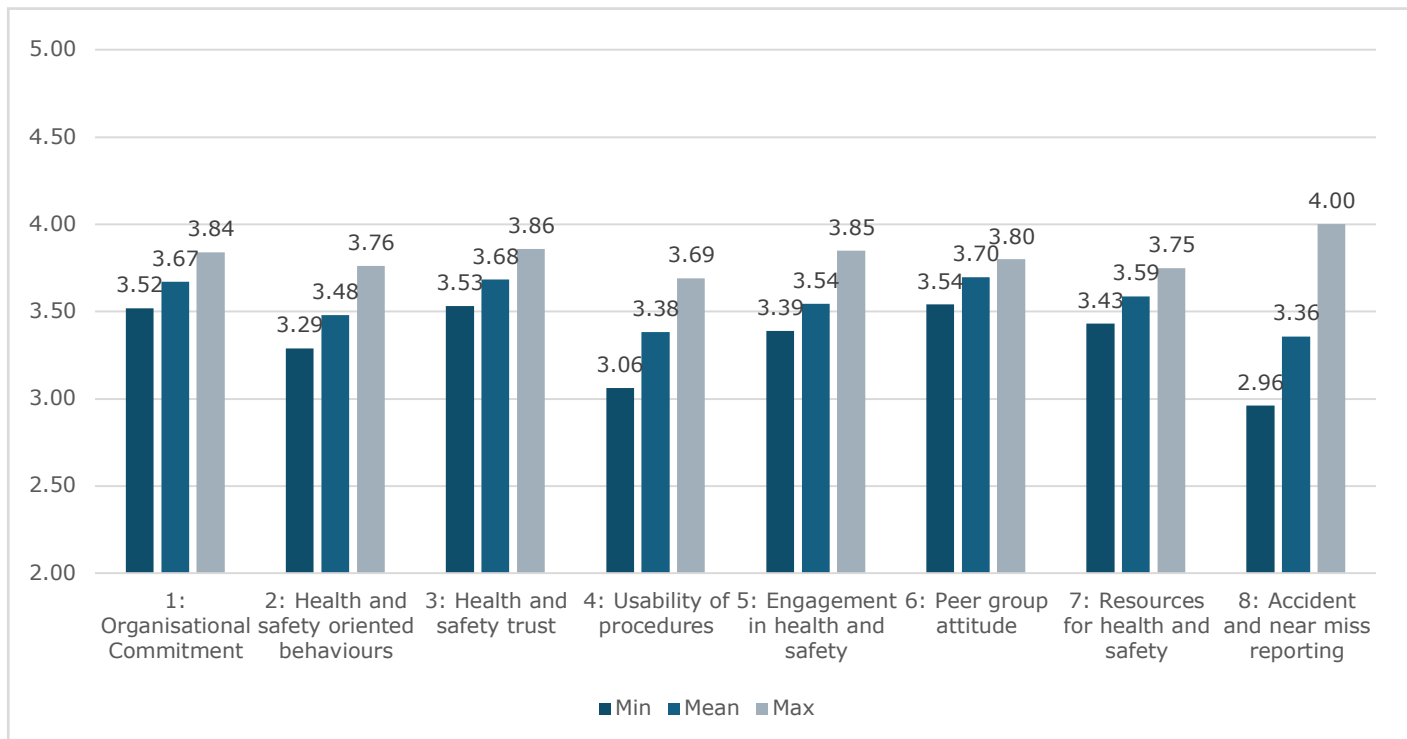


Hospitality, tourism and retails (new)

The hospitality, tourism and retail data set comprises of 698 responses across 6 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.52	3.29	3.53	3.06	3.39	3.54	3.43	2.96
Mean	3.67	3.48	3.68	3.38	3.54	3.70	3.59	3.36
Max	3.84	3.76	3.86	3.69	3.85	3.80	3.75	4.00



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.57	3.34	3.64	3.27	3.46	3.59	3.56	3.17
Q2	3.69	3.41	3.67	3.40	3.52	3.76	3.58	3.28
Q3	3.74	3.63	3.73	3.50	3.55	3.79	3.62	3.44

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

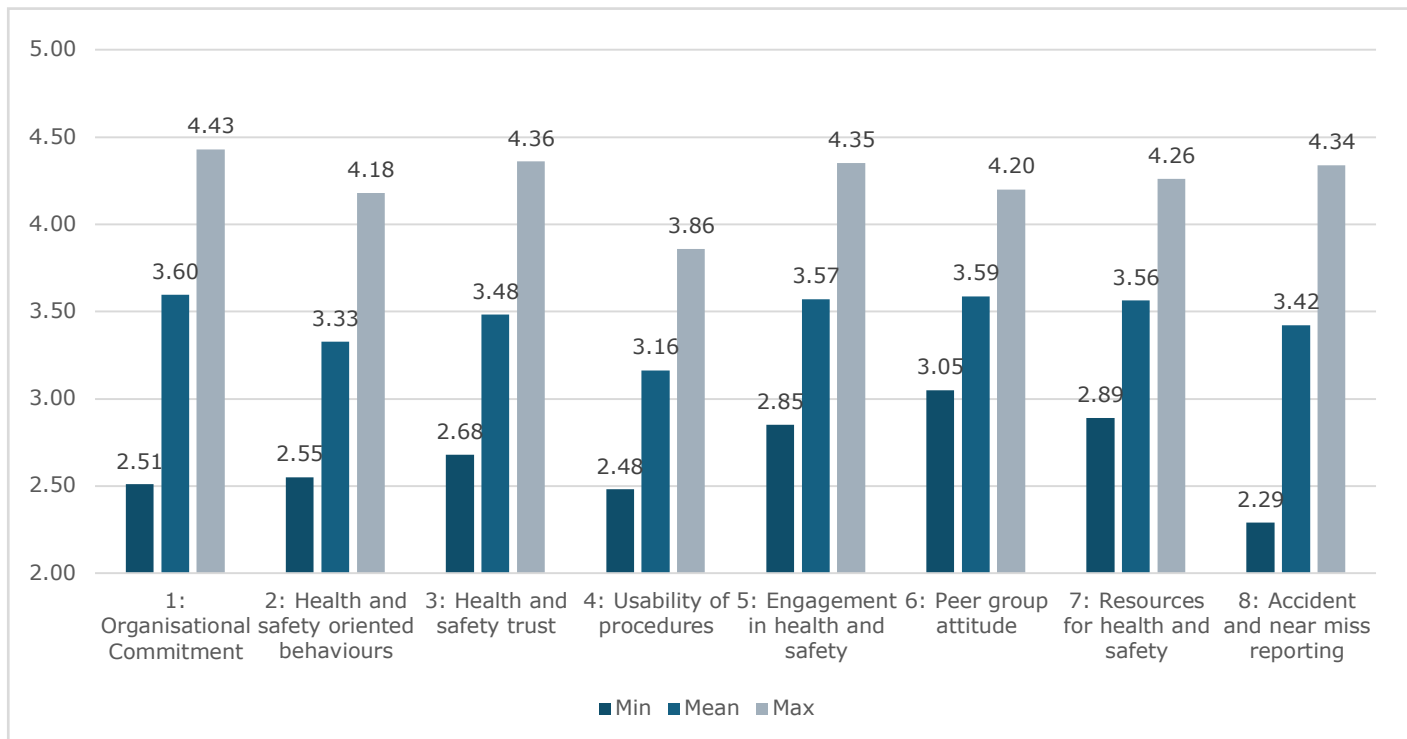


Manufacturing all

The all manufacturing industry data set comprises of 129,507 responses across 201 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.51	2.55	2.68	2.48	2.85	3.05	2.89	2.29
Mean	3.60	3.33	3.48	3.16	3.57	3.59	3.56	3.42
Max	4.43	4.18	4.36	3.86	4.35	4.20	4.26	4.34



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.41	3.14	3.26	2.96	3.41	3.44	3.37	3.18
Q2	3.59	3.32	3.47	3.17	3.56	3.60	3.57	3.39
Q3	3.77	3.53	3.70	3.35	3.72	3.74	3.74	3.70

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
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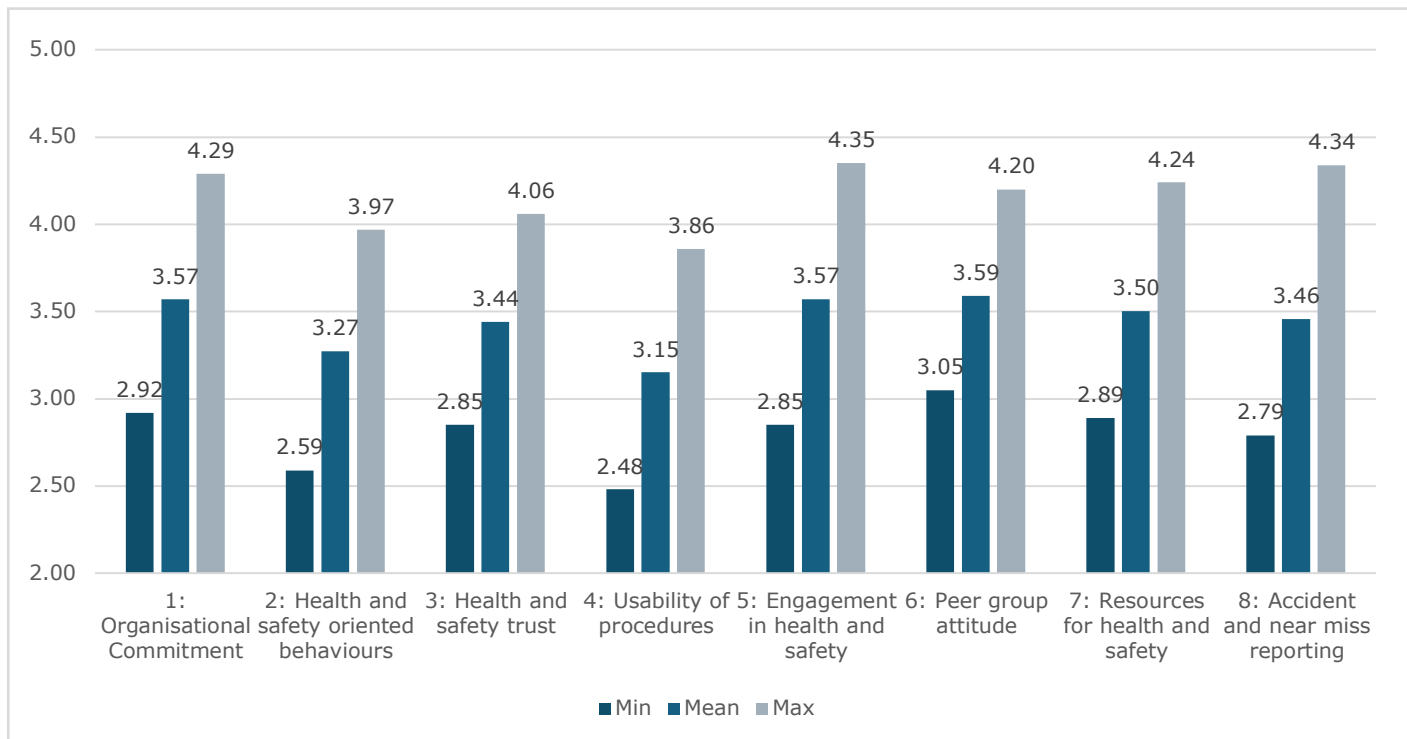


Manufacturing (food and drink)

The manufacturing (food and drink) data set comprises of 42,660 responses across 80 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.92	2.59	2.85	2.48	2.85	3.05	2.89	2.79
Mean	3.57	3.27	3.44	3.15	3.57	3.59	3.50	3.46
Max	4.29	3.97	4.06	3.86	4.35	4.20	4.24	4.34



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.37	3.05	3.22	2.95	3.41	3.41	3.30	3.17
Q2	3.55	3.19	3.44	3.16	3.55	3.59	3.46	3.41
Q3	3.76	3.51	3.64	3.33	3.71	3.75	3.73	3.73

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

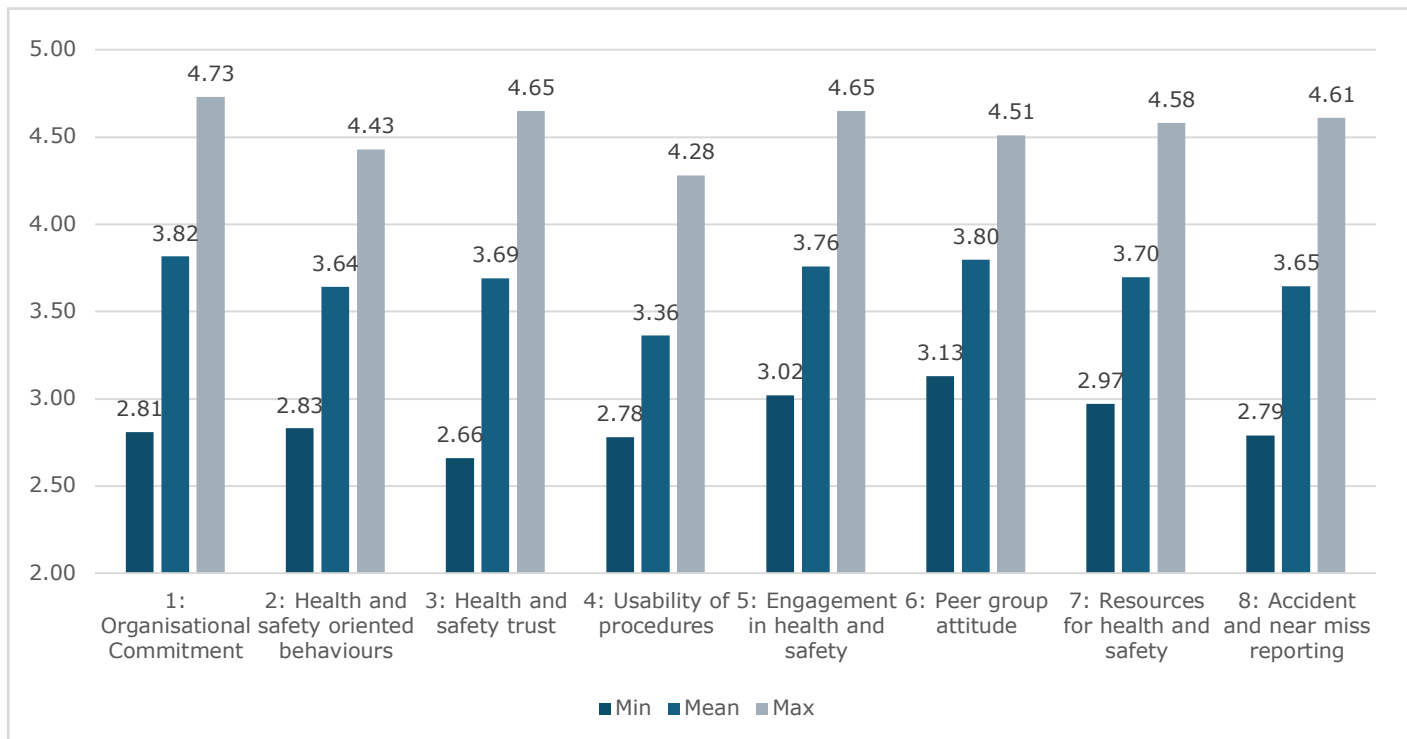


Maritime (including ports)

The maritime data set comprises of 13,066 responses across 44 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.81	2.83	2.66	2.78	3.02	3.13	2.97	2.79
Mean	3.82	3.64	3.69	3.36	3.76	3.80	3.70	3.65
Max	4.73	4.43	4.65	4.28	4.65	4.51	4.58	4.61



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.54	3.41	3.39	3.11	3.48	3.58	3.42	3.39
Q2	3.69	3.55	3.55	3.22	3.61	3.74	3.56	3.56
Q3	4.01	3.87	3.95	3.48	3.97	4.04	3.91	3.93

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

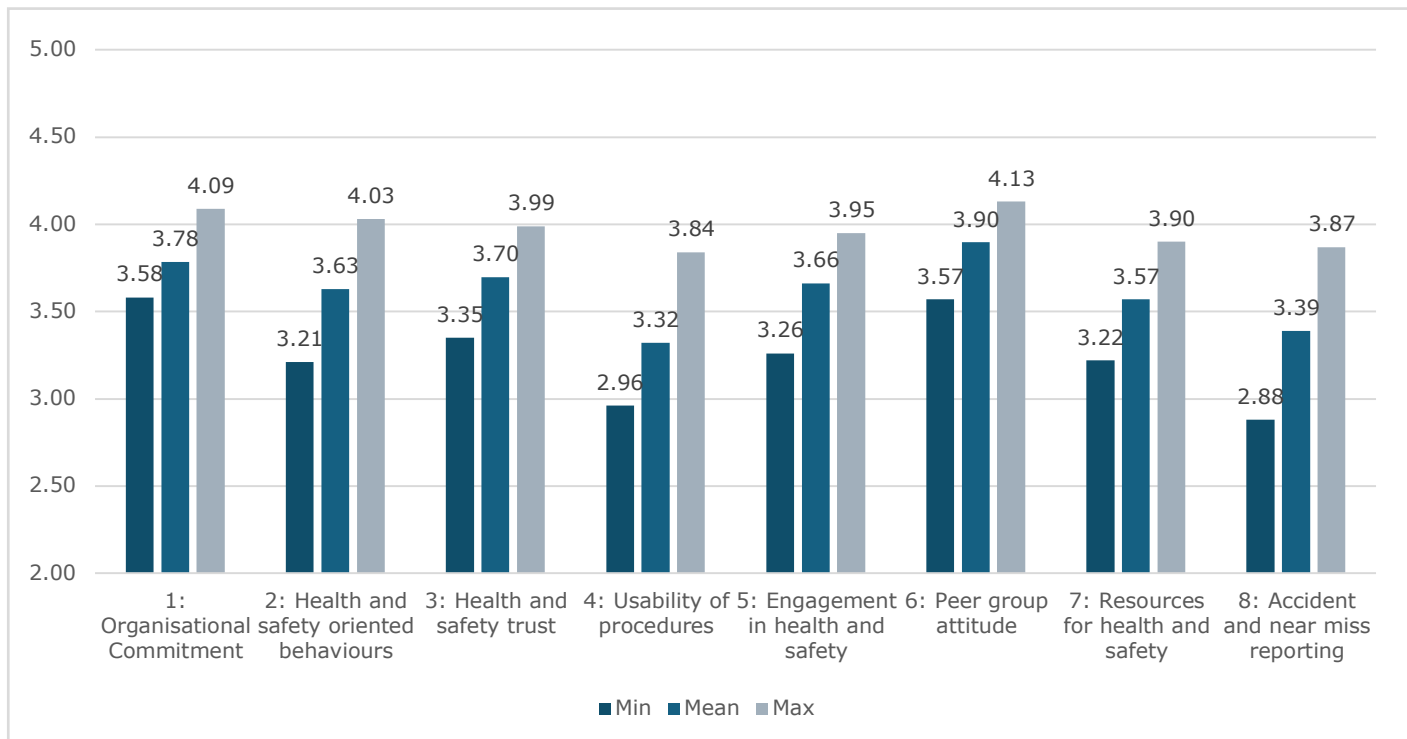


Nuclear (new)

The nuclear data set comprises of 22,994 responses across 24 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.58	3.21	3.35	2.96	3.26	3.57	3.22	2.88
Mean	3.78	3.63	3.70	3.32	3.66	3.90	3.57	3.39
Max	4.09	4.03	3.99	3.84	3.95	4.13	3.90	3.87



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.68	3.40	3.54	3.11	3.58	3.81	3.50	3.22
Q2	3.80	3.65	3.71	3.20	3.61	3.88	3.57	3.35
Q3	3.87	3.86	3.86	3.52	3.81	4.00	3.66	3.57

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

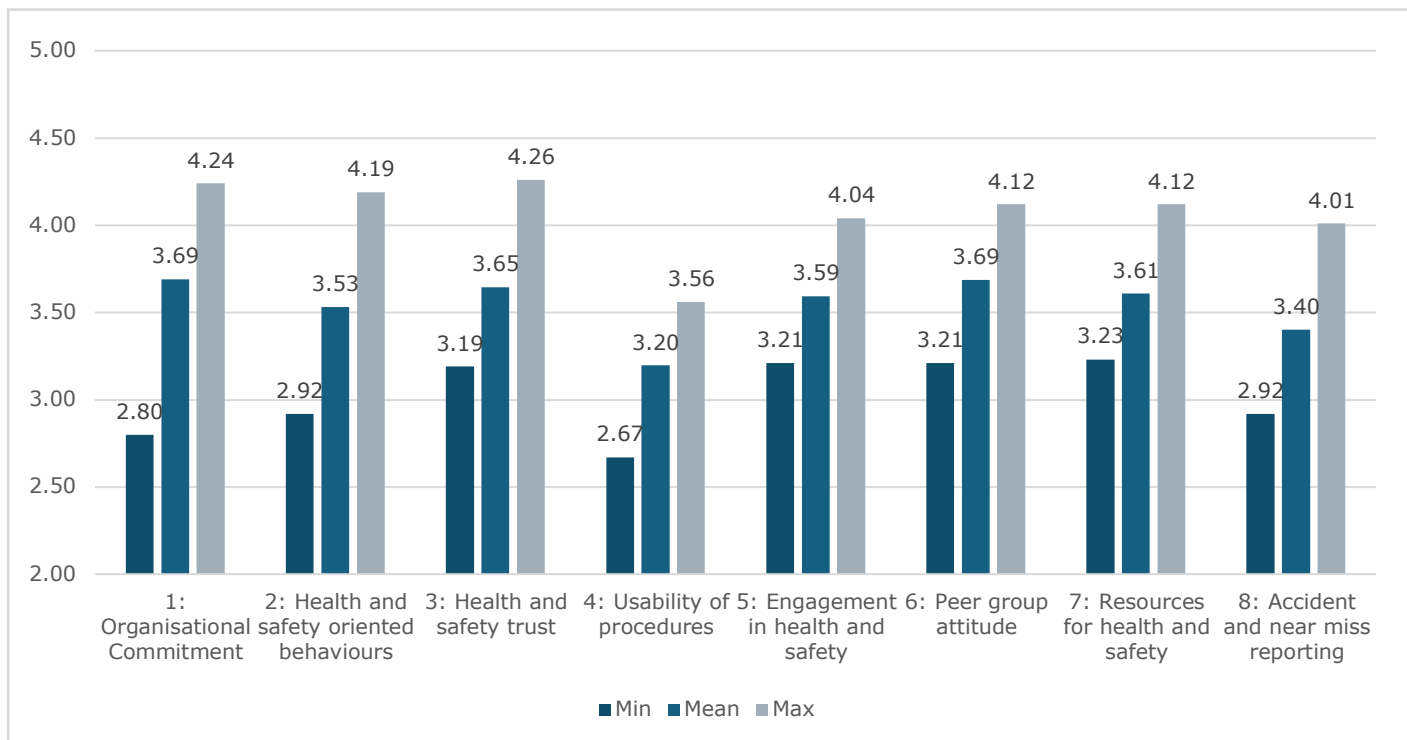


Professional, scientific and technical

The professional, scientific and technical data set comprises of 14,313 responses across 27 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.80	2.92	3.19	2.67	3.21	3.21	3.23	2.92
Mean	3.69	3.53	3.65	3.20	3.59	3.69	3.61	3.40
Max	4.24	4.19	4.26	3.56	4.04	4.12	4.12	4.01



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.58	3.37	3.48	3.05	3.44	3.50	3.49	3.18
Q2	3.74	3.49	3.70	3.21	3.61	3.69	3.61	3.41
Q3	3.83	3.68	3.76	3.39	3.77	3.87	3.72	3.63

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

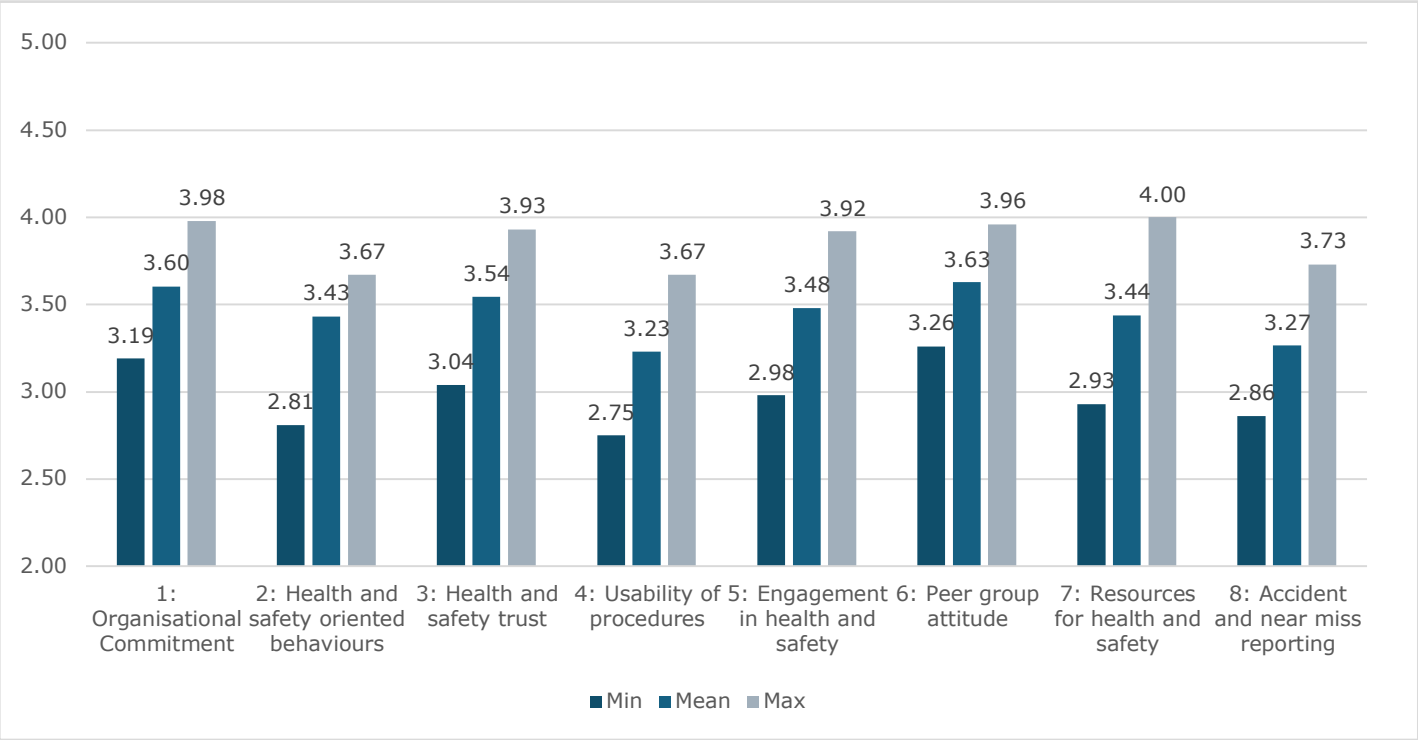


Public sector

The public sector data set comprises of 20,040 responses across 37 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.19	2.81	3.04	2.75	2.98	3.26	2.93	2.86
Mean	3.60	3.43	3.54	3.23	3.48	3.63	3.44	3.27
Max	3.98	3.67	3.93	3.67	3.92	3.96	4.00	3.73



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.49	3.28	3.38	3.06	3.37	3.55	3.29	3.10
Q2	3.60	3.53	3.59	3.14	3.45	3.62	3.41	3.24
Q3	3.76	3.60	3.67	3.42	3.55	3.72	3.52	3.39

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

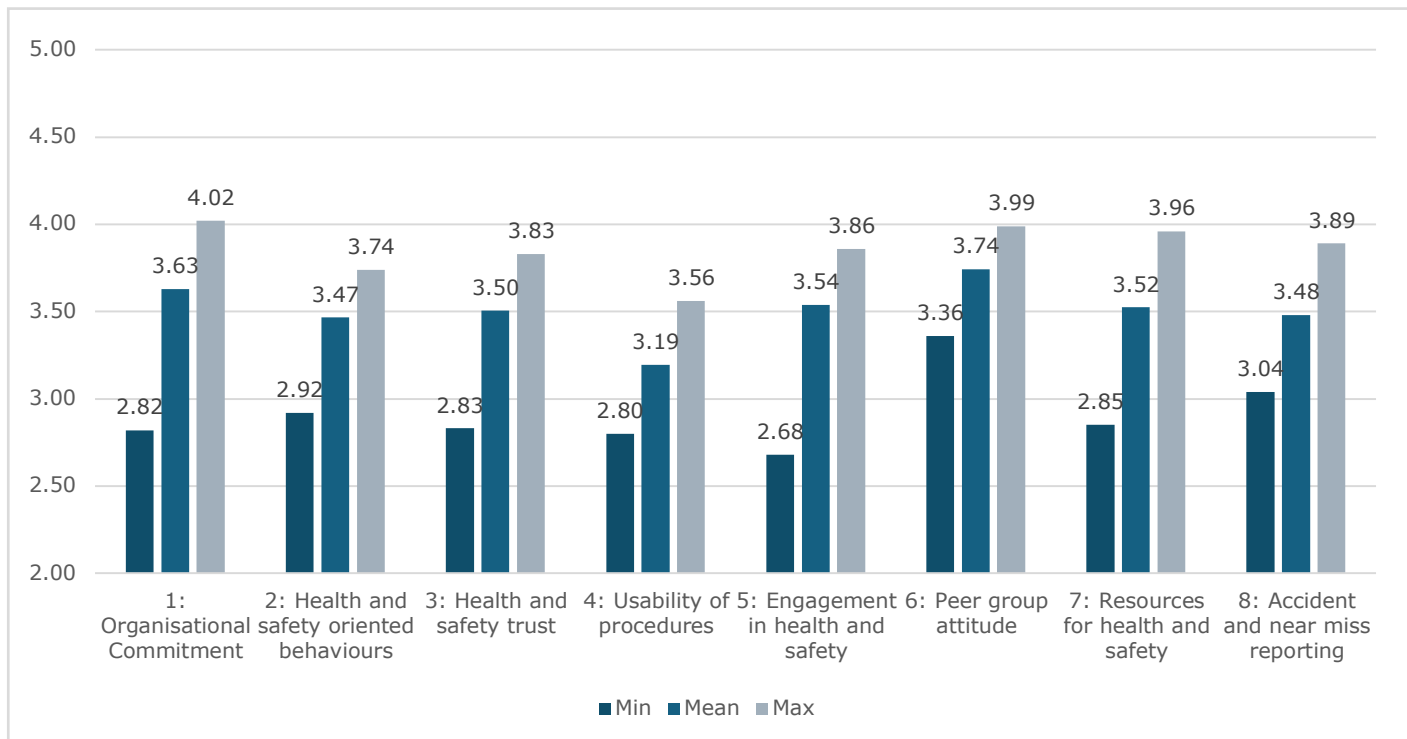


Rail (operators and construction) (new)

The rail data set comprises of 19,880 responses across 20 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.82	2.92	2.83	2.80	2.68	3.36	2.85	3.04
Mean	3.63	3.47	3.50	3.19	3.54	3.74	3.52	3.48
Max	4.02	3.74	3.83	3.56	3.86	3.99	3.96	3.89



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.48	3.40	3.36	3.09	3.44	3.66	3.38	3.38
Q2	3.65	3.51	3.55	3.19	3.59	3.78	3.54	3.44
Q3	3.83	3.59	3.67	3.30	3.73	3.85	3.71	3.60

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

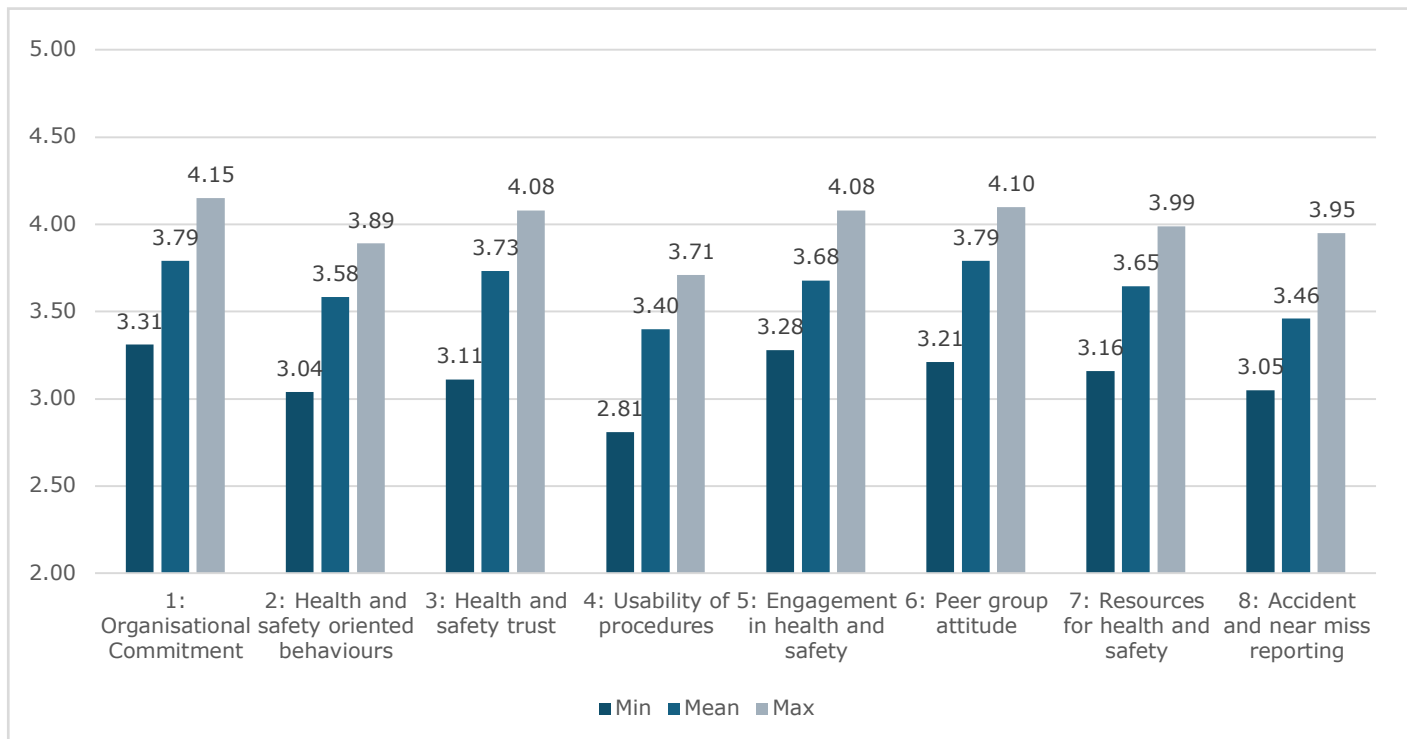


Real estate and facilities management

The real estate and facilities management data set comprises of 44,444 responses across 61 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.31	3.04	3.11	2.81	3.28	3.21	3.16	3.05
Mean	3.79	3.58	3.73	3.40	3.68	3.79	3.65	3.46
Max	4.15	3.89	4.08	3.71	4.08	4.10	3.99	3.95



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.65	3.46	3.60	3.25	3.56	3.66	3.54	3.26
Q2	3.78	3.59	3.77	3.43	3.64	3.80	3.66	3.44
Q3	3.92	3.74	3.88	3.53	3.83	3.91	3.76	3.65

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

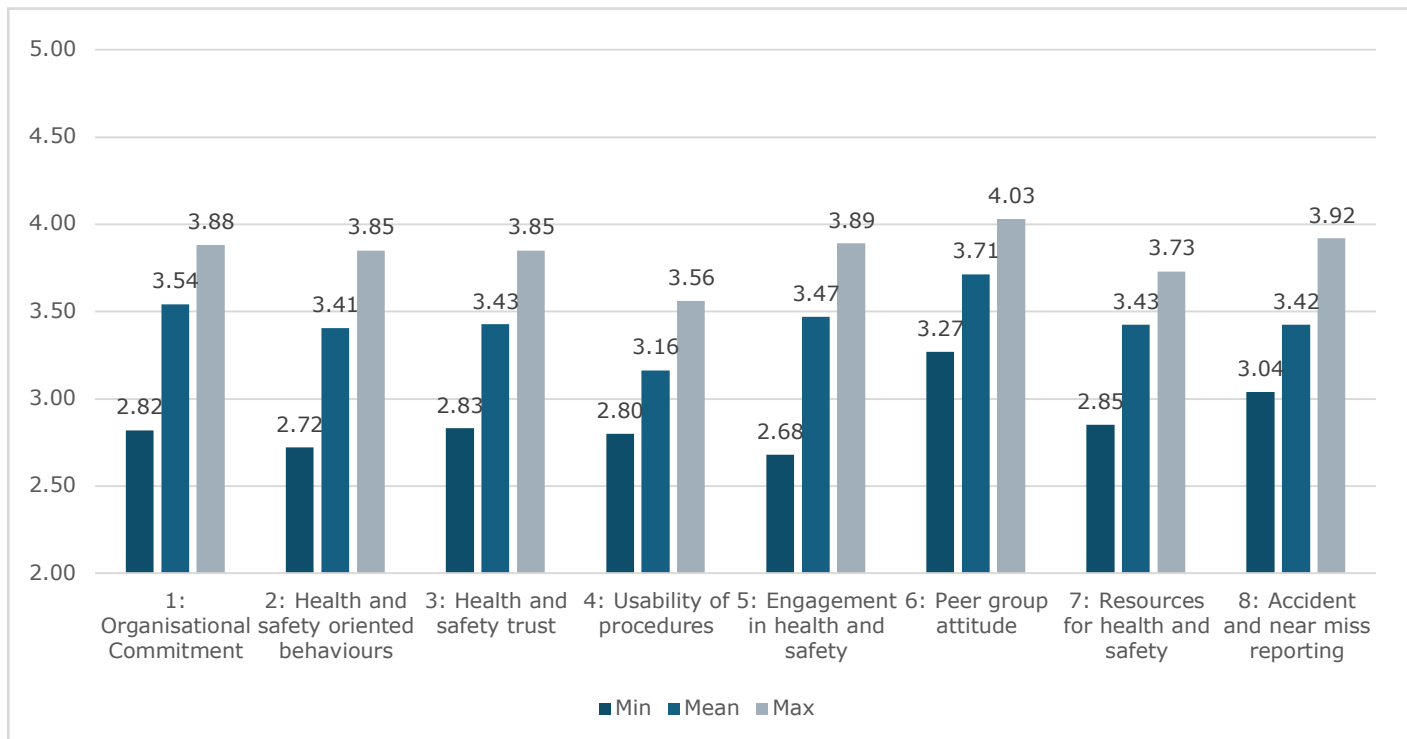


Transportation

The transportation data set comprises of 11,357 responses across 20 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.82	2.72	2.83	2.80	2.68	3.27	2.85	3.04
Mean	3.54	3.41	3.43	3.16	3.47	3.71	3.43	3.42
Max	3.88	3.85	3.85	3.56	3.89	4.03	3.73	3.92



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.40	3.24	3.27	3.04	3.32	3.61	3.30	3.32
Q2	3.62	3.44	3.45	3.18	3.54	3.78	3.40	3.43
Q3	3.74	3.58	3.60	3.28	3.62	3.85	3.56	3.52

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.

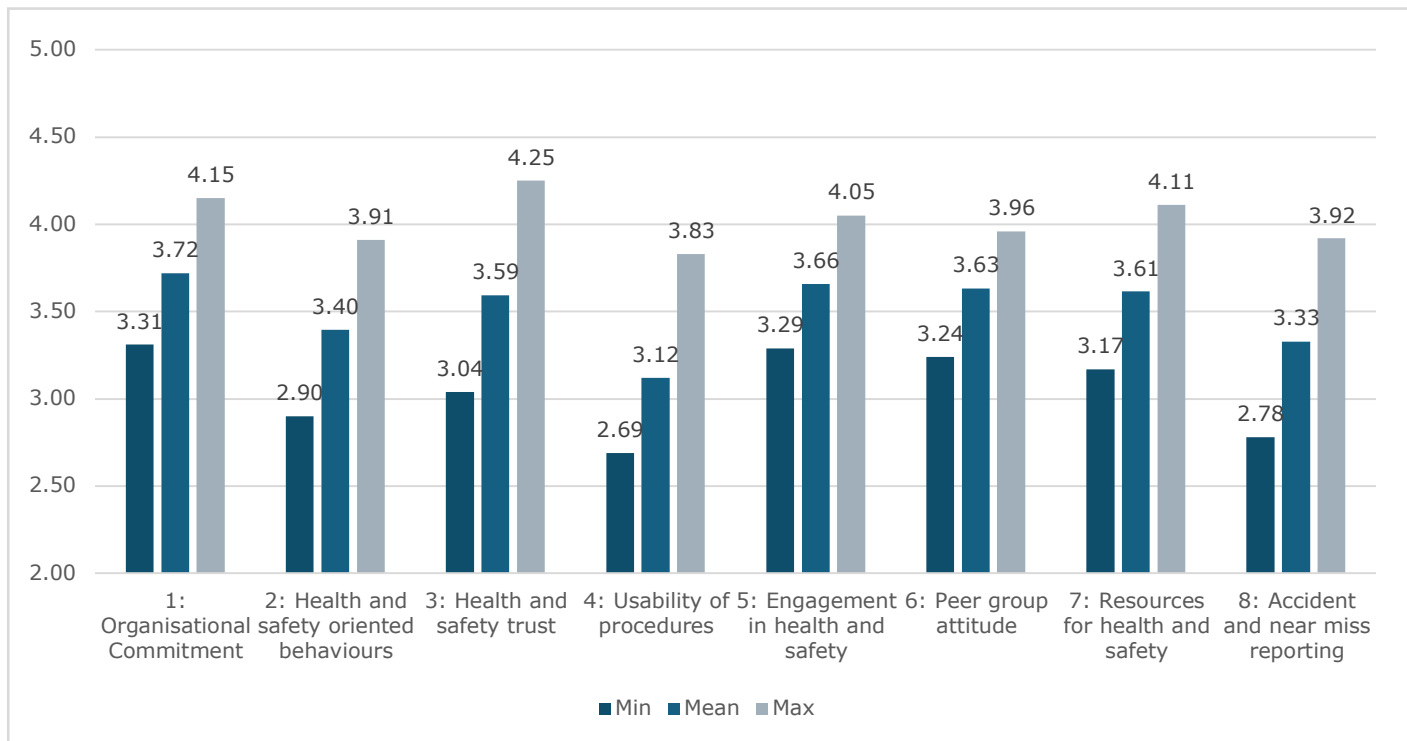


Utilities

The utilities data set comprises of 16,638 responses across 24 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.31	2.90	3.04	2.69	3.29	3.24	3.17	2.78
Mean	3.72	3.40	3.59	3.12	3.66	3.63	3.61	3.33
Max	4.15	3.91	4.25	3.83	4.05	3.96	4.11	3.92



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.51	3.15	3.31	2.96	3.45	3.43	3.40	3.12
Q2	3.74	3.45	3.63	3.16	3.67	3.70	3.65	3.28
Q3	3.92	3.61	3.78	3.26	3.83	3.85	3.78	3.54

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
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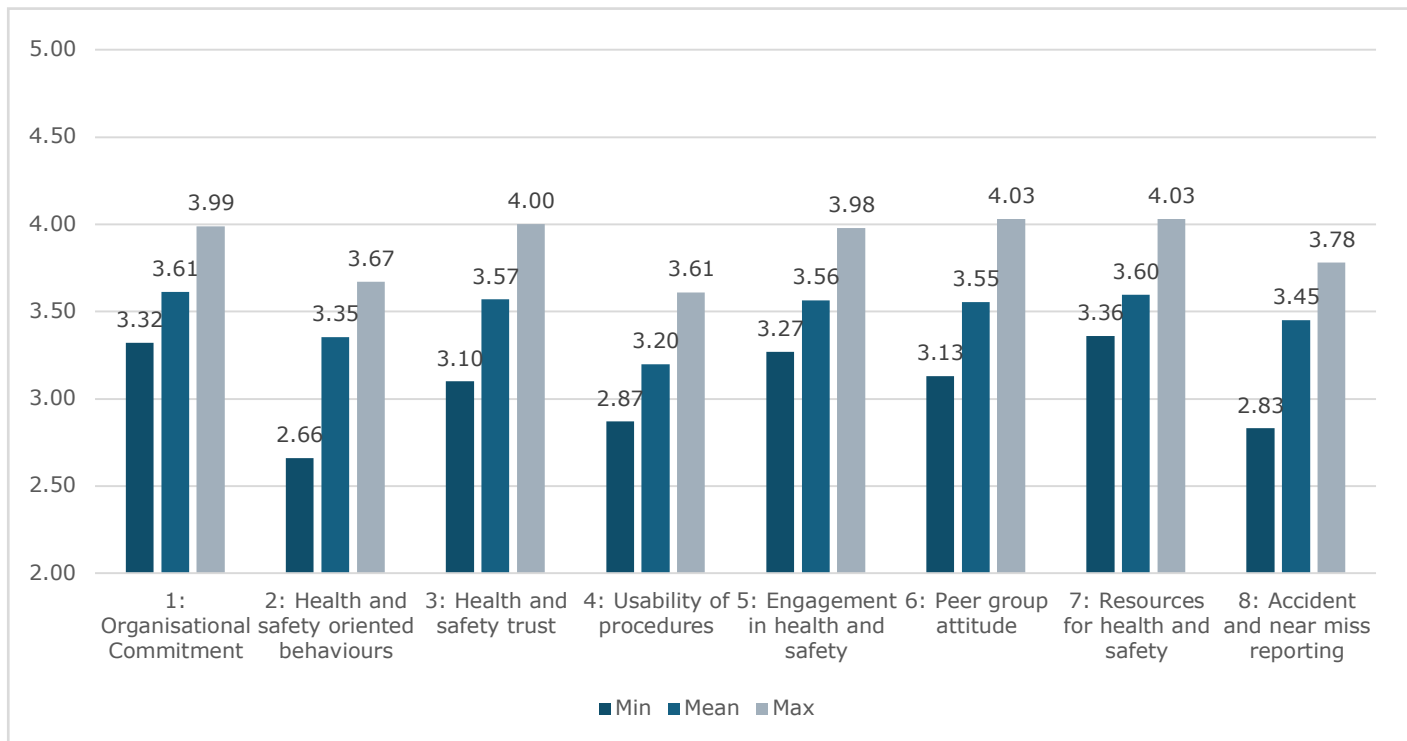


Warehousing and distribution

The warehousing and distribution data set comprises of 4,878 responses across 14 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.32	2.66	3.10	2.87	3.27	3.13	3.36	2.83
Mean	3.61	3.35	3.57	3.20	3.56	3.55	3.60	3.45
Max	3.99	3.67	4.00	3.61	3.98	4.03	4.03	3.78



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.48	3.32	3.50	3.12	3.44	3.42	3.49	3.36
Q2	3.61	3.46	3.53	3.24	3.53	3.51	3.55	3.46
Q3	3.70	3.52	3.73	3.29	3.73	3.76	3.66	3.54

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
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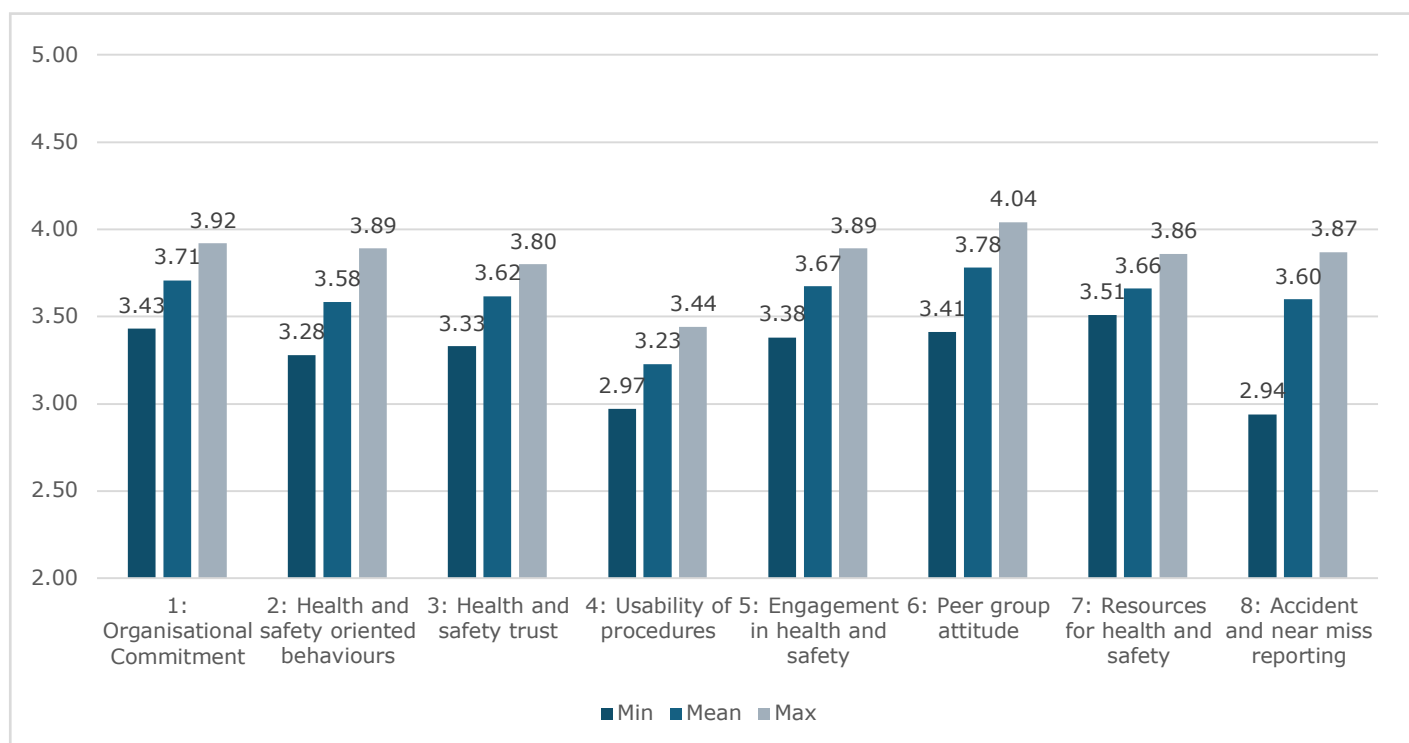


Waste management

The waste management data set comprises of 5,593 responses across 14 assessments.

Min, mean and max

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.43	3.28	3.33	2.97	3.38	3.41	3.51	2.94
Mean	3.71	3.58	3.62	3.23	3.67	3.78	3.66	3.60
Max	3.92	3.89	3.80	3.44	3.89	4.04	3.86	3.87



Interquartiles

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Q1	3.65	3.49	3.53	3.10	3.62	3.68	3.57	3.45
Q2	3.72	3.59	3.67	3.26	3.69	3.84	3.66	3.66
Q3	3.83	3.68	3.75	3.33	3.79	3.90	3.76	3.80

What can be said about scores below the 25th percentile (Q1) and above the 75th (Q3) percentile:

- **Below the 25th percentile (Q1):** These are the lower quartile scores — the lowest 25% of the data. In many contexts, scores below Q1 might indicate underperformance, lower measurements, or values that are significantly less than most of the dataset.
- **Above the 75th percentile (Q3):** These are the upper quartile scores — the highest 25% of the data. Scores above Q3 might represent high performers, unusually high measurements, or values significantly greater than most of the dataset.



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