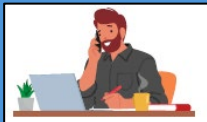


HCLG Silica Hub: RACE Strategy

The following outline strategy has been developed to provide employers with a framework for managing Respirable Crystalline Silica (RCS) dust, within their organisations.

For simplicity, this has been broken down into **4 key elements (RACE)**, with responsibilities anchored to **3 different roles** within the organisation:

	 DIRECTORS / LEADERS	 SUPERVISORS / MANAGERS	 EMPLOYEES
R RISK ASSESSMENT	- Develop specific policy/procedures within the business for RCS risk. - Ensure a bespoke risk assessment process is in place for health risks (incl. post diagnosis scenarios). - Ensure competency of teams to conduct effective risk assessment. - Create conversations and permission for changing operational practices if they reduce RCS risk.	Identify RCS risk at the workplace. - Conduct risk assessment, at the point of work, involving frontline experts. - Encourage ideas surrounding reviewing working practices to remove the creation of RCS dust, in the first instance. Plan ahead for control measures, including equipment storage, ventilation schemes or bespoke tooling.	- Inform the risk assessment process, providing critical frontline insights. - Ensure that agreed upon control measures are practical. - Propose changes to working practices which will eliminate / reduce RCS dust creation.
A AWARENESS	- Develop a tailored health strategy, including dedicated health governance, reporting and performance indicators. - Understand the cultural health maturity of the organisation and develop improvement plans. - Establish a communications strategy for health, including dedicated awareness campaigns and upskilling programmes (incl. for the senior leadership team).	- Understand requirements for managing RCS and resources available. - Establish engagement opportunities for cascading key health messages. - Ensure campaign materials are cascaded appropriately. - Ensure bespoke training or familiarisation is in place, for any specialist equipment.	- Actively participate in upskilling activities and increase your understanding of RCS risk. Engage with business-wide campaign activities. - Raise operational challenges which create RCS risk.
C CONTROL	- Create mechanisms which challenge design to remove RCS risk at the earliest opportunity. - Establish strategic business partners / procurement routes for RCS control measures (tools, extraction, ventilation, respiratory protective equipment - RPE etc.). - Create a dedicated RPE standard which includes selection, issue, management and fit testing.	- Ensure that effective control measures are being implemented. - Ensure equipment selection is in-line with organisational standards. Check that arrangements are operationally effective, prior to work starting.	- Use equipment in-line with training provided. - Report any equipment defects immediately. Highlight design opportunities where specifications could have been easily adapted to reduce RCS risk.
E EVALUATE	- Establish an occupational health surveillance programme (incl. role risk matrix), with an occupational health partner. - Create provisions for occupational hygiene support, to assist in establishing the effectiveness of control measures, where necessary.	- Implement operational health surveillance arrangements to ensure individuals can attend appointments. - Review the outcomes of health surveillance and ensure that interventions are immediately actioned. - Proactively review and readjust measures, requesting additional monitoring, if necessary.	Participate proactively in the health surveillance programme. Request support regarding any symptoms of occupational ill health.