



Co-funded by
the European Union



Serious Play Training Scenario

Workplace Safety Defender: Protect, Report, and Ensure Fair Practices



Module 4: Know Your Rights - Stay Safe at Work

2023-1-CY02-KA220-YOU-000159744

Objective

This scenario aims to engage participants in a hands-on, interactive exercise where they take on different roles to identify workplace hazards and rights violations. They will collaborate to solve challenges that simulate real-life workplace issues, promoting a better understanding of safety regulations and workers' rights.

Duration

Approximately 3 hours

Materials Needed

- Role cards and scenario descriptions
- Puzzle props (e.g., locked boxes, clues, and team-building materials)
- Whiteboard and markers
- Printed copies of relevant labour laws and safety regulations
- Timer for challenges
- Optional: Projector for presentations or visual aids

Participant Roles & Profiles

- **Workers:** Responsible for noticing and reporting safety violations or rights infringements.
- **Supervisors:** Tasked with overseeing the work environment and ensuring safety protocols are followed.
- **HR Personnel:** Handle the reporting of violations, complaints, and ensure the company complies with workplace safety and labour laws.
- **Union Representative:** Advocates for the workers and ensures that management respects their rights and safety.

Scenario Outline

Introduction

The facilitator introduces the training session, explaining that participants will work through various challenges based on common workplace safety and rights issues. Each team is assigned a role and must navigate different scenarios to ensure their safety and rights are protected. The goal is to foster teamwork, problem-solving, and a deeper understanding of how to create a safer and fairer workplace.

Icebreaker Activity: Safety First Story Swap

- **Step 1: Grouping:** Divide participants into small groups of 3-4 people. Each group receives a set of prompt cards that describe different workplace safety scenarios (e.g., "a time when you witnessed unsafe behaviour," "a time when you felt unsafe but didn't know how to report it,")

- **Step 2: Storytelling:** Each participant picks a card and has 2-3 minutes to share a personal story or reflection based on the prompt. If they don't have a personal experience, they can speak about a hypothetical situation. As they tell their stories, the rest of the group listens and takes note of recurring themes, such as common safety violations or barriers to reporting unsafe conditions.
- **Step 3: Reflection:** After everyone has shared, the group spends 5 minutes discussing common themes from the stories. They should focus on identifying challenges, best practices, and lessons learned about workplace safety. Each group appoints a spokesperson to summarize their discussion for the larger group.
- **Step 4: Group Sharing:** Each spokesperson shares the group's key takeaways with the entire room. The facilitator writes these takeaways on a board or flip chart, creating a collaborative list of "Workplace Safety Experiences" that can serve as a foundation for the rest of the module.

Goal: To create an open environment where participants share personal experiences related to workplace safety, fostering discussion, and increasing awareness of common safety challenges. This activity helps participants bond over shared experiences while building a foundation of mutual trust. It sets the tone for the module by highlighting the importance of safety at work and ensuring that everyone feels empowered to speak up about potential hazards. It also allows the facilitator to identify key concerns that may be addressed in the rest of the training.



Scenario Setup: Participants are introduced to the fictional company, SafeHands Inc., a mid-sized manufacturer that produces various consumer goods. Recently, the company has been struggling with a series of safety incidents, and employee morale is low. Management is under pressure to improve safety standards without sacrificing productivity, but many employees feel their concerns are being ignored.

In this scenario, SafeHands Inc. faces challenges typical of many workplaces, including malfunctioning equipment, unclear safety procedures, and conflicting priorities between workers and supervisors. The company has asked for an emergency safety review, and the participants are tasked with identifying problems and proposing solutions.



Distribution of Roles:

Participants are divided into small groups and assigned different roles, such as:

- **Safety Officer:** Responsible for ensuring compliance with safety rules.
- **Employee Representative:** Speaks on behalf of the employees, ensuring their rights are protected.
- **Management:** Focuses on balancing productivity with safety protocols.

Each group will be tasked with addressing safety concerns from their assigned perspective.

Interactive Challenges: Problem-Solving Sessions

This section comprises three distinct challenges that encourage teamwork and critical thinking, allowing participants to explore workplace safety issues in a hands-on manner.

Challenge 1: Identify Hazards (20 minutes)

Objective: Participants will analyse their roles to identify potential hazards or violations within SafeHands Inc.

Instructions:

1. Group Discussion (5 minutes): Each group convenes to discuss the current situation at SafeHands Inc. based on the scenario provided. They should focus on the challenges highlighted (e.g., malfunctioning equipment, unclear safety procedures).
2. Hazard Identification (10 minutes): Using role cards, groups will brainstorm specific safety hazards related to their assigned roles. Encourage them to think critically about:
 - a. Physical hazards (e.g., unsafe machinery, poor ergonomics)
 - b. Procedural hazards (e.g., lack of training or unclear guidelines)
 - c. Environmental factors (e.g., noise levels, ventilation)
 - d. Behavioural issues (e.g., rushing to complete tasks, lack of reporting)

3. Document Findings (5 minutes): Groups will document their identified hazards on flip charts or whiteboards. Each group will prepare to share their findings with others.

Goal: Participants will develop a keen awareness of the various safety hazards present in the workplace, recognizing that these issues may vary depending on their roles.



Challenge 2: Develop Solutions (30 minutes)

Objective: To collaboratively design actionable solutions that address the identified hazards while considering the need for productivity.

Instructions:

1. **Brainstorming Solutions (15 minutes):** Each group will review their identified hazards and brainstorm practical solutions. Encourage creativity while ensuring that solutions are feasible and compliant with safety regulations.

Suggestions could include:

- Implementing regular maintenance schedules for equipment.
- Developing clearer safety procedures and guidelines.
- Conducting training sessions for employees on proper safety practices.
- Establishing a reporting system for safety violations.



2. Action Plan Creation (10 minutes): Groups will create a detailed action plan

that includes:

- **Steps to Implement:** Specific actions that need to be taken, who is responsible, and the timeline for completion.
- **Resources Needed:** Any additional resources or support required to implement these solutions (e.g., budget, personnel, training materials).
- **Communication Strategy:** How they will inform all employees about the new safety measures and protocols.

3. Preparation for Presentation (5 minutes): Groups prepare to present their action plans to the rest of the participants, emphasizing how their solutions balance safety and productivity.

Goal: Participants will learn to collaboratively devise practical, actionable solutions while appreciating the complexity of balancing safety and operational needs.

Challenge 3: Present Solutions (20 minutes)

Objective: To present and discuss the proposed solutions, fostering cross-group collaboration and feedback.

Instructions:

1. Presentations (15 minutes): Each group presents their findings and action plans to the entire training group. Each presentation should include:

- An overview of the identified hazards.
- The proposed solutions and rationale behind them.
- Steps for implementation and how they will communicate these changes to employees.

2. Facilitated Feedback (5 minutes): After each presentation, the facilitator encourages questions and feedback from the other groups. This is an opportunity for participants to:

- Provide constructive criticism.
- Offer additional suggestions based on their own experiences.
- Highlight potential areas for improvement in the proposed solutions.



Goal: Participants will engage in constructive dialogue, enhancing their understanding of workplace safety and learning from each other's perspectives. This collaborative approach fosters a sense of ownership over safety practices and encourages proactive problem-solving.

Conclusion of Interactive Challenges:

Following the completion of these challenges, participants will have a comprehensive understanding of the safety issues at SafeHands Inc. They will be equipped with practical solutions that they can advocate for in their own workplaces. This section promotes teamwork, critical thinking, and a collaborative spirit while reinforcing the importance of safety and employee rights.



Co-funded by
the European Union



Thank You!



FOLLOW US

