

TITLE OF REPORT: **Health & Safety Policy**

REPORT OF: **Mike Barker, Strategic Director Corporate Services and Governance**

Purpose of the Report

1. To request that Cabinet recommends to Council approval of the revised Corporate Health and Safety Policy covering all Council employees and others affected by the Council's work activities.

Background

2. The Council is required by law to have a documented health and safety policy. The policy (and any changes to it) must also be shared with our employees.
3. The Council's Health & Safety Policy sets out our general approach to health and safety. It states the aims and commitment of senior leaders for health and safety management and outlines roles and responsibilities.
4. The policy is reviewed annually by the Council's Health & Safety Team. Any significant changes require approval via Cabinet on behalf of the full council.
5. The policy is divided into three distinct areas:

Part 1: Statement of intent

The general policy on health and safety at work, including commitment to managing health and safety and the Council's aims. This needs to be signed by the Council Leader and Chief Executive as the most senior persons in the council.

Part 2: Responsibilities for health and safety

This lists the names, positions, and roles of the people in the Council who have specific responsibility for health and safety.

Part 3: Arrangements for health and safety

The council's documented arrangements for health and safety include corporate and group procedures, guidance, risk assessments, and training and instruction programmes - as well as the provision of a comprehensive occupational health service.

Proposal

6. The Council's existing Health & Safety Policy has been revised to incorporate the following key changes:
 - Endorsement of the new Chief Executive Dale Owens.
 - Changes to the statement of intent to specifically mention the strategic aim of building and supporting a positive health and safety culture and that management and leaders champion and direct health and safety.
 - Amended responsibilities section, including clarity regarding the legislative impact of the Building Safety Act 2022 and how compliance is managed.
 - The inclusion of the Council's Equality Statement

7. The Policy has been shared with various stakeholders for their consideration and amended in line with suggestions that enhanced the Policy which included:
 - Trade Unions
 - Finance
 - Human Resources, Workforce Development and Health & safety
 - The Corporate Health & Safety Committee
 - Building Safety Team
 - Property & Assets

Recommendations

8. It is recommended that
 - (i) The attached draft policy is agreed by Cabinet and referred to Council for approval at its meeting on 19 September 2024.for the following reason(s)
 - (i) To comply with the statutory requirement for having an up-to-date health and safety policy.

APPENDIX 1

Policy Context

1. The Policy links with the Health & Safety Strategy approved by Cabinet in March 2024. It supports delivery of the Workforce Strategy which in turn enables Thrive and the Health and Wellbeing Strategy.

Consultation

2. Several individuals and groups were consulted in the development of the strategy including the Council Leader, the Corporate Health & safety Committee, Trade Union Colleagues, and others.

Alternative Options

3. There are no alternative options.

Implications of Recommended Option

4. Resources:

- a) **Financial Implications** – there are no current financial implications. Resources may be required linked to activity required to deliver the policy and when understood the request for finances will be made at that time.
- b) **Human Resources Implications** – None
- c) **Property Implications** - None

5. Risk Management Implication - None

6. Equality and Diversity Implications – An Integrated impact Assessment (IIA) has been carried out, although no significant implications identified.

7. Crime and Disorder Implications – None

8. Health Implications - None

9. Climate Emergency and Sustainability Implications - None

10. Human Rights Implications - None

11. Ward Implications - None

12. Background Information

- Thrive
- Health and Wellbeing Strategy
- Workforce Strategy
- Council Health & Safety Strategy