



EMPLOYMENT COMMITTEE – 3 DECEMBER 2020

HEALTH, SAFETY AND WELLBEING ANNUAL REPORT 2019-2020

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

1. The purpose of this report is to present to the Employment Committee the Annual Health, Safety and Wellbeing Report for 2019-20. This details the County Council's overall position on Health, Safety and Wellbeing and provides an update on the performance of the Health, Safety and Wellbeing (HSW) Service.

Policy Framework and Previous Decisions

2. The County Council is required, under the Management of the Health and Safety at Work Regulations 1999, to have in place an occupational health and safety management system. This system requires the Council to have a Health and Safety Strategy, and to consult and communicate with all interested parties on health and safety performance.
3. The Council's Health and Safety Strategy 2015-2020 was approved by the Employment Committee in 2015. This details key performance indicators for the Council, progress for which is included in this Health, Safety and Wellbeing annual report.
4. This report is presented annually to the Employment Committee for information only.

Background

5. The Health, Safety and Wellbeing of staff, service users and customers are of paramount importance to the County Council. The HSW Service continuously monitors, so far as is possible, performance in this area to ensure the County Council meets its legal requirements and, where necessary, improves standards.
6. The report attached as an **Appendix** highlights the work that has been undertaken within the HSW Service during the financial year of 2019/20. It identifies the risk and hazard areas that impact upon the County Council and where improvements need to be made to ensure improved compliance and staff safety. Each Department within the County Council has a departmental annual report with a detailed specific plan to improve compliance.

7. The report is written in summary format to give an overview of the issues impacting on the County Council. The following aspects of HSW are covered in the report:
 - i. Key facts
 - ii. Accident data
 - iii. RIDDOR reportable and incidents of significance
 - iv. Health and safety audits
 - v. Training statistics
 - vi. Key performance indicators
 - vii. Wellbeing activity
 - viii. Occupational health statistics
 - ix. Health and safety changes
 - x. Guidance and legislative changes
8. The report shows an overall reduction in the number of injuries and RIDDOR reportable incidents compared to the previous year. However, the number of near misses reported has also reduced. Slips, trips and falls continue to be the highest causes of injuries across the council, followed by challenging behaviour and physical assaults, however this figure has reduced since the previous year.
9. The Health, Safety and Wellbeing team began providing advice and support in relation to the COVID-19 pandemic in March 2020 and has continued to be heavily involved in the Workplace Recovery Project and supporting managers, which has been the team's main priority throughout this year. The effects of the COVID-19 pandemic on accident and incident statistics and the work carried out by the Health and Safety team are reported to Council Departments quarterly and will be included in the 2020-2021 Annual Report.

Recommendations

10. It is recommended that the Employment Committee notes the Health, Safety and Wellbeing Annual Report 2019-2020 and endorses and supports the extensive work undertaken by the Health, Safety and Wellbeing Service.

Background Papers

11. None.

Circulation under the Local Issues Alert Procedure

12. None.

Equality and Human Rights Implications

13. There are no equalities and human rights issues arising directly from this report.

List of Appendices

Appendix – Health Safety and Wellbeing Annual Report 2019 - 2020

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