



Corporate Overview Group

Tuesday, 3 September 2024

Annual Health and Safety Report

Report of the Director of Neighbourhoods

1. Purpose of report

- 1.1. Attached to this report is a copy of the Council's Annual Health and Safety Report which provides a summary of the Council's occupational health and safety performance during the period 1 April 2023 to end of March 2024.
- 1.2. The Annual Report is structured in such a way as to reflect Health and Safety Executive (HSE) guidance. It summarises the Council's health and safety policies, procedures and activities which have taken place over the last year. It also sets out training programmes delivered, provides numerical and statistical data, and the proposed health and safety objectives for the year.
- 1.3. A presentation will be delivered to Corporate Overview Group which will highlight the main points to consider within the report.

2. Recommendation

It is RECOMMENDED that the Corporate Overview Group:

- a) considers the detailed information contained within the Annual Health and Safety Report
- b) notes that a new permanent Health and Safety Advisor has been appointed
- c) notes the significant progress made against the health and safety goals and objectives previously agreed by Corporate Overview Group for the financial year 2023/24; and
- d) endorses the proposed health and safety objectives for 2024/25 as set out in the report.

3. Reasons for Recommendation

- 3.1. Best practice suggests all organisations produce and publish an annual health and safety report.

- 3.2. Setting health and safety objectives within a plan helps to maintain good levels of performance and to ensure continued progress in health and safety across the Council.

4. Supporting Information

- 4.1. Details are contained within the Annual Health and Safety Report attached at Appendix One. This includes reviewing the current health and safety performance of the Council, increased safety risk profile, appointment of new Health and Safety Advisor and summary of the HSE visit.
- 4.2. In addition, the following objectives have been set for 2024/25:
- Review and update the policies that are over three years old
 - Safety campaign targeted at R2Go around slips/trips and manual handling
 - Health and safety compliance audits across the authority
 - Continue to support health and safety compliance at Streetwise
 - Risk assessment audit
 - Training audit to be undertaken alongside the risk assessment audit to identify any training gaps
 - Continue to deliver appropriate workplace health initiatives in line with employee's needs.

5. Risks and Uncertainties

- 5.1. There is a risk of health and safety performance declining if objectives are not agreed and delivered as set out in the Annual Report.

6. Implications

6.1. Financial Implications

Appropriate budget provision is made for the discharge of the health and safety function within the Council and the report has no additional financial implications. There could be a financial impact to the Council if we failed to deliver effective health and safety management across the organisation resulting in a serious breach of health and safety legislation.

6.2. Legal Implications

The effective organisation and delivery of the Council's arrangements for health and safety is important to ensure compliance with relevant legislation.

6.3. Equalities Implications

Health and safety policies have been equality impact assessed. There are no direct equalities implications from the Annual Report.

6.4. Section 17 of the Crime and Disorder Act 1998 Implications

There are no crime and disorder implications.

6.5. Biodiversity Net Gain Implications

There are no biodiversity net gain implications.

7. Link to Corporate Priorities

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| The Environment | Good compliance with health and safety legislation will have a positive impact on protecting the local environment |
| Quality of Life | Effective health and safety management of Council functions helps to ensure services and facilities which are safe for public use thus having a positive impact on resident's quality of life |
| Efficient Services | The delivery of services that are compliant with health and safety legislation is an integral part of ensuring efficient and effective services |
| Sustainable Growth | Health and safety supports and enables the delivery of sustainable growth |

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| For more information contact: | David Banks Director of Neighbourhoods Tel: 0115 9148438 dbanks@rushcliffe.gov.uk |
| Background papers available for Inspection: | |
| List of appendices: | HEALTH AND SAFETY ANNUAL REPORT 2023/24 |