



Corporate Overview Group

Tuesday, 2 September 2025

Health and Safety Annual 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 2024 to end of March 2025.
- 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. The report will be presented 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 2024/25; and
- d) endorses the proposed health and safety objectives for 2025/26 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 health and safety performance of the Council, current safety risk profile, appointment of new Health and Safety Advisor and summary of the Health & Safety Executive (HSE) visit.
- 4.2. In addition, the following objectives have been set for 2025/26:
- Prioritise the review and update of policies that are over 3 years old
 - Continue to improve the induction programme for high-risk work areas
 - Health and safety compliance audits of medium to low risk areas across the authority
 - Risk assessment and training audit continuation
 - Continue to deliver appropriate workplace health initiatives in line with employees' needs
 - Review duty to manage Asbestos to ensure all RBC occupied buildings are compliant
 - Review of lone worker procedures and controls.

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. There could be a financial impact to the Council if it failed to deliver effective health and safety management across the organisation resulting in a serious breach of health and safety legislation. The implementation of Terrorism the (Protection of Premises) Act 2025 (Martyn's Law) will require increased security provisions at Events organised by the Council. This will have financial implications for the West Bridgford Special Expense budget for events held in the Town Centre.

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 health and safety 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 direct crime and disorder implications from the Annual Report.

6.5. Biodiversity Net Gain Implications

There are no biodiversity net gain implications from the Annual Report.

7. Link to Corporate Priorities

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 2024/25