



COUNCIL: 17 April 2024

Report of: Deputy Chief Executive

Relevant Portfolio Holder: Councillor Gareth Dowling

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SUBJECT: CORPORATE HEALTH AND SAFETY STRATEGIC PLAN 2024 - 2027

1.0 PURPOSE OF THE REPORT

- 1.1 To approve the Council's Corporate Health and Safety Strategic Plan (the Plan) 2024 - 2027.

2.0 RECOMMENDATIONS TO COUNCIL

- 2.1 That the Corporate Health and Safety Strategic Plan (2024-2027) attached as Appendix 1 to this report be approved.

3.0 BACKGROUND

- 3.1 The Council has legal, social, and ethical obligations to ensure that health and safety (H&S) risks arising out of or in connection with the Council's undertakings are effectively managed, and harm is prevented.
- 3.2 The Regulator, the Health & Safety Executive (HSE), expects the Council to manage H&S proactively as an integral part of its business and service deliveries, by adopting a strategic and planned approach i.e., the Plan.

4.0 CURRENT POSITION

- 4.1 The Corporate H&S Strategic Plan 2020 / 2023 was agreed in 2020, and this has delivered significant H&S improvements across the Council.
- 4.2 To continuously strengthen our approach to H&S management and deliver further improvements, a superseding Plan for 2024 / 2027 is proposed, to support the Council's priorities, strategic and operational management arrangements, the

delivery of safe services, and preservation and promotion of everyone's health, safety, and wellbeing.

4.3 The superseding Plan will implement improvements with a focus on the following strategic themes:

- Leadership & Culture;
- Communication & Engagement;
- Training, Skills & Competency;
- Assessing & Controlling Risks;
- Planned Assurance.

4.4 The Plan is ambitious, with stretch targets across a 3-year implementation period.

4.5 As the Council's H&S management arrangements and culture develop and mature, the Corporate H&S team continue to manage a significant amount of reactive work, prioritised by risk, to support Service managers and safe operational deliveries. In addition, other reactive work may arise, demanding a prioritised response (e.g., 3rd Party regulatory interventions). This may significantly impact on the achievement of the Plan's objectives within the desired timeframes.

4.6 In line with best practice, planned assurance activities, including leading / lagging indicators, will continue to inform our approach and the Plan will evolve accordingly. Therefore, the Plan shall remain flexible to allow the available resource to be directed to address emerging H&S risks in a timely manner.

5.0 CONSULTATION

5.1 Consultation has been undertaken in accordance with the Safety Representatives and Safety Committees Regulations 1977 (SRSCR 1977) and the Health and Safety (Consultation with Employees) Regulations 1996 HSCER 1996, via the Council's Corporate Health & Safety Committee. In addition, key stakeholders have also been directly approached, and opportunities for collaborative working continue to be explored.

6.0 SUSTAINABILITY IMPLICATIONS

6.1 The implementation of the Plan will have a positive social sustainability impact by promoting the health, safety and wellbeing of the workforce and safe and effective service deliveries.

7.0 FINANCIAL AND RESOURCE IMPLICATIONS

7.1 The Plan can be delivered within existing resources.

8.0 RISK ASSESSMENT

8.1 Any failure to implement the Plan may lead to harm, damage or detriment and statutory non-conformances, with significant financial and resource implications. Implementation of the Plan, and wider compliance, will be monitored by the Corporate Health & Safety Committee, and progress will be reported quarterly to CMT and Council annually. Corporate H&S compliance is also reported on the Council's Risk Management system via *CS-CSL-03 Maintenance of an effective Corporate Health and Safety management system*.

9.0 HEALTH AND WELLBEING IMPLICATIONS

9.1 The implementation of the Plan supports the health and wellbeing theme of *promoting good health and wellbeing and enable people to flourish* through the delivery of safe services, and preservation and promotion of everyone's health, safety, and wellbeing.

Background Documents

There are no background documents (as defined in Section 100D(5) of the Local Government Act 1972) to this Report.

Equality Impact Assessment

The decision does not have any direct impact on members of the public, employees, elected members and / or stakeholders. Therefore, no Equality Impact Assessment is required.

Exempt Information

N/A

Appendices

Appendix 1: Corporate Health and Safety Strategic Plan 2024 - 2027