



Constitution and General Purpose Committee

6 October 2022

Title Annual Health, Safety and Wellbeing Report

Report of Mike Koumi - Head of Safety, Health and Wellbeing

Wards None

Status Public

Urgent No

Key No

Enclosures Appendix 1 – Barnet Council's Annual Health, Safety and wellbeing Report

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Summary

This report provides information on the Council's health, safety and wellbeing performance for the period 2021/22. It also sets the priorities for the period 2022/24, to ensure continued improvement in H&S performance as well as improvements in staff wellbeing.

The report is based on performance information and data obtained from the council's accident/incident reporting system, together with independent audit results, corporate training records, staff surveys and ill health data.

Recommendation

The Committee is requested to note the report and approve the priorities for the period 2021/22 as outlined in section 3 of Appendix 1; Councils Annual Health, Safety and Wellbeing Report

1. WHY THIS REPORT IS NEEDED

- 1.1 This report enables the council to monitor its health and safety and workplace wellbeing performance over a defined period and set priorities to achieve continual improvement and address any gaps identified.
- 1.2 The [Management of Health and Safety at Work Regulations 1999](#) and associated guidance suggests that regular monitoring of health and safety performance enables organisations to set meaningful targets to reduce work related accidents and ill health, comply with statutory duties and effect improvements in attendance and productivity.
- 1.3 The review of the previous year's performance as shown in Appendix 1 is split into the four areas that enable us to effectively monitor health and safety, these being:
- Reported work related accident and Ill health
 - Levels of compliance with legislation and council policy
 - Health and safety training delivered
 - Any enforcement action taken against the council
- 1.4 The review shows that the council performs well overall and manages its risks effectively, with the main achievements over the year being:
- 1) A reduction in reported incidents of 20%
 - 2) A RIDDOR Accident Incidence Rate of 368 (HSE reportable incidents per 100,000 staff), which is below the average for public service provision of over five hundred.
 - 3) Audits in the schools showed improvements in H&S performance with average compliance audit scores of 82%
 - 4) Implementation of the Working from Home project and provision of equipment and guidance for staff to work safely from home
 - 5) Implementation of Corporate Lone Working System for services with staff working in high-risk environment
 - 6) Council wide stress survey was completed by a total of 489 staff, which is approximately one third of our employees.
- 1.5 The main areas that require further improvements are in managing work related stress, improving workplace wellbeing, robust systems for lone workers and ensuring our systems and practices reflect the new ways of working.
- 1.6 The council's priorities and targets for 2022/24 are:
- 1) Review Directorates Health and Safety Management Systems to ensure they are fit for purpose in managing significant risks alongside the new ways of working
 - 2) Seek reductions in days lost due to stress related/mental ill health
 - 3) Continue to seek reductions of at least 10% in days lost due to work related incidents and ill health
 - 4) Ensure staff undertake mandatory health and safety training

- 5) Implementation of Corporate Potential Violent Person Register (PVPR) system for lone
- 6) Improvements in Workplace Health and Wellbeing

2. REASONS FOR RECOMMENDATION

- 2.1 The recommendation seeks agreement of the council's health and safety priorities which aim to address gaps and effect improvement in the council's health and safety performance.

3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 N/A

4. POST DECISION IMPLEMENTATION

- 4.1 Directors will be required to formulate action plans to implement the priorities for the period 2022/24. Directors will be supported and advised by the Corporate Health and Safety and Wellbeing Team to ensure action plans are comprehensive and achievable.
- 4.2 The 2022/23 Annual Council Health, Safety and Wellbeing report will update progress towards these priorities.

5. IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

- 5.1.1 The Barnet Plan includes the strategic priority "Prevention" – "adopting preventative measures to help people remain healthy, happy and independent in all aspects of life". This report aims to contribute to that priority by setting standards, through the way it manages health and safety, to ensure the council remains exemplars in the community in the way it manages risk and promotes workplace wellbeing. To continue to be a good employer and protect persons who may come into contact with its activities.

5.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

- 5.2.1 There are no additional financial implications as a result of the proposed decision. Health and safety management is part of business as usual and is managed within existing budgets.

5.3 Social Value

- 5.3.1 N/A

5.4 Legal and Constitutional References

- 5.4.1 The council has various legal duties held under the Management of Health and Safety at Work Regulations 1999, the [Health and Safety at Work, etc. Act 1974](#)

and regulations made under it. Failure to comply with those duties may lead to prosecution for breach of statutory duty for the council as well as individual Members and officers. Negligence in relation to health and safety matters can also result in costly personal injury claims in the civil courts.

- 5.4.2 According to the Council's Constitution, Article 7 the terms of reference for the Constitution and General Purposes Committee includes to have responsibility for overseeing the Council's governance arrangements including Health and Safety Strategy and performance.

5.5 Risk Management

- 5.5.1 Failure to effectively manage health and safety risk increases the likelihood of injury and ill health to staff and others during council activities. Significant failure may lead to a catastrophic event that causes multiple injuries or fatalities to staff and the public. Failure to comply with statutory obligations increases the risk of prosecution. Any work practices that result in ill health or injury could result in legal action against the council, financial loss and negative publicity leading to reputational damage.

5.6 Equalities and Diversity

- 5.6.1 The council's Corporate Health and Safety Policy aims to ensure the protection of employees and anyone else who may come into contact with our activities and services. This includes people at particular risk, for example people with disabilities, pregnant women and vulnerable service users. The policy helps to enhance Barnet's reputation as a good place to work and live and aims to protect employees and service users taking regard of age, disability, ethnicity, faith/belief, gender, and sexual orientation.

- 5.6.2 The policy also supports the council in meeting its statutory public sector equality duties and compliance with the range of employment (equality) regulations.

5.7 Corporate Parenting

- 5.7.1 The report has no impact on looked after children or care leavers

5.8 Consultation and Engagement

- 5.8.1 The Annual Health, Safety and Wellbeing report will be presented and discussed at the Local Joint Consultation Committees (JCC's).

5.9 Insight

- 5.8.1 N/A

6 BACKGROUND PAPERS

6.1 [Health and Safety at Work etc. Act 1974](http://www.legislation.gov.uk/ukpga/1974/37)
<http://www.legislation.gov.uk/ukpga/1974/37>

6.2 [The Management of Health and Safety at Work Regulations 1999](http://www.legislation.gov.uk/uksi/1999/3242/contents/made)
<http://www.legislation.gov.uk/uksi/1999/3242/contents/made>