

Title of report	Health and Safety Report
Public/Confidential	Public
Summary/purpose of report	To ask the Council to endorse the Health and Safety Annual Report for 2022/23 and ask for approval of the Corporate Health and Safety Policy.
Recommendations	The Council is asked to: <ul style="list-style-type: none"> 1. endorse the Health and Safety Annual Report 2022/23 2. approve the revised Corporate Health and Safety Policy.
Author	Carole Kennedy, Estates, Health and Safety Manager
Responsible Officer	Laura Shepherd, Director, Strategy and Performance
Link to Strategic Plan	The recommendation in this report links to: <p>Outcome 1: Trusted People who use services are protected by a workforce that is fit to practise.</p> <p>Outcome 2: Skilled Our work supports the workforce to deliver high standards of professional practice.</p> <p>Outcome 3: Confident Our work enhances the confidence, competence and wellbeing of the workforce.</p> <p>Outcome 4: Valued The social work, social care and children and young people workforce is valued for the difference it makes to people's lives.</p>
Link to Risk Register	Risk 3: We fail to meet corporate governance, external scrutiny and legal obligations.
Impact assessments	1. An Equalities Impact Assessment (EIA) was not required.

	<p>2. A Data Protection Impact Assessment (DPIA) was not required.</p> <p>3. A Sustainability Impact Assessment (SIA) was not required.</p>
Documents attached	<p>Appendix 1: Annual Health and Safety Report 2022-2023</p> <p>Appendix 2: Draft Corporate Health and Safety Policy</p>
Background papers	None

EXECUTIVE SUMMARY

1. We present the Council with the Annual Report on Health and Safety for 2022/2023, a reviewed Corporate Health and Safety Policy and the policy review schedule for the coming year.
2. During 2022/2023 the Joint Health, Safety and Wellbeing Committee monitored health and safety performance of the SSSC and Care Inspectorate on a quarterly basis.
3. The report at Appendix 1 summarises key metrics for 2022/2023.
4. The revised Corporate Health and Safety Policy at Appendix 2 includes amended responsibilities for the SSSC Health and Safety Committee in section 2.5.

JOINT HEALTH, SAFETY AND WELLBEING COMMITTEE

5. In 2021, we merged the SSSC Health, Safety and Wellbeing Committee with the Care Inspectorate's Health, Safety and Wellbeing Committee to share best practice and achieve improvement performance and shared efficiencies. We reviewed the effectiveness of the joint group in 2022/2023. Both the SSSC and Care Inspectorate concluded that the joint group did not work as effectively as expected due to the operational differences in the organisation, including working arrangements, building use and geographical locations of properties in use.
6. Executive Management Team (EMT) established an interim SSSC Health, Safety and Wellbeing Committee in March 2023 with the same terms of reference as the Joint Committee. The Corporate Health and Safety Policy is attached at Appendix 2 with these changes reflected for Council approval.
7. The Director of Strategy and Performance took on responsibility for shared services oversight in March 2023, this included responsibility for SSSC, Estates, Health, and Safety. The Director was previously responsible for SSSC health and safety before the Joint Committee was established and will chair the new committee.

CONSULTATION

8. We consult with EMT and Operational Management Team on all policies, procedures and guidance that are in place to support health, safety and wellbeing of our people and the management of our buildings. The Annual report was recommended for approval at Council by the SSSC Health, Safety and Wellbeing Committee.

RISKS

9. Health and safety is included in risk 3 in the strategic risk register: we fail to meet corporate governance, external scrutiny and legal obligations. We have an averse appetite to this risk and will look to exceed our legal obligations.
10. If we do not meet our legal obligations and fail in our duty of care to staff, we could face improvement notices or prohibition from the Health and Safety Executive (HSE), legal prosecution or civil challenge. We mitigate risks by following the Health and Safety Management System (HGS65), policy provision, completion of suitable and sufficient risk assessment and staff training.

IMPLICATIONS

Resourcing

11. There are no direct financial implications associated with this report. Financial implications do arise due to complying with health, safety and wellbeing policy and guidance and these costs are funded within the Council approved annual budget.

Compliance

12. The organisation must comply with the obligations under the Health and Safety at Work Act 1974, management of health and safety at work regulations, and other supporting regulations such as display screen equipment regulations and Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR). This report provides assurance that the organisation has sufficiently met those obligations during this reporting period.
13. All policies and guidance are prepared in line with the relevant guidance and Approved Codes of Practice (ACoP) as published by the HSE.

IMPACT ASSESSMENTS

Equalities

14. An Equalities Impact Assessment (EIA) discussion was undertaken on the Corporate Health and Safety Policy. An EIA was not required as there were no concerns across any of the protected characteristics. We would undertake individual EIA screening on new or revised health and safety procedures or guidance as necessary.

CONCLUSION

15. This report asks Council to approve the revised Corporate Health and Safety Policy and endorse the Annual Health and Safety Report, which shows satisfactory health and safety performance for 2022/23.