



Meeting	Service Leadership Team	Agenda no.	5a
	Performance & Resources Board		10
Meeting Date	10 August 2021		
	31 August 2021		
Report Authors:	Joanne Hellen – Senior Health and Safety Advisor		
Presented By	Rick Hylton – Deputy Chief Fire Officer		
Subject	Health and Safety Quarterly Highlight Report April, May, June 2021		
Type of Report:	Information Report		
Action Point No.	n/a	For publication	Yes

RECOMMENDATIONS

For information only.

EXECUTIVE SUMMARY

Health and Safety Department Quarterly Highlight Report to cover periods April, May and June 2021.

BACKGROUND

Our Health and Safety Department carries out active self-monitoring and reactive monitoring to ensure that key risks are controlled, and that performance standards and risk assessments are used and monitored.

OPTIONS AND ANALYSIS

It is important for organisations to review their Health and Safety performance. It allows us to establish whether the essential health and safety principles – effective leadership and management, competence, worker consultation and involvement – have been embedded in the organisation. It tells us whether our system is effective in managing risk and protecting people and should include;

- Review of performance
- Learn from accidents and incidents, ill-health data, errors and relevant experience, including from other organisations
- Revisit plans, policy documents and risk assessments to see if they need updating
- Take action on lessons learned
- Include audit and inspection reports

RISKS AND MITIGATIONS

Safety events are monitored through the Health, Safety and Welfare Strategy group to monitor and mitigate future risks. All control systems follow the Plan, Do, Check, Act approach and shows how it helps you achieve a balance between the systems and behavioural aspects of management. It also treats Health and Safety management as an integral part of good management generally, rather than as a stand-alone system.

LINKS TO FIRE AND RESCUE PLAN

Be transparent, open, and accessible. Promote a positive culture in the workplace.

FINANCIAL IMPLICATIONS

None associated with the report.

LEGAL IMPLICATIONS

The Health and Safety at Work Act 1974 (HASAWA) lays down wide-ranging duties on employers. Employers must protect the 'health, safety and welfare' at work of all their employees, as well as others on their premises, including temps, casual workers, the self-employed, clients, visitors and the general public. HSG65.

STAFFING IMPLICATIONS

N/A

EQUALITY AND DIVERSITY IMPLICATIONS

Is this decision anticipated to have an impact on any of the following protected groups as defined within the Equality Act 2010:

Race	No	Religion or belief	No
Sex	No	Gender reassignment	No
Age	No	Pregnancy & maternity	No
Disability	No	Marriage and Civil Partnership	No
Sexual orientation	No		

If an impact on one group or more is anticipated, a full People Impact Assessment must be completed. Please also look to add other comments to ensure that a review has been properly considered as part of this report process.

HEALTH AND SAFETY IMPLICATIONS

The Management of Health and Safety at Work Regulations (MHSWR) 1999 require employers to put in place arrangements to control health and safety risks, including: assessments of the risks to employees, contractors, customers, partners, and any other people who could be affected by your activities - and record the significant findings in writing. Any risk assessment must be 'suitable and sufficient' and arrangements for the effective planning, organisation, control, monitoring and review of the preventive and protective measures that come from risk assessment.

CONSULTATION AND ENGAGEMENT

Report shared with Trade Union Safety representatives.

FUTURE PLANS

The quarterly reports are summarised in an Annual Report which is prepared for July covering the financial year.

LIST OF BACKGROUND PAPERS AND APPENDICES

Appendix 1 – Health and Safety Quarterly Highlight Report April, May June 2021.