



EMPLOYMENT COMMITTEE – 16 SEPTEMBER 2021

HEALTH, SAFETY AND WELLBEING ANNUAL REPORT 2020-21

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

1. The purpose of this report is to present to the Committee the Annual Health, Safety and Wellbeing Report for 2020-21. This details the County Council's overall position on Health, Safety and Wellbeing and provides an update on the performance of the Health, Safety and Wellbeing (HSW) Service.

Policy Framework and Previous Decisions

2. The County Council is required, under the Management of the Health and Safety at Work Regulations 1999, to have in place an occupational health and safety management system. This system requires the Council to have a Health and Safety Strategy, and to consult and communicate with all interested parties on health and safety performance.
3. The Council's Health and Safety Strategy 2020-2025 details key performance indicators for the Council, progress for which is included in this Health, Safety and Wellbeing annual report.
4. This report is presented annually to the Committee for information only.

Background

5. The Health, Safety and Wellbeing of staff, service users and customers are of paramount importance to the County Council. The HSW Service continuously monitors, so far as is possible, performance in this area to ensure the County Council meets its legal requirements and, where necessary, improves standards.
6. The report attached as an **Appendix** highlights the work that has been undertaken within the HSW Service during the financial year of 2020/21. It identifies the risk and hazard areas that impact upon the County Council and where improvements need to be made to ensure improved compliance and staff safety. Each Department within the County Council has a departmental annual report with a detailed specific plan to improve compliance.

7. The report is written in summary format to give an overview of the issues impacting on the County Council. The following aspects of HSW are covered in the report:
- Key facts
 - Accident data
 - RIDDOR reportable and incidents of significance
 - Coronavirus response
 - Training statistics
 - Key performance indicators
 - Wellbeing Service and EAP data
 - Health and safety changes
 - Guidance and legislative changes, including ISO 45001
 - Wellbeing Service annual report
8. The report shows a considerable reduction in the number of injuries and RIDDOR reportable incidents compared to the previous year, which can be attributed to the coronavirus pandemic. Slips, trips and falls continue to be the highest causes of injuries across the Council, followed by challenging behaviour, however this figure has reduced since the previous year.
9. As a result of the coronavirus pandemic the Health, Safety and Wellbeing team have seen an increase in awareness and understanding of health and safety, in particular infection control and the importance of risk assessment. The service has seen engagement from teams that pre pandemic, there was little engagement from requesting support in writing risk assessments and requesting advice.

Recommendations

10. It is recommended that the Employment Committee notes the Health, Safety and Wellbeing Annual Report 2020-21 and endorses and supports the extensive work, undertaken in partnership with departments, by the Health, Safety and Wellbeing Service.

Background Papers

11. None.

Circulation under the Local Issues Alert Procedure

12. None.

Equality and Human Rights Implications/Other Impact Assessments

13. There are no equalities and human rights issues arising directly from this report.

Appendix

Health Safety and Wellbeing Annual Report 2020 - 2021

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