

TITLE	Health and Safety Annual Report 22/23
FOR CONSIDERATION BY	Executive
WARD	Non-Specific;
LEAD OFFICER	Chief Operating Officer; Sally Watkins
LEAD MEMBER	Executive Member for HR and OD; Rachel Bishop Firth

PURPOSE

To share the annual report for Health and Safety for 22/23 with the Executive for approval.

RECOMMENDATION

That the Executive notes the internal health and safety performance for 2022/23; and the priorities in the report which have informed the action plan for 23/24 and will shape action plan for the next municipal year.

EXECUTIVE SUMMARY

This report relates to the Council's internal health and safety performance during the period between 1st April 2022 and 31st March 2023 and covers the Council workforce, where the Council is legally the employer, which includes maintained community schools, special schools, voluntary controlled schools, nursery schools and pupil referral units.

The details included in this report do not include the health and safety performance or services provided to academy schools or Wokingham council partners as part of shared services.

A total of 296 incidents were reported across the organisation (combined reports from schools and services). The number of serious employee incidents i.e. those that may pose significant risk or require notification to the Health and Safety Executive (HSE) under The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) has remained at a low level.

In overall terms, the health and safety performance during 2022-23 across both the schools and the services workforces can be viewed positively. To further enhance our Health and Safety governance a Corporate Health and Safety Board has been introduced to provide ensure oversight of the health and safety management system across each directorate at a senior level.

BACKGROUND

The Health and Safety Annual Report 2022/23 is a high-level report that looks back at internal health and safety performance during the financial year's twelve-month period, highlighting the main achievements over the year and outlining key priorities for the current year and beyond.

The annual report is transparent; it provides stakeholders with information on health and safety performance to enable an understanding of the key issues facing Council staff together with assurance to the Executive that the main risks have been identified, appropriately prioritised and are being adequately addressed.

The annual report is owned by the Corporate Health and Safety Board, reviewed internally by staff consultation groups and the Corporate Leadership Team.

HEALTH AND SAFETY PRIORITIES

- Delivery of the health and safety assurance programme in maintained schools during the 2023-24; this is a two-stage process involving self-evaluation of compliance at local level and then assurance visits for the Council that key risks are being effectively controlled. The program's findings form the basis of the Council's strategy for continual improvement of health and safety management in its schools.
- Housing service will commission a compliance health and safety check as a positive and pro-active action to provide assurance on applicable legislation and approved codes of practice on its property safety compliance.
- Corporate health and safety to review policies and arrangements relating to hybrid working through the Modern Workforce programme ensuring key challenges are identified to make effective use of the available resources and good practice.
- Corporate health and safety to continue support services through periodic review and monitoring of real-world activities in relation to applicable legislation and current standards and guidance.
- Review health and safety arrangements on training, instruction, and information to support areas of competencies required for the effective management and delivery of health and safety at work.

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

The Financial implication of the health and safety strategy have been met through current revenue and so no further financial recommendations are required at this point.

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	n/a	Yes	
Next Financial Year (Year 2)	n/a	Yes	
Following Financial Year (Year 3)	n/a	Yes	

Other Financial Information

A failure to comply with statutory duties has the potential to lead to both criminal and civil fines, prosecution costs and enforcement recovery costs.

Stakeholder Considerations and Consultation

Not Applicable

Public Sector Equality Duty

Due regard has been given to WBC's Public Sector Equality Duties.

Climate Emergency – *This Council has declared a climate emergency and is committed to playing as full a role as possible – leading by example as well as by exhortation – in achieving a carbon neutral Wokingham Borough by 2030*

Not Applicable

Reasons for considering the report in Part 2

Not Applicable

List of Background Papers

The Management of Health and Safety at Work Regulations 1999 and 'Managing for Health and Safety' (HSG65), a guide for employers published by the HSE.

Contact Laurence McCammick	Service HR
Telephone 07801664618	Email Laurence.McCammick@wokingham.gov.uk

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