

	HEALTH AND SAFETY POLICY STATEMENT	
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The Council positively and proactively accepts the financial and legal responsibilities and duties that it has for the health, safety and wellbeing of its employees, customers and contractors affected by its activities.

To achieve the Council's commitment to promote a positive health and safety culture this policy statement forms part of the Council's wider agenda of social responsibility, sustainability, corporate governance, risk management and the delivery of quality services that provide value for money. The Council has a proactive approach to ensure there is a similar commitment from partners and contractors undertaking work on its behalf.

The Council's commitments are to:

- Ensure the health, safety and wellbeing of employees, customers and contractors to prevent injury and ill health associated with the Council's activities and infrastructure
- Promote a positive health and safety culture throughout the organisation to include regular mandatory training for all staff and managers
- Ensure that robust health and safety arrangements are in place to demonstrate commitment by all partner organisations and contractors commissioned by the Council
- Satisfy applicable legal and other requirements
- Continually improve the Council's safety management systems for example by simplifying these where practicable through the use of technological solutions
- Engage employees in developing, implementing and embedding a joint approach to the management of health, safety and wellbeing
- Set health and safety objectives and regularly monitor their achievement
- Ensure that aggressive behaviour, both verbal and in writing (regardless of form), towards council staff and contractors working on the council's behalf will not be tolerated
- Ensure accidents, incidents and near misses are appropriately reported, investigated and any learning points are acted upon to prevent recurrence

As Chief Executive, I am committed to integrating health and safety into decision making and risk management processes within the Council. The wider Senior Leadership Team are also committed to the joint responsibility to ensure the effective leadership and management of health and safety to proactively demonstrate and promote a positive health and safety culture across all the Council's activities and in all relationships with partners and contractors undertaking work on behalf of the Council.

Employees with management responsibilities will ensure that all risks are properly assessed, controlled and any measures implemented to mitigate risk are appropriately monitored. They will also regularly review these assessments, to ensure that the Council complies with legal requirements and strives to achieve best practice.

The Council will maintain arrangements to consult trade union representatives, employees, and others who may be affected by Council activities, to encourage a joint approach and positive culture towards the management of health, safety and wellbeing.

The Council expects all employees and those undertaking work on behalf of, or in partnership with, the Council to take reasonable care of their own health and safety, for the health and safety of others and to co-operate with the Council in the performance of its moral and statutory duties.



Stacey Burlet
Chief Executive

February 2019