



REPORT TO:	OVERVIEW AND SCRUTINY COMMITTEE
DATE:	28 SEPTEMBER 2022
REPORT OF THE	PROGRAMME DIRECTOR PEOPLE AND RESOURCES MARGARET WALLACE
TITLE OF REPORT:	HEALTH & SAFETY ANNUAL REVIEW 2021-2022
WARDS AFFECTED:	ALL

EXECUTIVE SUMMARY

1.0 PURPOSE OF REPORT

- 1.1 This report introduces the 2021/22 health and safety update which is outlined in Appendix A, which highlights the notable achievements and progress made towards furthering the health and safety agenda in line with the health and safety action plan and the councils statutory reporting requirements.

2.0 RECOMMENDATION

- 2.1 It is recommended that:

- (i) Committee note the content of the report and the positive progress made on health and safety implementation in the 2021/22 year – a particular year of considerable challenge, given the ongoing impact of the Covid-19 pandemic.

3.0 REASON FOR RECOMMENDATION

- 3.1 The review details the work undertaken over the previous financial year; and highlights notable success stories, improvements to services and management of health and safety. The Health and Safety Policy requires an annual update to be provided to Overview and Scrutiny therefore it is recommended that the report be noted.

4.0 SIGNIFICANT RISKS

- 4.1 Health and safety remains a key priority for all businesses and failure to manage it effectively can generate significant risk and ultimately breaches could lead to substantial financial penalties. Therefore, by producing the report and highlighting the progress that has been made over the year elected members and senior management should be assured that the business is compliant and constantly reviewing and

updating its health and safety systems.

5.0 POLICY CONTEXT AND CONSULTATION

5.1 The delivery of health and safety requires the council to be compliant with the following key policies and legislation:

- Health and Safety at Work Act (1974)
- Management of Health and Safety at Work Regulations (1999)
- Workplace (Health, Safety and Welfare) Regulations (1992)
- The Health and Safety (Display Screen Equipment) Regulations (1992)
- The Manual Handling Operations Regulations (1992 amended 2002)
- The Regulatory Reform (Fire Safety Order) (2005)
- RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences) Regulations (1995)
- The Personal Protective Equipment at Work Regulations (1992)
- COSHH (Control of Substances Hazardous to Health) 2002
- The Provision and Use of Work Equipment Regulations (PUWER) (1998)
- The Working Time Regulations (1998)

5.2 The management of Health and Safety is delivered through both a joint working arrangement with North Yorkshire County Council and a dedicated Corporate Health and Safety Working Group. This ensures that legislation is complied with, internal policies reviewed and updated, and that appropriate union input is provided as required by the terms of reference.

REPORT

6.0 REPORT DETAILS

6.1 The Health and Safety Annual Review documents the improvements to Health and Safety policies, services and any learning that has taken place across Ryedale District Council over the 2021-2022 financial year.

6.2 The report is structured to align with the Health and Safety Action plan and covers the following areas of work:

- Covid- 19 Pandemic response (section 3)
- Health and safety management systems (section 4)
- Risk assessments (section 5)
- Training and awareness (section 6)
- Monitoring (section 7)
- Reporting (section 8)
- Wellbeing (section 9)

6.3 The pandemic response covers the businesses approach to navigating the Coronavirus pandemic and details the steps taken to ensure the business can discharge its duties effectively in a highly changeable world. It also acknowledges that safety measures introduced by the council at the start of the outbreak remain important to keep employees, elected members, customers and contractors safe and as much as is possible reduce the spread of the virus.

- 6.4. Whilst the response of the Covid-19 pandemic inevitably generates a significant amount of work (and subsequently content within the report) the areas of Health and Safety management systems, risk assessments, reporting and monitoring are all essential areas of work that have seen development most notably with the review of the overarching policy document and health and safety statement. This helps demonstrate the standard and expectations placed upon RDC to be compliant with the legislation and regulations and the expectations placed on all its employees to work in safe ways.
- 6.5 Linked to the issue of health and safety is health and wellbeing and to ensure this link is visible and the work of the council in this area accountable a summary of the commitment to the wellbeing of staff is also included. Given the impacts of the pandemic inevitably work in this area has focussed on mental health as many felt the pressure of extended lock downs.
- 6.6 The report contains a number of highlights taken from the 2021/22 financial year, including a full reviews of the format and information contained within the safe working procedures utilised by depot staff to ensure they are effective and can be easily used by these teams.
- 6.7 A full review of risk assessments was completed: including those of a compliance nature covering fire safety, asbestos, legionella, gas, electric and lift safety. This has facilitated a training programme to increase the number of fire wardens due to a number leaving and wanting to ensure there is effective coverage of wardens across Ryedale House, the depot and Derwent Lodge.
- 6.8 Comprehensive training has also been provided in a number of subjects including PREVENT and radicalisation training to help identify potential safety risks in the community from extremism to coaching sessions for managers to complete risk assessments. More comprehensive training covering IOSH was also provided to five individuals.

7.0 IMPLICATIONS

7.1 The following implications have been identified:

a) Financial

The cost of the NYCC agreement is £37,920 with additional charges for travel. Additional costs have been incurred in relation to Covid -19 via a dedicated budget totalling £103k which supported the business with the following:

- i. COVID Marshall
- ii. Online meetings
- iii. Covid secure workplace adjustments
- iv. Covid implementation and extension of contracts

b) Legal

RDC has a significant role to play in legal compliance regarding health and safety. This report should satisfy elected members that RDC is compliant in the management of health and safety risks and continues to remain abreast of legislative changes. This report indicates that Ryedale District Council delivers its legal duties in relation to health and safety through a joint working arrangement

- with North Yorkshire County Council and a dedicated Corporate Health and Safety Working Group.
- c) Other (Equalities, Staffing, Planning, Health & Safety, Environmental, Crime & Disorder)
No other implications identified

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Background Papers:

Appendix A – Health and Safety Review 2021- 2022
Appendix B – Health and Safety Policy and Policy Statement