

Meeting of:	CABINET
Date of Meeting:	23 JULY 2024
Report Title:	CORPORATE HEALTH AND SAFETY POLICY 2024
Report Owner / Corporate Director:	CORPORATE DIRECTOR EDUCATION, EARLY YEARS AND YOUNG PEOPLE
Responsible Officer:	ROBIN DAVIES GROUP MANAGER – BUSINESS SUPPORT
Policy Framework and Procedure Rules:	There is no effect upon the policy framework or procedure rules.
Executive Summary:	The Health and Safety at Work etc. Act (HASWA) 1974, section 2 (3) requires employers with more than five employees to have arrangements in place for managing health and safety. This is achieved through the creation and approval of a Corporate Health and Safety Policy.

1. Purpose of Report

- 1.1 The purpose of this report is to seek approval of the new Corporate Health and Safety Policy.

2. Background

- 2.1 The Health and Safety at Work etc. Act (HASWA) 1974, section 2 (3) requires that, as an employer with more than five employees, the council must document its general approach, commitment, and arrangements for managing health and safety. This is achieved through the creation and approval of a Corporate Health and Safety Policy.
- 2.2 In addition, the council must maintain and revise this policy on a regular basis to ensure it remains relevant and to reflect any changes in management or organisational arrangements.
- 2.3 The council's current Health and Safety Policy, originally approved in 2017, has been reviewed by the Corporate Health and Safety Unit (CHSU) and endorsed by the Corporate Health and Safety Steering Group to better reflect current organisational and operational arrangements and to provide clarity of existing roles and responsibilities.

3. Current situation / proposal

- 3.1 The current Corporate Health and Safety Action Plan includes a commitment to review the Corporate Health and Safety Policy to ensure it encompasses the council's current undertakings and any foreseeable future activities.

- 3.2 The proposed draft policy has been shared with the Corporate Health and Safety Steering Group for comment and feedback, including trade unions. These were principally minor typographical changes and clarification of arrangements for fire safety management. These have been included in the new Corporate Health and Safety Policy 2024.
- 3.3 Following approval by Cabinet it is intended that the policy will be communicated to all staff through all existing communication channels.
- 3.4 The CHSU will review the policy on a regular basis and, where there is any significant change, the policy will be proposed for amendments accordingly.

4. Equality implications (including Socio-economic Duty and Welsh Language)

- 4.1 An initial Equality Impact Assessment (EIA) screening has identified that there would be no negative impact on those with one or more of the protected characteristics, on socio-economic disadvantage or the use of the Welsh Language. It is therefore not necessary to carry out a full EIA on this policy or proposal.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 Long-term

The Corporate Health and Safety Policy sets out how the council discharges its statutory duty in relation to health and safety under relevant legislation as an employer.

Prevention

Health and safety is an important aspect of the council's business. This policy ensures that health and safety matters are at the forefront of our business and that as an employer, we aim to prevent work-related death, injury and ill-health.

Integration

Health and safety practice is integrated across all services, through service delivery mechanisms. Strong and active leadership, employee involvement, and assessment and review are fundamental principles of how health and safety is integrated within the organisation.

Collaboration

The council works in conjunction with key stakeholders such as schools, and unions to ensure that health and safety is adequately considered and addressed.

Involvement

Staff are actively engaged with in order to understand and address health and safety matters and concerns across services and with schools.

6. Climate Change Implications

6.1 There are no climate change implications as a result of this report.

7. Safeguarding and Corporate Parent Implications

7.1 There are no safeguarding or corporate parenting implications as a result of this report.

8. Financial Implications

8.1 There are no financial implications as a result of this report.

9. Recommendations

9.1 Cabinet is recommended to approve the new Corporate Health and Safety Policy 2024.

Background documents

None