



<b>Full Council</b>	<b>Tuesday, 15 July 2025</b>	<b>Matter for Information and Decision</b>
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**Report Title:** **Health and Safety Annual Review (2025/26)**

**Report Author(s):** **Zach Bradford (Safety & Resilience Officer)**

<b>Purpose of Report:</b>	The purpose of this report is to approve the Full Health and Safety Annual Report for 2024/25 and the revised Health and HS.00.P1 Health and Safety Policy and Statement.
<b>Report Summary:</b>	<p>The Full Health and Safety Annual Report (as set out at <b>Appendix 1</b>) is a summary of the Council's health and safety performance during period 2024 to 2025. It provides information on accidents, risks, key activities for the last fiscal year and proposals for the next fiscal year.</p> <p>The HS.00.P1 Health and Safety Policy and Statement (as set out at <b>Appendix 2</b>) has been reviewed, this creates a framework for all service areas to function from rather than specific legislative references.</p>
<b>Recommendation(s):</b>	<p><b>A. That the Full Health and Safety Annual Report (2024/25) (as set out in Appendix 1) be approved; and</b></p> <p><b>B. That the HS.001.P1 Health and Safety Policy and Statement (May 2025) (as set out in Appendix 2) be approved.</b></p>
<b>Senior Leadership, Head of Service, Manager, Officer and Other Contact(s):</b>	<p>Anne Court (Chief Executive / Head of Paid Services) (0116) 257 2602 <a href="mailto:Anne.court1@oadby-wigston.gov.uk">Anne.court1@oadby-wigston.gov.uk</a></p> <p>Teresa Neal (Strategic Director) (0116) 257 2642 <a href="mailto:teresa.neal@oadby-wigston.gov.uk">teresa.neal@oadby-wigston.gov.uk</a></p> <p>Ben Wilson (Head of Neighbourhood Services) (0116) 257 2711 <a href="mailto:ben.wilson@oadby-wigston.gov.uk">ben.wilson@oadby-wigston.gov.uk</a></p> <p>Zach Bradford (Safety &amp; Resilience Officer) (0116) 257 2866 <a href="mailto:zach.bradford@oadby-wigston.gov.uk">zach.bradford@oadby-wigston.gov.uk</a></p>
<b>Strategic Objectives:</b>	Our Council (SO1) Our Partners (SO5)
<b>Vision and Values:</b>	Resourceful & Resilient (V4)
<b>Report Implications:-</b>	
Legal:	The implications are as set out at paragraph 2 of this report.
Financial:	The implications are as set out at paragraph 2 of this report.

Corporate Risk Management:	Decreasing Financial Resources / Increasing Financial Pressures (CR1) Reputation Damage (CR4) Failure to Respond to a Significant Incident (CR7)
Equalities and Equalities Assessment (EA):	There are no implications arising from this report. EA not applicable
Human Rights:	There are no implications arising from this report.
Health and Safety:	The implications are as set out at paragraph 2 of this report.
<b>Statutory Officers' Comments:-</b>	
Head of Paid Service:	The report is satisfactory.
Chief Finance Officer:	The report is satisfactory.
Monitoring Officer:	The report is satisfactory.
<b>Consultees:</b>	None.
<b>Background Papers:</b>	<ul style="list-style-type: none"> <li>• <a href="#">Health and Safety at Work etc. Act 1974</a></li> <li>• <a href="#">The Management of Health and Safety at Work Regulations 1999</a></li> <li>• <a href="#">Lifting Operations and Lifting Equipment Regulations 1998</a></li> <li>• <a href="#">The Workplace (Health, Safety and Welfare) Regulations 1992</a></li> <li>• <a href="#">The Control of Substances Hazardous to Health Regulations 2002</a></li> <li>• <a href="#">The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013</a></li> <li>• <a href="#">Managing for Health and Safety (HSG65)</a></li> </ul>
<b>Appendices:</b>	<ol style="list-style-type: none"> <li>1. Health and Safety Annual Report 2024-25</li> <li>2. HS.00.P1 Health and Safety Policy and Statement</li> </ol>

## 1. Introduction

- 1.1 Attached to this report at **Appendix 1** is the Council's Full Health and Safety Annual Report 2024 to 2025 which provides a summary of the Council's health and safety performance during the financial year April 2024 to April 2025.
- 1.2 As in previous years, the Full Health and Safety Annual Report (**Appendix 1**) is structured in a way as to reflect the Health and Safety Executive guidance. It summarises the Council's health and safety policies, procedures and activities which have taken place over the last financial year.
- 1.3 The HS.00.P1 Health and Safety Policy and Statement is also attached at **Appendix 2** for approval. This document has been condensed while preserving all of the original information.

## 2. Information

- 2.1 Managing corporate risk is a key issue and legal requirement for all organisations in the public, private and voluntary sectors. Risks can take on many forms, and it is important that organisations have systems in place which manage those risks sensibly and to a reasonably practicable level at all times.
- 2.2 The management and practice of good health and safety should not be seen as a regulatory burden as it offers significant benefits such as;

- Improved productivity because Officers are happier, healthier, and more motivated;
  - Improved relationships with all stakeholders;
  - Lower Officer absences and turnover rates;
  - Reduced costs, which ensures resources can be better applied elsewhere;
  - Reduces the chances of legal action taken against the Council, which again ensures the resources that would be spent fighting against the legal action are applied in other more efficient and beneficial areas.
  - A better reputation among our customers, suppliers, partners, communities, and other stakeholders; and
  - A positive perception of the Council from the public.
- 2.3 It is difficult to calculate the potential cost of poor health and safety management and practice were the worst to happen. However, it is likely that the cost would be significant. There are also non-quantifiable costs, such as loss of reputation, and loss of stakeholders.
- 2.4 The Full Health and Safety Annual Report (**Appendix 1**) includes appropriate health and safety information, the Council's activities, and performance. This demonstrates to our stakeholders' the Council's commitment to effective health and safety risk management and performance monitoring, to support our desire to continuously improve.
- 3. Action Plan 2025/26**
- 3.1 Close off all AN defects promptly, make them safe, and conduct a risk assessment upon identification.
- 3.2 Continue scheduling operational and volunteer training until all required courses are delivered.
- 3.3 Monitor the depot via an action plan. Hold regular meetings to drive continuous improvement and resolve issues.
- 3.4 In conjunction with HR, the identification of employees who will require an occupational health surveillance programme will be carried out and implemented.