



Title: **Health and Safety policy**

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1. Introduction

- 1.1 The Health and Safety policy has been revised and is intended as a framework to ensure that the Council meets its statutory duties in relation to health and safety. An Equality Impact Assessment has been carried out for this policy.
- 1.2 It is a clear and concise document which updates and streamlines our health and safety processes so as to ensure the health, safety and welfare of our employees, the public (including visitors to our premises), members and contractors in line with the current legislation.

2. Recommendations

- 2.1 That Committee approves and adopts the Health and Safety policy.

3. Information

- 3.1 The Council has a statutory duty to ensure that its employees, the public (including visitors to our premises), members and contractors are provided with a safe working environment, which takes reasonable steps to mitigate any potential risk of harm. It is on the basis of the statutory obligations that this Health and Safety policy has been devised.
- 3.2 The policy clearly sets out the Council's Health and Safety statement of intent, outlining what the Council promises to deliver in terms of health and safety, as well as identifying the roles and responsibilities at all levels and what is expected of them.
- 3.3 The policy also gives a comprehensive overview of the Council's procedures, including new starter inductions, fire safety and first aid to ensure that all new and existing employees are aware of the protocols and reporting procedures.
- 3.4 A program of health and safety has already embarked upon and will continue where all employees will receive appropriate training on this

policy, as set out therein, such that they are aware of the inherent risks that negligence as to health and safety can cause.

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Implications	
Financial (PL)	Public and Employee liability insurance will cover us against claims and costs, however repeated instances would result in higher premiums. This health and safety policy is good practice and should safeguard against any future claims.
Risk (KG)	CR4 – Reputation damage, CR6 – Regulatory governance, CR7 – Failure to respond to a significant incident.
Equalities (KG)	The policy has had an EIA conducted upon it and no adverse impact has been identified.
Legal (KG)	Breaches to health and safety may carry severe financial and even custodial sentences.