

Meeting date: 12th September, 2018
Report to: Cabinet Member for Resources & Delivering Value



Subject/report title: **HEALTH AND SAFETY ANNUAL REPORT**

Report from: Director of Resources & Deputy Chief Executive

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Wards affected:

All Wards | Bickenhill | Blythe | Castle Bromwich | Chelmsley Wood |
 Dorridge/Hockley Heath | Elmdon | Kingshurst/Fordbridge | Knowle |
 Lyndon | Meriden | Olton | Shirley East | Shirley South |
 Shirley West | Silhill | Smith's Wood | St Alphege

Public/private report: Public

Exempt by virtue of paragraph: N/A

1. Purpose of Report

The purpose of this report is to seek the Cabinet Member's approval for the Council's Health and Safety Performance report during the period April 2017 – March 2018.

2. Decision(s) recommended

The Cabinet Member for Resources and Delivering Value is asked to approve the Council's Annual Health and Safety Performance Report for 2017/18, to enable it to be published as per the requirements of the Health and Safety Policy.

3. What is the issue?

3.1 The Cabinet Member for Resources and Delivering Value has responsibility for all decisions in relation to the Council's responsibilities as an employer under the Health and Safety at Work Act 1974 and the Corporate Manslaughter and Corporate Homicide Act 2007.

3.2 Attached, at **Appendix A** is the proposed Annual Health and Safety Report for 2017/18. This report summarises the Council's health and safety performance during the year 1st April 2017 to 31st March 2018.

4. What options have been considered and what is the evidence telling us about them?

4.1 Not applicable for this report.

5. Reasons for recommending preferred option

5.1 Not applicable for this report.

6. Implications and Considerations

6.1 Delivery of key themes in the Council Plan:

How will the options/proposals in this report contribute to the delivery of the key themes in the Council Plan?

- Improve Health and Wellbeing - Priority 5. Making the best use of our people and physical assets

The work of the Health and Safety team assists in improving employee Health and Wellbeing thus helping to optimise the use of the Council's people assets.

6.2 Implications for children and young people, vulnerable groups and particular communities:

6.2.1 The protection provided by health and safety legislation applies to all people at work, regardless of their protected characteristics (age, disability, gender, religion etc.) and employers are required by the Equality Act 2010 to make reasonable adjustments to accommodate the needs of disabled employees. Health and safety legislation also provides additional protection from hazards for people deemed to be vulnerable; in particular pregnancy, young people and children.

6.3 Consultation and Scrutiny:

6.3.1 This report has not been considered by scrutiny.

6.4 Financial implications:

6.4.1 There are no direct implications associated with this report, because this is an annual performance report and the financial implications of individual health and safety decisions are dealt with separately. However effective management of health and safety minimises the likelihood of prosecution and consequent financial penalties.

6.5 Legal implications:

6.5.1 The Council has a legal responsibility to provide and maintain a healthy and safe place of work for all its employees. Publically reporting on the Council's performance demonstrates its commitment to fulfil this responsibility and the requirement of Health and Safety Policy – subsequently part of the Health and Safety at Work 1974.

6.6 Risk implications:

- 6.6.1 Monitoring of performance information, through the production of an annual performance report, forms part of the mitigating action to ensure the risk of non-compliance with health and safety requirements is minimised.

6.7 Statutory Equality Duty:

- 6.7.1 The protection provided by health and safety legislation applies to all people at work, regardless of their protected characteristics (age, disability, gender, religion etc.) and employers are required by the Equality Act 2010 to make reasonable adjustments to accommodate the needs of disabled employees. Health and safety legislation also provides additional protection from hazards for people deemed to be vulnerable; in particular pregnancy, young people and children.

7. List of appendices referred to

- 7.1 Health and Safety Annual Report – Appendix A.

8. Background papers used to compile this report

- 8.1 None

9. List of other relevant documents

- 9.1 Accident / Incident reports; Training records; SMBC Policy documentation.