

POLICY, FINANCE AND ADMINISTRATION COMMITTEE

17 APRIL 2012

REPORT OF HEAD OF REGULATORY SERVICES

HEALTH & SAFETY POLICY

1.0 PURPOSE OF REPORT

- 1.1 The purpose of the report is to seek approval for the Health and Safety Policy:
The content of the policy is summarised below.

2.0 RECOMMENDATIONS

- 2.1 **It is recommended that the policy be approved with immediate effect.**
- 2.2 **That the Head of Regulatory Services has delegated authority to amend the policies in line with Health & Safety legislation and best practice guidance.**

3.0 KEY ISSUES

3.1 Health & Safety Policy

The Council is committed to ensuring the health, safety and welfare of its employees and those affected by its activities. It will take all reasonable steps to reduce, if not eliminate, the risk of injuries or incidents occurring due to individuals. This policy applies to all employees and all persons coming onto the Council's premises.

4.0 POLICY AND CORPORATE IMPLICATIONS

- 4.1 The policies will apply to all staff across the Council and to some extent partners working in the building.

5.0 FINANCIAL AND OTHER RESOURCE IMPLICATIONS

- 5.1 Any financial implications will be met from existing budgets

6.0 LEGAL IMPLICATIONS/POWERS

- 6.1 No direct implications although the policies reflect good practice and comply with current health and safety legislation.

7.0 COMMUNITY SAFETY

- 7.1 There are no direct community safety implications.

8.0 EQUALITIES

- 8.1 The policy has been the subject of an Equalities Impact Assessment (attached).

These have informed the content of the policies and various adjustments have been made as a result, for example

- In the Risk Assessment policy details are contained regarding Individual Needs Risk Assessments. These will consider the individual's disabilities and reasonable adjustments will be made to support in the work place.

9.0 **RISKS**

9.1 Breaches of Health and safety law give the courts considerable scope for punishing offenders and deterring others. For example, a failure to comply with an improvement or prohibition notice, or a court remedy order, carries a fine of up to £20 000, or six months' imprisonment, or both. Unlimited fines and in some cases imprisonment may be imposed by higher courts.

10.0 **CLIMATE CHANGE**

10.1 There are no climate change implications.

11.0 **CONSULTATION**

11.1 The Safety Committee has been consulted and contributed to the content of the policy prior to their completion. The policy has been presented to the Joint Staff Working Group and any comments incorporated.

12.0 **WARDS AFFECTED**

12.1 All Wards are affected, as the Policies relate to all Council staff and the work they carry out.

Contact Officer: Sarah Burton
Date: 2nd April 2012
Appendices : Appendix 1: Health & Safety Policy

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