

Employees' Consultative Forum Agenda

Date: Thursday 3 December 2020

Time: 6.30 pm

Venue: Virtual Meeting - Online

Pre-meetings: [Council Side - 6.00 pm, Employees' Side - 5.30 pm]

Membership (Quorum: 3 from the Council Side and 2 trade union representatives from different trade unions)

Chair: Councillor

Labour Councillors: Pamela Fitzpatrick
Graham Henson
Angella Murphy-Strachan
Adam Swersky

Conservative Councillors: Camilla Bath
Philip Benjamin
Mina Parmar

Employee Representatives:

Teachers Representatives: Louise Crimmins - National Union of Teachers
Anne Lyons - National Association of Head Teachers
(1 vacancy)

Representatives of UNISON: Mr G Martin Mr D Searles
Mr J Royle

Representatives of GMB: Ms P Belgrave
A Jones

Reserve Council Members:

Labour Reserve Members:

1. Ghazanfar Ali
2. Varsha Parmar
3. Kiran Ramchandani
4. Sachin Shah

Conservative Reserve Members:

1. John Hinkley
2. Pritesh Patel
3. Susan Hall

Contact: Alison Atherton, Senior Professional Democratic Services
Tel: 020 8424 1266 E-mail: alison.atherton@harrow.gov.uk

Scan this code for the electronic agenda:



Useful Information

Meeting details

This meeting is open to the press and public and can be viewed on www.harrow.gov.uk/virtualmeeting

Filming / recording of meetings

Please note that proceedings at this meeting may be recorded or filmed. If you choose to attend, you will be deemed to have consented to being recorded and/or filmed.

The recording will be made available on the Council website following the meeting.

Agenda publication date: Wednesday 25 November 2020

Agenda - Part I

1. Attendance by Reserve Members

To note the attendance at this meeting of any duly appointed Reserve Members.

Reserve Members may attend meetings:-

- (i) to take the place of an ordinary Member for whom they are a reserve;
- (ii) where the ordinary Member will be absent for the whole of the meeting; and
- (iii) the meeting notes at the start of the meeting at the item 'Reserves' that the Reserve Member is or will be attending as a reserve;
- (iv) if a Reserve Member whose intention to attend has been noted arrives after the commencement of the meeting, then that Reserve Member can only act as a Member from the start of the next item of business on the agenda after his/her arrival.

2. Appointment of Chair and Vice Chair

To appoint (i) a Chair from the Employees' side and (ii) a Vice-Chair from the Council side for the Municipal Year 2020/21.

3. Declarations of Interest

To receive declarations of disclosable pecuniary or non pecuniary interests, arising from business to be transacted at this meeting, from:

- (a) all Members of the Forum;
- (b) all other Members present.

4. Minutes (Pages 7 - 12)

That the minutes of the meeting held on 4 March 2020 be taken as read and signed as a correct record.

5. Petitions

To receive petitions (if any) submitted by members of the public/Councillors under the provisions of Executive Procedure Rule 47 (Part 4D of the Constitution).

6. Deputations

To receive deputations (if any) under the provisions of Executive Procedure Rule 48 (Part 4D of the Constitution).

7. Public Questions *

To receive any public questions received in accordance with paragraph 16 of the Executive Procedure Rules.

Questions will be asked in the order in which they were received. There will be a time limit of 15 minutes for the asking and answering of public questions.

[The deadline for receipt of public questions is 3.00 pm, Monday 30 November 2020. Questions should be sent to publicquestions@harrow.gov.uk

No person may submit more than one question].

8. Annual Health and Safety Report (Pages 13 - 112)

Report of the Corporate Director of Community

9. **Employees' Side report (if any) (To Follow)**

Agenda - Part II - Nil

*** Data Protection Act Notice**

The Council will audio record item 7 (Public Questions) and will place the audio recording on the Council's website, which will be accessible to all.

[Note: The questions and answers will not be reproduced in the minutes.]

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EMPLOYEES' CONSULTATIVE FORUM MINUTES

4 MARCH 2020

Chair:	* Councillor Adam Swersky	
Councillors:	* Camilla Bath	* Angella Murphy-Strachan
	* Philip Benjamin	† Mina Parmar
	* Pamela Fitzpatrick	* Varsha Parmar (2)
Teacher	* Ms L Crimmins	- NUT
	Ms A Lyons	- NAHT
Unison Representatives:	* Mr G Martin	* Mr J Royle
GMB Representative:	* Ms P Belgrave	

- * Denotes Member present
- (2) Denotes category of Reserve Member
- † Denotes apologies received

37. Attendance by Reserve Members

RESOLVED: To note the attendance at this meeting of the following duly appointed Reserve Member:-

Ordinary Member

Councillor Graham Henson

Reserve Member

Councillor Varsha Parmar

38. Declarations of Interest

RESOLVED: To note that there were no declarations of interests made by Members.

39. Minutes

RESOLVED: That the minutes of the meeting held on 29 January 2020, be taken as read and signed as a correct record.

40. Matter Arising from the Minutes of the Meeting held on 29 January 2020

Minute 24 – Petition to Stop Any Act of Trade Union Discrimination by Association

A representative of Unison reported that the lead petitioner had not received a response following its submission at the last meeting of the Forum.

The Chair requested that this matter be followed up with the Corporate Director of Community.

41. Petitions

RESOLVED: To note that no petitions were received.

42. Deputations

RESOLVED: To note that no deputations were received at the meeting.

43. Public Questions

RESOLVED: To note that no public questions were received.

RECOMMENDED AND RESOLVED ITEMS

44. Joint UNISON and Management Submission Relating to Single Status Compliance, Hay Evaluation Scheme and Differing Treatment

The Forum received a report of the Director of Human Resources, which set out issues recently discussed by UNISON and the Human Resources Department in relation to Single Status Compliance, Hay Evaluation Scheme and Differing Treatment.

Prior to the consideration of the report, a representative of Unison commented that the full submissions from Unison had been abridged in the report and he asked if Members had had sight of the full submissions. In response, the HR Consultant stated that the format of the report had been agreed with a representative of Unison but that he would ensure that, in the future, the full submissions were circulated. He would also ensure that the full submissions from Unison on Single Status Compliance, Hay Evaluation Scheme and Differing Treatment under consideration that evening were made available to Members after the meeting.

Another representative of Unison asked what action would be taken where officers had ignored the recommendations of the Forum. The Chair stated

that it was important that the recommendations from the Forum, once approved by the relevant Portfolio Holder, were actioned by officers and he asked the representative to provide him with information where this had not happened.

Following the receipt of these general comments, the Forum considered the report set out on the supplemental agenda to allow them to be availed of the ongoing discussions between Unison and officers regarding the issues raised in respect of the following:

Single Status Compliance

Both Unison and Management outlined their position, including the suggested outcome, details of which were set out in the report. The Management outlined the process that would be put in train in order to resolve the payment of contractual overtime in the Community Directorate.

A representative of Unison explained that the purpose of the Single Status Agreement had been to bridge the pay gap between blue and white collar workers. This national agreement aimed to avoid unfairness in pay and reward arrangements for employees and to ensure harmonisation of conditions in comparable posts. However, the Council was not complying with the Agreement. As a result, some white collar employees were benefitting from additional payments, such as overtime, whilst the role profiles of operational staff had not been evaluated since 2004.

The same Unison representative added that some Directors had been proactive and had addressed the issue but the situation in the Community Directorate needed resolving. Some staff on MG Grades had also received contractual overtime which they were not entitled to. The situation was having a detrimental impact on front line staff.

The HR Consultant stated that the issue needed addressing and a process had been agreed with Unison to expedite the cessation of the contractual overtime where it was not warranted.

Another representative of Unison outlined the issues within the organisation and lack of any action taken against managers for non-compliance. He was of the view that there was a lack of corporate governance and accountability within the organisation.

Members noted that the intention was to resolve the issue by 1 April 2020 but Unison accepted that due to Covid-19, a short delay was possible.

RESOLVED: That the ongoing discussions between Unison and Officers regarding Single Status Compliance be noted.

Hay Evaluation Scheme

Both Unison and Management outlined their position, including the suggested outcome, details of which were set out in the report.

A representative of Unison referred to the two methods of job evaluation schemes operated by the Council and questioned the checks and balances in place, particularly in relation to managers' salaries. He was of the view that there was no transparency in respect of the Hay Job Evaluation Scheme and requested an explanation for the regrading of some of the MG roles without any justification or the meeting of the basic principles of an evaluation process.

The HR Consultant agreed with these sentiments which represented a fair perspective in respect of the Hay Job Evaluation Scheme. He agreed that some regrading of MG roles had failed to show any rationale. He suggested that the way forward was for all MG job evaluation requests to be signed off by the relevant Corporate Director and that no job was to be re-evaluated less than 12 months since the last request unless the change related to a restructure.

In response to questions from Members, the HR Consultant reported that:

- the suggested outcome would be applied from 1 April 2020;
- the two methods of evaluation were historical. In local government, the GLPC Job Evaluation system was applied to 'G' grades and was operated jointly with the Trades' Unions, whilst the Hay Job Evaluation system was operated for MG grades (senior roles) and was not operated with Trades' Unions.

Another representative of Unison requested the need for the Council to demonstrate that it was meeting all of its equality objectives and suggested that the Council's HR Department keep records of all evaluations so that they could be tracked when necessary. The Council's staff were a valuable resource and such data would ensure that checks and balances were in place. Unison also requested that the Unions be notified of all re-grading of MG posts and the process applied.

The HR Consultant agreed for the need to be open, transparent and maintain a database. He was confident of the current operation of the Hay Job Evaluation Scheme.

The Chair, with the agreement of other Members of the Forum, suggested that additional measures be put in place and it was

Resolved to RECOMMEND: (to the Portfolio Holder for Finance and Resources)

That

- (1) Trades' Unions and relevant Officers be requested to discuss the procedures in respect of the Hay Job Evaluation Scheme applied to MG Grades;

- (2) subject to the agreement of the Chief Executive, including its review, Trades' Unions be notified of all job evaluations carried out under the Hay Job Evaluation Scheme.

Differing Treatment

Both Unison and Management outlined their position, including the suggested outcome, details of which were set out in the report. The Management regretted that a response to allow a Youth Officer to attend training for accreditation to ERA (Employment Relations Act 1999) standards had been delayed and that no discourtesy had been intended.

A Unison representative reported that the lack of response had resulted in delay in the individual being trained for accreditation to ERA standards as training sessions were only available during certain times of the year. He added that the failure to engage with Unison was also delaying its succession planning. Unison was extremely disappointed with the delay, particularly as the Council's Recognition and Procedural Agreement set out agreed procedures to be followed, including on requests for time-off arrangements for Trades' Unions duties and participation. The Council needed to ensure that responses were submitted in a timely fashion.

The HR Consultant stated that the Corporate Director of People had undertaken to personally intervene in such situations and that this message, including the 'open door' policy he operated, had been conveyed to a Unison representative. He explained that, on the occasion in question, there had been an oversight within the Directorate. A representative of Unison disagreed in that he had personally intervened and made representations to the Corporate Director. The Chair stated that, in similar situations, the Unions should contact him personally in order to expedite a response.

Members asked if the individual had subsequently received the training and were informed that s/he would now need to wait until June 2020 and would not be able to engage with the employer until then. In response to additional questions from Member, the same representative added that no alternative training was available from another provider and it would entail checking if the training was available elsewhere in the country.

The Chair apologised for the delay and hoped to see the individual at a future meeting of the Forum.

RESOLVED: That the ongoing discussions between Unison and Officers regarding Differing Treatment be noted.

(Note: The meeting, having commenced at 7.34 pm, closed at 8.05 pm).

(Signed) COUNCILLOR ADAM SWERSKY
Chair

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**REPORT FOR: EMPLOYEES'
CONSULTATIVE
FORUM**

Date of Meeting:	3 December 2020
Subject:	Annual Health and Safety Report
Key Decision:	No
Responsible Officer:	Paul Walker, Corporate Director (Community)
Portfolio Holder:	Councillor Varsha Parmar Environment Portfolio Holder
Exempt:	No
Decision subject to Call-in:	No
Wards affected:	N/A
Enclosures:	Appendix 1 – Analysis Report for Accidents and Incidents Quarter 1 To Quarter 4 (1st April 2019 – 31st March 2020) Appendix 2 – Trends Appendix 3 – H&S Strategy 2019-2022 And Corporate H&S Plan 2019-20 Appendix 4 – Occupational Health Overview 2019-2020 Appendix 5 – Terms of Reference Appendix 6 – Health and Safety Policy

Section 1 – Summary and Recommendations

This report summarises the council's health and safety performance for the year 1st April 2019 to 31st March 2020, providing an update of activities and giving information on outcome measures – training, audits and accidents. Information about Occupational Health is provided for information as this does not sit within the Corporate Health & Safety remit. This report also includes the Health & Safety Strategy, Corporate Health and Safety Plan and Policy

Recommendations:

The Committee is requested to:

1. Note the Accidents and Incidents report for information
2. Review the Health & Safety Strategy and corporate health and safety plan as set out in Appendix 4
3. Review the approved annual Health & Safety Policy in Appendix 6

Section 2 – Report

Executive Summary

- 2.1 The Corporate Health and Safety Service as continued to develop the health and safety management system and to provide support and guidance across the organisation during the period from April 2019 to March 2020.
- 2.2 The key work streams during the period have been:
- The annual review of the Health & Safety Policy (see **Appendix 6**)
 - Maintenance and introduction of organisation specific health and safety policies and Codes of Practice.
 - Provision of health and safety support, advice and guidance across resources, community and people directorates.
 - Review of the Corporate Health and Safety Handbook.
 - Continued delivery of health and safety training
 - 109 Directors/Senior managers and 3 Councillors attended the British Safety Council Course
 - 400 members of staff have attended health and safety courses at the training academy for the year 2019/20

- Inspections, Audits, Site visits, Monitoring and Investigation of accidents/incidents.
 - 43 audits on corporate premises and schools were carried out in 2019/20 with an average score of 93.1% in schools and 84.5% on corporate premises
 - Training of managers, supervisors and team leads on the use of the DSE assessment tool (DSeasy) and the accident management tool(SHE Assure).
- 2.3 The management of the occupational health service and employee assistance programme has stayed with HR, due to direct links with employment and sickness.
- 2.4 Key incident points from the period April 2019- March 2020 are as follows:
- No enforcement action from the HSE.
 - There has been a 20.9% decrease in the number of accidents/incidents reported (1366 in 2018/2019 to 1080 in 2019/2020). This has occurred across Community, Schools and Resources Directorates. People Directorate, however, has seen a steady rise in the number of incidents reported (74 in 2017/2018, 88 in 2018/2019 and 127 in 2019/2020)
 - There has been a steady decline in the number of RIDDOR reportable incidents. Data compared across 3 years shows this drop (8 reportable incidents in 2019/2020, 22 reportable incidents in 2018/19 and 33 reportable incidents in 2017/18).

Background

- 2.5 An annual safety review is undertaken, and a report prepared detailing health and safety performance to enable the Council to determine its effectiveness in managing risk and address any shortcomings.

External Assurance

- 2.6 In 2016 an audit was conducted by Coroner, leading to a full review of all aspects of Corporate Health & Safety including the governance, resulting in an initial action plan that was taken to Corporate Strategic Board in 2017 and GARMSC in 2018.

Improvement Plan

- 2.7 Following the completion of the Coroner audit in January to March 2016, work to set out actions required, and approval by Corporate Strategic Board in September 2017 and Governance, Audit and Risk Management Committee (GARMSC) in October 2017, a 3 year strategy document including Corporate health and safety plan was produced in 2019 setting out the aims and objectives for the council.
- 2.8 The action plan is underway and monitored by the Corporate Health & Safety Board that meets on a monthly basis to ensure implementation. Focus is on transparency and ensuring all are aware of their responsibilities and governance is in place.
- 2.9 As part of this, and in line with legislative requirements, the Health & Safety Policy for the Council has been refreshed and updated, and is included in **Appendix 6**
- 2.10 Also, high priority will be placed on outstanding actions from the corporate health & safety management plan, ensuring they are implemented.
 - Management self-audits and safety tours

- A level 2 health and safety course for first line managers
- Fire safety audits of schools and high-risk corporate buildings.

Health and Safety Policy and Guidance

- 2.11 A review of existing policies and codes of practice was undertaken this year, including the overarching health and safety policy which was signed off by the Council Leader and Chief Executive. New policies have also been enacted to ensure Harrow Council meets its obligations under the Health and Safety at Work Act ,HASAWA1974, such as Accident/Incident Investigation Policy(awaiting approval) ,Lone working policy(awaiting approval), Asbestos Policy(awaiting approval),Cautionary Contacts policy(Under Consultation), Smoking policy, Risk Assessment policy.

Health and Safety Groups

- 2.12 Revitalisation has taken place in the Community directorate with greater focus on service involvement and Compliance.
- 2.13 In addition, a Depot Health at Work group meets quarterly at present to reflect the high-risk nature of activities at the depot, and the chairing of this has passed to Facilities Management as the Corporate Landlord.

Safety Culture

- 2.14 Safety Circles have been held consistently across the resources, community and people directorates. This has impacted positively on the health and safety culture
- 2.15 The Health and safety handbook has been reviewed and distributed across the council. Provisions have been made for both hard and soft copies. This is aimed at increasing awareness and building a positive health and safety culture among staff.

Health and Safety Visits, Inspections and Audits

- 2.16 Site visits, Audits, Inspections and Accident investigations have continued to be performed by the Corporate Health and Safety Service through the organisation.
- 2.17 Internal Health and Safety Audits were undertaken on 12 corporate premises, 19 Schools and 12 Operations in Environmental & Waste Strategy department. An overall average score of 84.5% was obtained on Corporate Premises while Schools had an average of 93.1%.
- 2.18 Fire Safety Audits target on top high-risk corporate premises and schools were not met. This will be focused on in 2020/2021.However, Council Housing completed fire risk assessments, fire safety audits of high and low risk common areas (community halls, sheltered housing schemes, storey buildings).
- 2.19 Asbestos Survey was carried out on all corporate buildings, community schools and schools with an asbestos SLA and Housing stock.
- 2.20 Senior management safety tours were conducted with a positive culture change, however management self-audits targets were not met. Plans are underway to make this a priority in 2020/2021.

Education outside the Classroom

- 2.21 The service has continued to review assessments for a wide range of trips including residential trips, outdoor activities and overseas trips.

Occupational Health

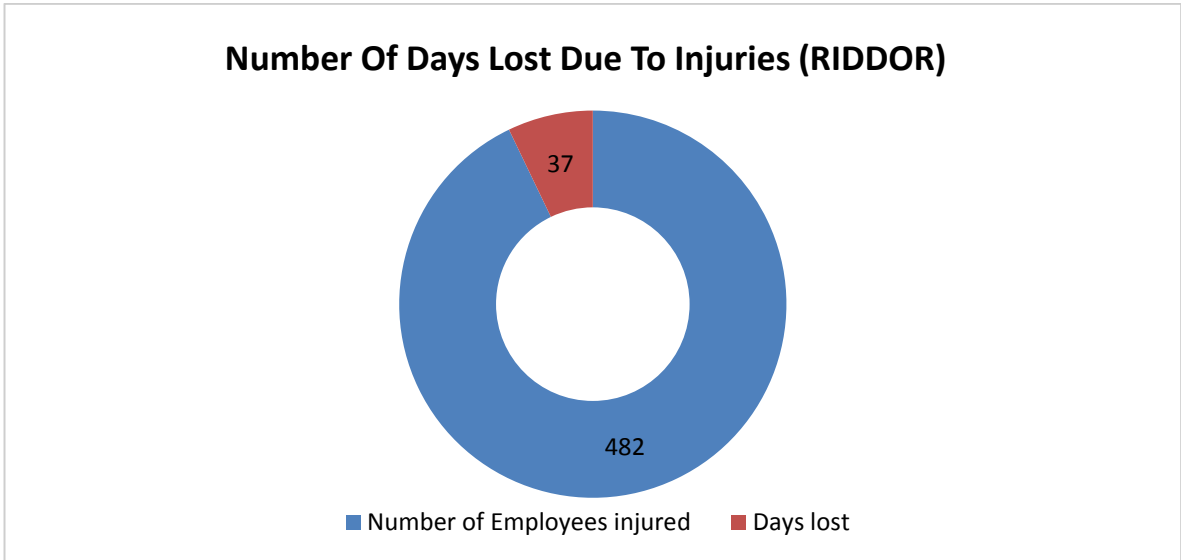
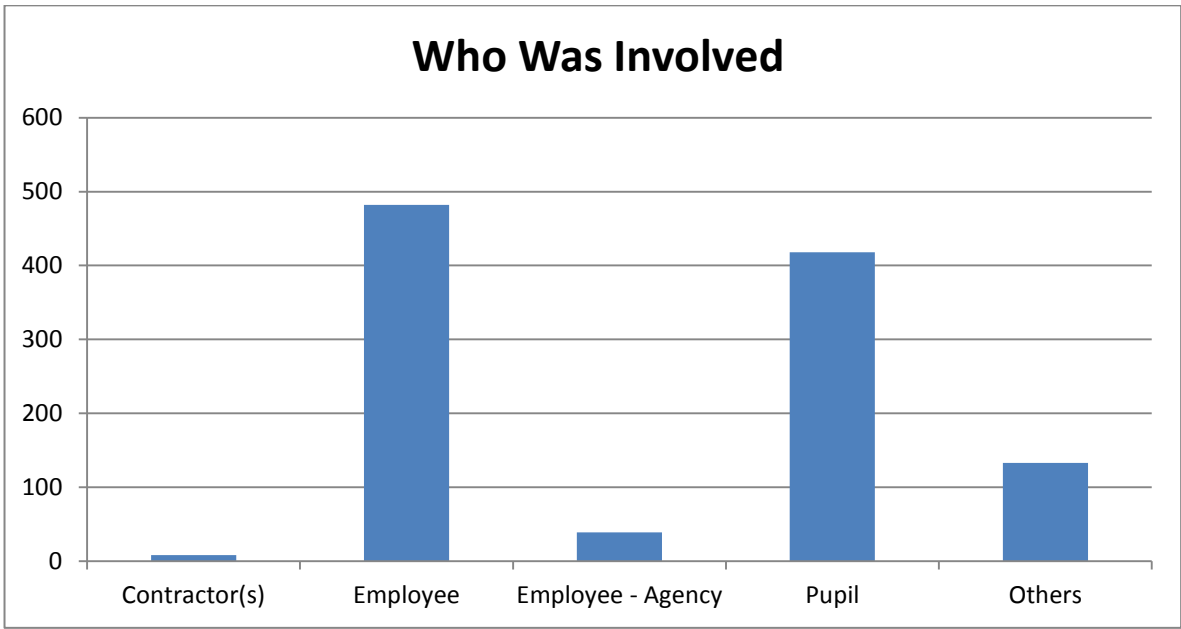
- 2.22 HML continues to provide the occupational health service and the service is overseen by HR. They continue to carry out online and face to face appointments, the latter being held off-site at several their premises. As a result, they are able to breakdown use by Council Staff and Schools.
- 2.23 **Appendix 4** provides a breakdown of Occupational Health referrals for the period 2019-20 for information
- 2.24 HM Assist has continued to provide an Employee Assistance Programme to the organisation whereby employees can freely obtain a range of services including specialist counselling and financial advice. This service has continued to be promoted throughout the year.

Promotion of Health, Safety and Well Being

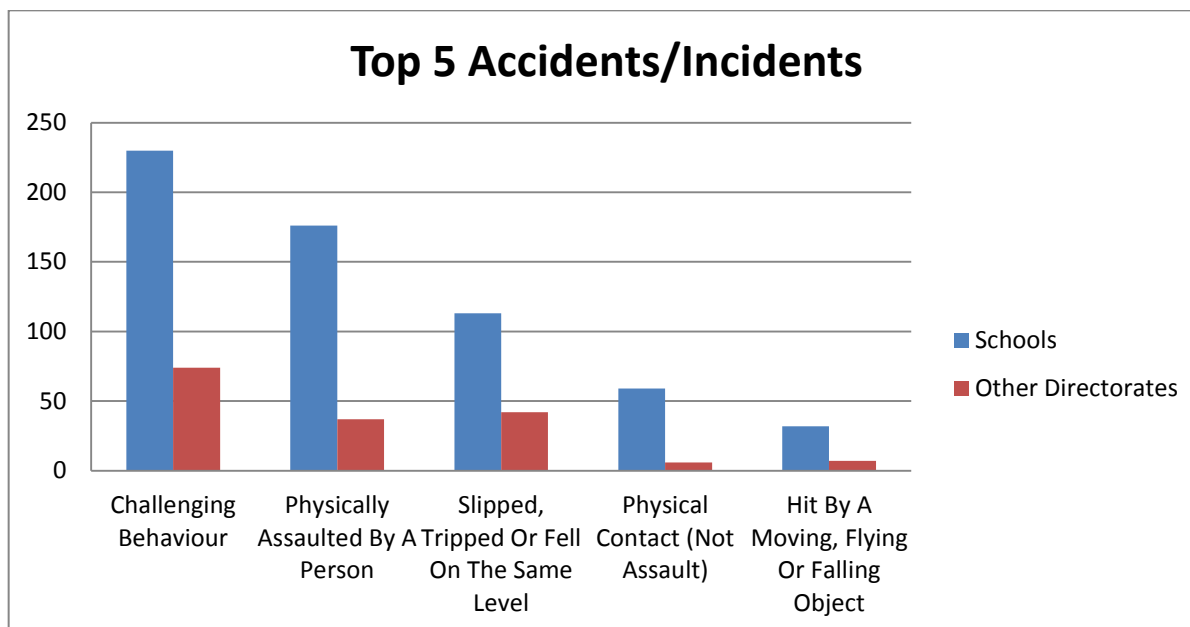
- 2.25 Public Health are leading on the Council's Outbreak Control Plans for COVID-19 and have established a multiagency Health Protection Board which is reporting into the HWBB
- 2.26 The Health & Wellbeing Board (HWBB) is a multi-agency group focused on improving the health of residents in Harrow. It is the executive body responsible for agreeing what the needs of the local population are, promoting integration and supporting alignment and joint commissioning.
- 2.27 The HWBB is chaired by the Leader of Harrow Council. The group is made up of:
- the council
 - NHS commissioners
 - NHS providers
 - GP commissioners

Incidents reported

- 2.28 Incident performance is monitored by the Corporate Health and Safety Board (CHSB) monthly. The data is considered both in terms of volume and through key performance indicators which allow consideration of the number of employees and number of employee hours worked.
- 2.29 There have been 482 employee related incidents (this includes all near misses and not just accidents) in this period, 8 of which have required reporting to the Health and Safety Executive. This has resulted in loss of 37 working days.



2.30 This year the top 5 accident types across the corporate estate, including schools which have signed up to the Service Level Agreement with Corporate Health & Safety, were Challenging Behaviour (304), Physical Assaults (213) Slips, Trips and Falls, (155), Hit by a Moving, Flying or Falling Object(39) and Physical Contacts (65). The vast majority of these occurred at schools.



2.31 Within these top 5 categories, 3 were RIDDOR reportable and are broken down in **Appendix 2**

2.32 A further look at schools incidents record points to a 22% decrease in the number of incidents reported for the 2019/2020 Financial year as against that of 2018/2019. This could either be as a result of the Covid-19 pandemic at the beginning of March or a general reduction in incident rate in schools. This is yet to be determined, hence, to follow up, subsequent yearly report will be analysed, and trends identified. Schools accounted for 72% of 1080 incidents recorded for the year 2019/2020. The severity of a high proportion of the incidents reported in schools is minor.

2.33 The review of accident/incident statistics of schools has highlighted schools with a low record of incidents. Work is underway to understand if it is a case of under reporting as some schools tend to report only major incidents or a general low number of incidents in the school.

2.34 Comparing data across 3 years, a steady decrease in the number of incidents reported by community directorate can be observed. Community directorate accounted for 16% of 1080 incidents recorded for the year 2019/2020. Of the 172 incidents recorded, 29% of these were as a result of challenging behaviour. A major contributor was special needs transport with 36 incidents followed by Housing and Libraries. The severity of a high proportion of the incidents reported is minor.

2.35 People directorate, however, saw a steady rise in the number of incidents reported. This directorate accounted for 12% of 1080 incidents recorded for the year 2019/2020. Of the 127 incidents recorded, 21% of these are linked to Slips, Trips and Falls. Adult social services and children’s centres were the biggest culprits.

2.36 A downward trend can be observed within the Resources and Commercial Directorate. It accounted for 1% of 1080 incidents recorded for the year 2019/2020. 8 incidents were recorded and severity was mostly minor

2.37 The RIDDOR injury frequency rate over the last 3 years has seen a decrease.

2.38 The service continues to record incidents relating to non-employees where it relates to the organisation’s activities or the use of its facilities. Nearly all these incidents relate

to pupils and are minor incidents e.g. sports or playground injuries. There are no trends identified from this data and individual incidents have been addressed in the appropriate manner.

- 2.39 Analysis of the trends from the key performance indicators and the incident type and occupation indicates that overall incident performance within the Council is improving. The health and safety audit programme has focussed on areas where management of risk will reduce the potential for an incident, for example, lone working assessments for social care workers.
- 2.40 Continuous improvement in risk assessment and safety procedures will improve incident performance but due to the low numbers and the diverse nature of the incidents, the improved performance cannot be attributed to direct intervention in key areas.

Health and Safety Training Data

- 2.41 A training programme has continued to be delivered by the Corporate Health and Safety Service, but within the bigger remit of the Training Academy since 2017
- 2.42 The Commercial Safety Team has worked with the Training Academy to ensure it is an accredited training centre for Highfield and Chartered Institute of Environmental Health (CIEH); offering accredited and bespoke courses across all areas of health & safety, food safety and public health matters.
- 2.43 These courses are available on the training calendar and the service will continue to monitor incidence performance, using the improved SHE Assure software arrangements, against delivered training to identify positive impacts and areas where further training is necessary.
- 2.44 109 Directors / Senior Managers attended the Senior Managers British Safety Council one day Training course.
- 2.45 Plans are underway to ensure all first line managers and supervisors attend the 3 days level 3 Health and Safety course. This will be carried out by Highfield at the training academy.
- 2.46 It has been noted that the provision of an online induction training course through learning pool has aided greater completion of the course.
- 2.47 Work is taking place with the Learning and Development Team to improve the induction training as well as the mandatory online health & safety training course.

Legislation Update

- 2.48 The period 2019/20 saw some changes in legislations, Guidance, Codes of practice and general safety notices. Relevant changes have been updated in the required sector. However, there are no changes that directly impact the reporting of health and safety.
- General safety notice for schools using powered perimeter gates
 - Coronavirus (COVID-19): latest information and advice
 - Ionizing Radiation (Basic Safety Standards)

Stakeholder Feedback

- 2.49 The Corporate Health & Safety Board, chaired by the Corporate Director Community, includes both recognised Trade Unions, who continue to be proactive in their approach to health & safety. The terms of reference for this is shown in **Appendix 5**
- 2.50 Collaboration with the trade unions by sharing of relevant documents and addressing raised concerns has no doubt impacted positively on the implementation of health and safety within the council.
- 2.51 There has been no enforcement activity by the HSE during this period.

Management Assurance

- 2.52 Monitoring of health and safety performance within the organisation will continue to sit with the Corporate Health & Safety Board going forward, who will provide updates to the Corporate Strategic Board.
- 2.53 Presentations around performance, strategy and policy have taken place on a regular basis to the Corporate Strategic Board and are reported on at the Corporate Board.

Plans for April 2020 - March 2021

- 2.54 The key actions for 2020/21 include the following:
- Continuation of safety teams across the Council, in line with the Health & Safety Strategy
 - Corporate Health and Safety will lead on plans to monitor operational and occupational risk assessments with respect to Harrow councils Corona virus (Covid-19) control plans.
 - Reviewed risk assessments are to be put on a tracker which will be monitored by the corporate health and safety board.
 - Corporate take up of the Assure SHE Software as the recognised software system for all health and safety matters including reporting of incidents. Focus will be placed on training individuals and teams on use of SHE Assure software.
 - Health and safety support and advice within Harrow Council.
 - Training programme across the Council to ensure all receive the necessary training, this training will be delivered by the training academy, Highfield.
 - Implementation of the Health and Safety Strategy and the Corporate Health and Safety Plan

Legal Implications

The Health and Safety at Work etc Act 1974 requires employers to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all his employees, and to prepare (and review) a policy in relation to it.

Financial Implications

Health and safety management is integral to directorate budgets, and the functions of the Corporate Health and Safety team are carried out within the budget available.

A growth budget of £200k was included in the 2020/21 MTFS for health & safety service in order to provide additional funding for the implementation of the health & safety strategy.

Risk Management Implications

Health and Safety is on the Corporate Risk Register

The risk identified is “Failure to fulfil the Council’s Health & Safety duties leading to a harmful event for individual/individuals for whom the Council is responsible leading to litigation”. As a result, the Corporate health and safety manager liaised with the corporate risk manager to prepare a risk register to ensure key high-risk areas are addressed while the strategy is implemented.

Equalities implications / Public Sector Equality Duty

This report is for information, and protected characteristics are constantly measured as part of any health & safety system, especially aspects of age and disability.

Council Priorities

The delivery of health and safety management is integral to and supports the achievement of all Corporate Priorities.

Section 3 - Statutory Officer Clearance

Name: Jessie Man	<input checked="" type="checkbox"/>	on behalf of the* Chief Financial Officer
Date: 6 th October 2020		
Name: Andrew Lucas	<input checked="" type="checkbox"/>	on behalf of the* Monitoring Officer
Date: 5 th October 2020		
Name: Paul Walker	<input checked="" type="checkbox"/>	Corporate Director
Date: 5 th October 2020		
Ward Councillors notified:		NO

Section 4 - Contact Details and Background Papers

Contact: John Griffiths, Health and Safety Compliance Manager,
Community, 07716227493

Background Papers: Corporate Health & Safety Action Plan

APPENDIX 1

Accident / Incident Analysis Report for Quarter 1 to Quarter 4 (1st April 2019 – 31st March 2020) - All Directorates

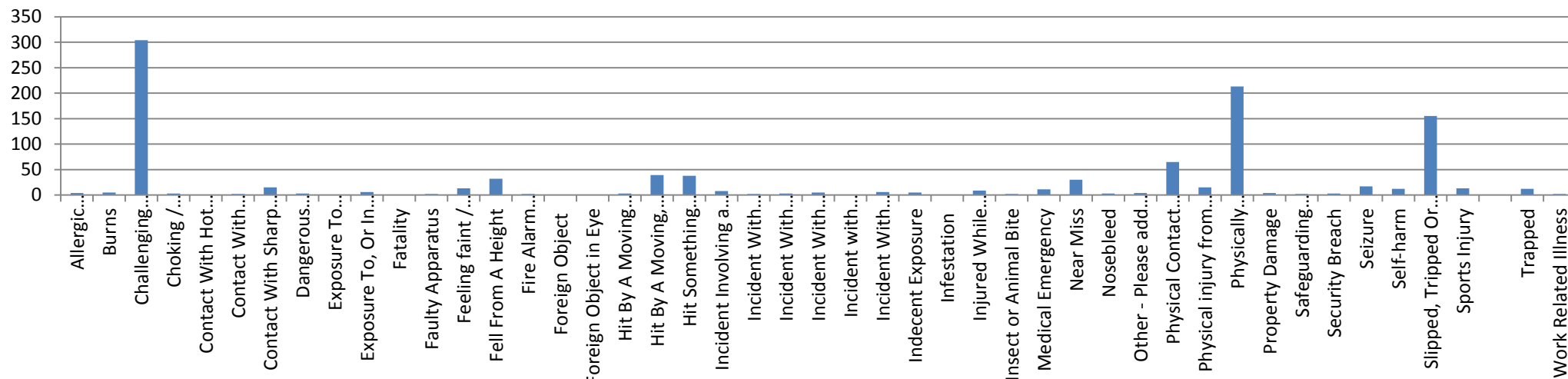
Classification by Type of Accident/Incident

Type of Accident/Incident	Count of Accident/Incident
Allergic Reaction/Anaphylaxis	4
Burns	5
Challenging Behaviour	304
Choking / Asphyxiation	3
Contact With Hot Surface	1
Contact With Moving Machinery Or Material Being Machined	2
Contact With Sharp Object	15
Dangerous Occurrence	3
Exposure To Harmful Gases Or Vapours	1
Exposure To, Or In Contact With, A Harmful Substance	6
Fatality	1
First Aid Apparatus	2
Feeling faint / Unconsciousness	13
Fell From A Height	32
Fire Alarm Activated (non emergency)	2
Foreign Object	1
Foreign Object in Eye	1
Hit By A Moving Vehicle	3
Hit By A Moving, Flying Or Falling Object	39
Hit Something Fixed Or Stationary	38
Incident Involving a Vehicle	8
Incident With Burglary/Theft/Mugging	2
Incident With Faulty Equipment	3

Type of Accident/Incident	Count of Accident/Incident
Incident With Threatening Behaviour	5
Incident with Vandalism	1
Incident With Verbal Abuse	6
Indecent Exposure	5
Infestation	1
Injured While Handling, Lifting Or Carrying	9
Insect or Animal Bite	2
Medical Emergency	11
Near Miss	30
Nosebleed	3
Other - Please add details below	4
Physical Contact (Not Assault)	65
Physical injury from an unknown origin	15
Physically Assaulted By A Person	213
Property Damage	4
Safeguarding Incident	2
Security Breach	3
Seizure	17
Self-harm	12
Slipped, Tripped Or Fell On The Same Level	155
Sports Injury	13
Suspicious Package Found	1
Trapped	12
Work Related Illness	2
Grand Total	1080

A chart showing this data can be seen on the next page.

Type of Accident/Incident

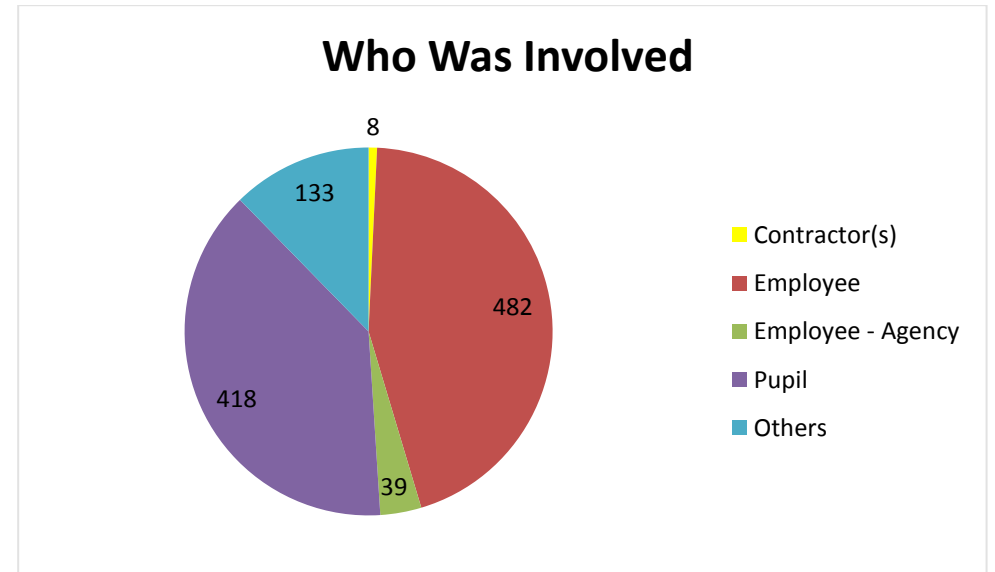


NOTE:
TOP 5 ACCIDENTS/INCIDENTS

Types of Accidents/Incidents	Other Directorates	Schools	Grand Total	
Challenging Behaviour	74	230	304	A huge proportion of these incidents occurred at Schools. Woodland School being a Special Needs School accounts for most cases of Challenging behaviour. Community had 50 cases while 24 was at People directorate. No cases were recorded at Resources.
Physically Assaulted By A Person	37	176	213	Woodlands School accounts for 161 cases of physical assaults in schools. In community, 13 of these cases were related to SNT while in People directorate NRC's had higher numbers. 1 at Resources
Slipped, Tripped Or Fell On The Same Level	42	113	155	Longfield Primary School had a high number of Slips, Trips and Falls, People directorate had 27 cases with NRC's having a high number .Community had 14 cases
Hit By A Moving, Flying Or Falling Object	7	32	39	General low numbers of these incident with 4 at People and 3 at community. Majority was at Schools and none at Resources.
Physical Contact (Not Assault)	6	59	65	Here we see majority of the incidents at Schools. None at Community or Resources. The rest was at People directorate
Grand Total	166	610	776	

Classification by Occupation

Who was involved	Who Was Involved
Contractor(s)	8
Employee	482
Employee - Agency	39
Pupil	418
Others	133
Grand Total	1080



NOTE:

Others include Members of the Public, Service Users, Tenant, Clients Volunteers and sometimes No individual involved (This can be seen in incidents relating to property damage due to deterioration, weather etc.)

RIDDORS

RIDDOR Type of Incident	Count of RIDDOR Type of Incident
Fell from a height	2
Physically assaulted by a person	1
Incident involving a vehicle	1
Contact with a sharp object	1
Challenging Behaviour	1
Slip, Trips and Falls	1
Hit by a moving vehicle	1
Grand Total	8

RIDDOR Type of Incident	Directorate	What Happened	Reason	Employee	Employ ee-Agency	Others
Fell from a height 27	School People	1.A driver and a child using a wheelchair fell off a tail lift at approximately 1.5metres.This happened at Woodlands School Car park 2. Employee fell down the stairs outside civic centre beside car park E and had a broken fibula.	This is a RIDDOR because the child had a broken thigh bone Employee was off work for more than 7days	1		1
Physically assaulted by a person	Community	A car park attendant was attacked by a group of men causing extensive injuries.	This is a RIDDOR because the car park attendant was off work for more than 7days	1		
Incident involving a vehicle	Community	A driver while collecting and emptying bins lost control of the vehicle which ended up colliding into	This is a RIDDOR because the driver was off work for	1		

RIDDOR Type of Incident	Directorate	What Happened	Reason	Employee	Employ ee-Agency	Others
		neighbouring buildings. This happened at Dominion parade service road, Station road, Harrow.	more than 7days			
Contact with a sharp object	Community	A cleaner was cut on the finger while emptying bins at the civic centre	The cleaner was off work for more than 7days	1		
Challenging Behaviour	Schools	A Teaching assistant was pushed at the playground.	The TA was off work for more than 7days	1		
Slip, Trips and Falls	Community	Member of public fell at civic centre and sustained a head injury	The member of public was taken directly to the hospital for treatment			1
Hit by a moving vehicle	Community	3 members of public(pedestrian and a buggy) were hit by a driver at junction Church Lane, Kingsbury NW9	Members of public were taken directly to the hospital			1
				5		3

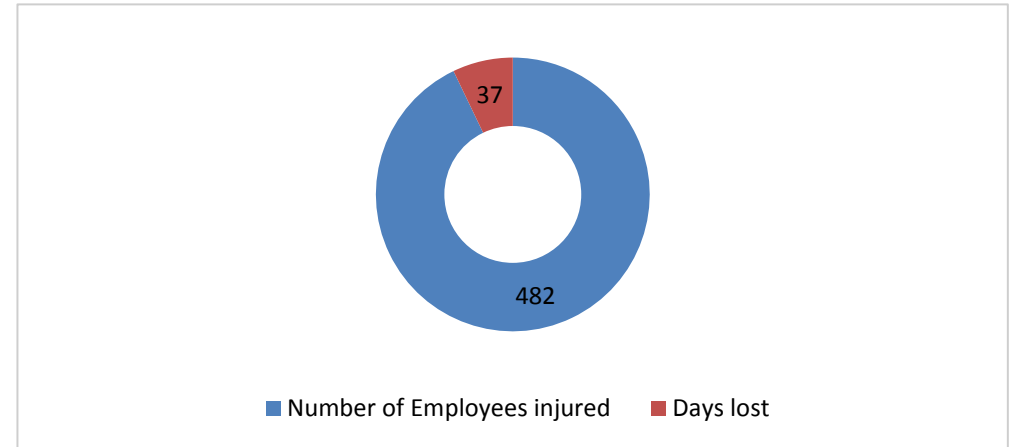
NOTE

There was a fatality in community directorate but this was not recorded as a RIDDOR because it was death due to natural cause.

Number Of Days Lost Due To Injuries (RIDDOR) For Quarter 1 to Quarter 4 (1st April 2019 – 31st March 2020)-Employees

Number of Employees injured	482
Days lost	37

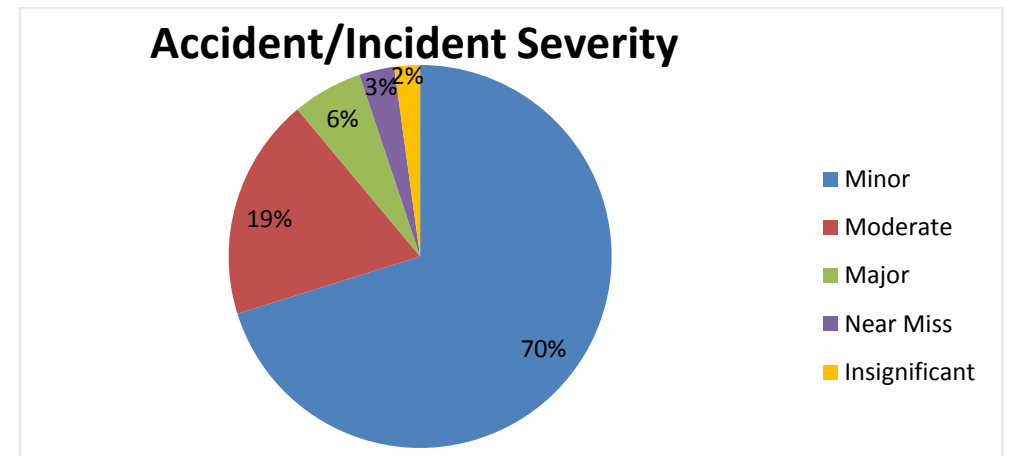
Note
No agency employee was recorded as taking any day off due to a RIDDOR.



Severity of Injuries for Quarter 1 to Quarter 4 (1st April 2019 – 31st March 2020)

29

Severity	Minor	Moderate	Major	Near Miss	Insignificant
Grand Total	766	202	59	30	24
%	71%	19%	6%	3%	2%



71% of injuries which occurred during this time period were minor injuries such as cuts, scratches, bumps etc. and required first aid treatment or no treatment in some cases

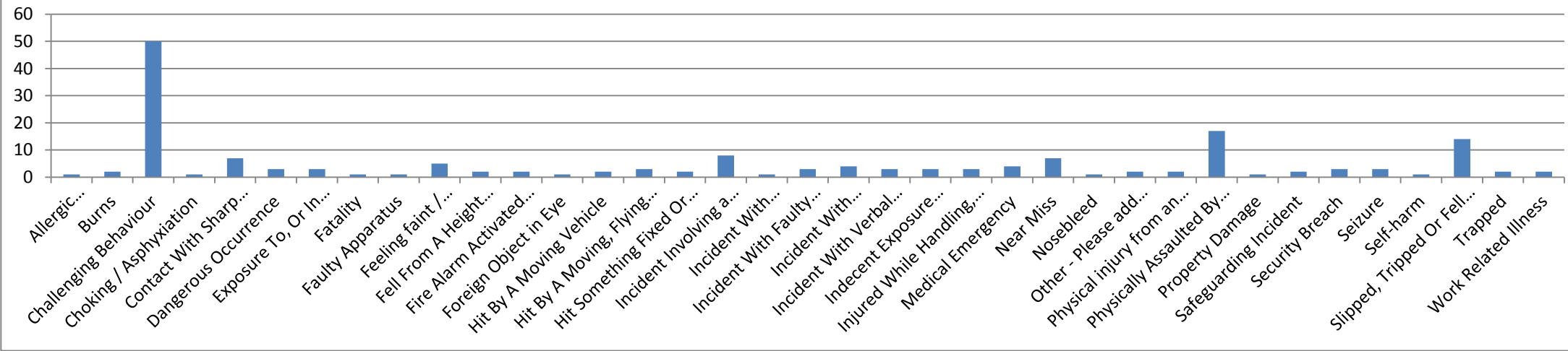
Accident / Incident Analysis Report for Quarter 1 to Quarter 4 (1st April 2019 – 31st March 2020) - Community Classification by Type of Accident/Incident

Type of Incident	Count of Type of Incident
Allergic Reaction/Anaphylaxis	1
Burns	2
Challenging Behaviour	50
Choking / Asphyxiation	1
Contact With Sharp Object	7
Dangerous Occurrence	3
Exposure To, Or In Contact With, A Harmful Substance	3
Fatality	1
Faulty Apparatus	1
Feeling faint / Unconsciousness	5
Fell From A Height (State Height in Notes)	2
⊗ Alarm Activated (non emergency)	2
Foreign Object in Eye	1
Hit By A Moving Vehicle	2
Hit By A Moving, Flying Or Falling Object	3
Hit Something Fixed Or Stationary	2
Incident Involving a Vehicle	8
Incident With Burglary/Theft/Mugging	1
Incident With Faulty Equipment	3

Type of Incident	Count of Type of Incident
Incident With Threatening Behaviour	4
Incident With Verbal Abuse	3
Indecent Exposure (removal of clothing)	3
Injured While Handling, Lifting Or Carrying	3
Medical Emergency	4
Near Miss	7
Nosebleed	1
Other - Please add details below	2
Physical injury from an unknown origin	2
Physically Assaulted By A Person	17
Property Damage	1
Safeguarding Incident	2
Security Breach	3
Seizure	3
Self-harm	1
Slipped, Tripped Or Fell On The Same Level	14
Trapped	2
Work Related Illness	2
Grand Total	172

A chart showing this data can be seen on the next page.

Type of Accident/ Incident



NOTE:

Top 5 Accidents/Incidents - Community	Count	%	
Challenging Behaviour	50	29%	36 incidents of challenging behaviour occurred with Special Needs Transport; Libraries had 8 while 6 happened with Housing. Challenging behaviours include Violent and Aggressive behaviours, Disruptive Behaviours such as seat belt removal while on the bus etc.
Physically Assaulted By A Person	17	10%	13 incidents of physical assaults were with Special Needs Transport, 3 happened at Network Management and 1 occurred at Housing Services.
Slipped, Tripped Or Fell On The Same Level	14	8%	6 incidents of slips, trips and Falls occurred at Housing Services, Special Needs Transport had 2 cases while Facilities Management, Harrow Art Centre, Libraries, Streets and Grounds, Public Protection and within the Corporate Estate all had 1 incident each. Some examples include tripping on a sleeper , an uneven pavement , loss of balance
Incident Involving a Vehicle	8	5%	Special Needs Transport had 3 incidents, 2 occurred at Harrow Pride, Streets and Grounds, Waste and Recycling had 1 incident each
Contact With Sharp Object	7	4%	These incidents occurred evenly across Facilities, Civic Centre Staff Restaurant, CA Site, SNT and Housing

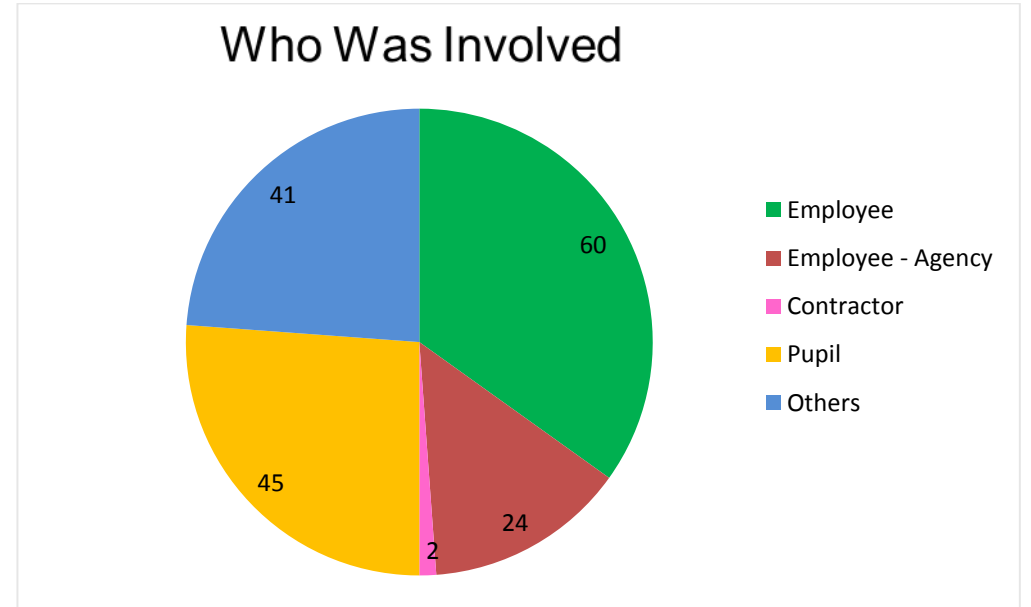
Near Miss	7	4%	4 Incidents which were Near misses happened with SNT, Civic Centre Security, Housing and Libraries all had 1 incident each.
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CLASSIFICATION BY OCCUPATION - Community

Who was involved	Count of who was involved
Employee	60
Employee - Agency	24
Contractor	2
Pupil	45
Others	41
Grand Total	172

NOTE:

Others include Members of the Public, Service Users, Tenant, Clients and sometimes No individual involved (This can be seen in incidents relating to property damage due to deterioration, weather etc.)



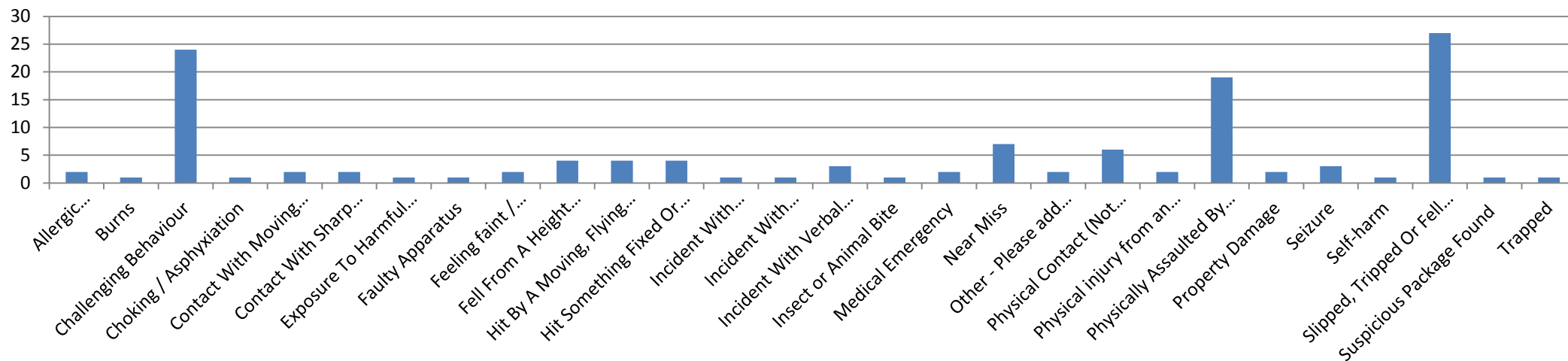
Accident / Incident Analysis Report for Quarter 1 to Quarter 4 (1st April 2019 – 31st March 2020) - People

Row Labels	Count of Type of Incident
Allergic Reaction/Anaphylaxis	2
Burns	1
Challenging Behaviour	24
Choking / Asphyxiation	1
Contact With Moving Machinery Or Material Being Machined	2
Contact With Sharp Object	2
Exposure To Harmful Gases Or Vapours	1
Faulty Apparatus	1
Feeling faint / Unconsciousness	2
Fell From A Height (State Height in Notes)	4
Hit By A Moving, Flying Or Falling Object	4
Hit Something Fixed Or Stationary	4
Incident With Burglary/Theft/Mugging	1
Incident With Threatening Behaviour	1

Row Labels	Count of Type of Incident
Incident With Verbal Abuse	3
Insect or Animal Bite	1
Medical Emergency	2
Near Miss	7
Other - Please add details below	2
Physical Contact (Not Assault)	6
Physical injury from an unknown origin	2
Physically Assaulted By A Person	19
Property Damage	2
Seizure	3
Self-harm	1
Slipped, Tripped Or Fell On The Same Level	27
Suspicious Package Found	1
Trapped	1
Grand Total	127

A chart showing this data can be seen on the next page

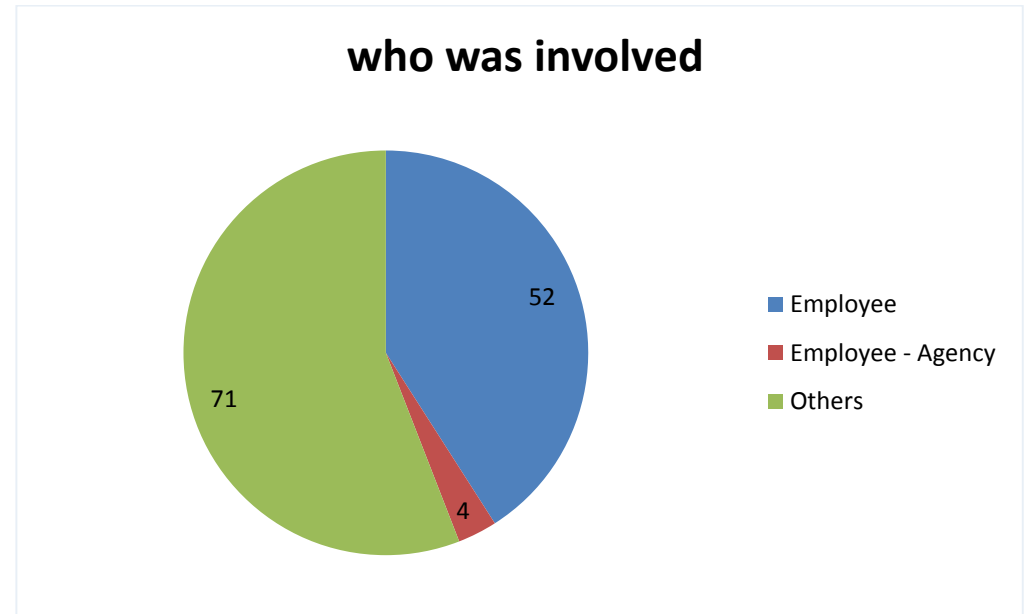
Type of Incident



Top 5 Accidents/Incidents- People	Count	%	
Challenging Behaviour	24	19%	16 incidents of challenging behaviour happened at Adult Social Services (NRC's), YOT and QA vulnerable children had 1 each and 6 occurred at FIRS. Some examples of these include, violent and aggressive behaviours, disruptive behaviours (refusing to follow instructions, tantrums etc.)
Slipped, Tripped Or Fell On The Same Level	27	21%	12 cases of slips, trips and falls occurred at Children's Centres, 14 at Adult social Service and Public Health Harrow had 1 incident. Some examples include slips and trips during play, loss of balance.
Physically Assaulted By A Person	19	15%	Adult Social Service (NRC's) had 14 cases of physical assault, FIRS had 3 and Wealdstone Youth Centre experienced 1 . These assaults were mainly bites, scratches, hits, hair pulling and kicks.
Near Miss	7	6%	Adult social services (Milmans Elders 2 and Vaughn NRC 1) experienced 3 cases of Near Miss while 3 occurred at FIRS
Physical Contact (Not Assault)	6	5%	Adult social services(Vaughn NRC) 2 , Cedars children Centre 2 and FIRS 2 Examples include; bumping into others,

CLASSIFICATION BY OCCUPATION

Who was involved	Count of who was involved
Employee	52
Employee - Agency	4
Others	71
Grand Total	127

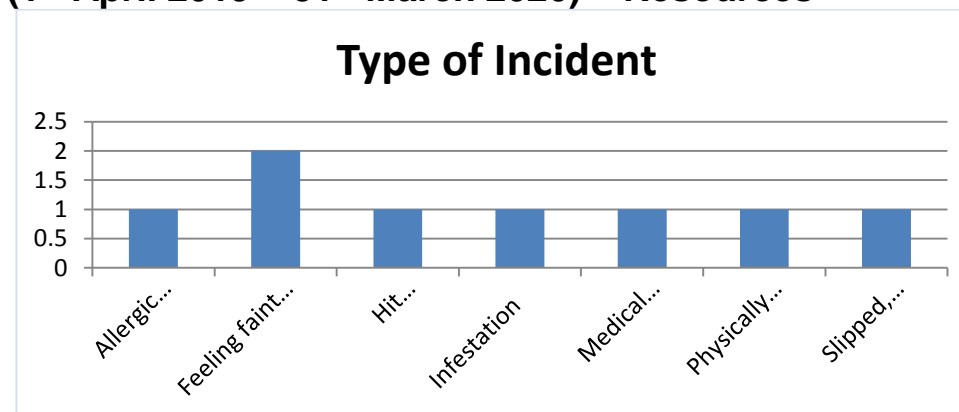


NOTE:

Others include Members of the Public, Service Users, Tenant, Clients, Volunteers and sometimes No individual involved (This can be seen in incidents relating to property damage due to deterioration, weather etc.)

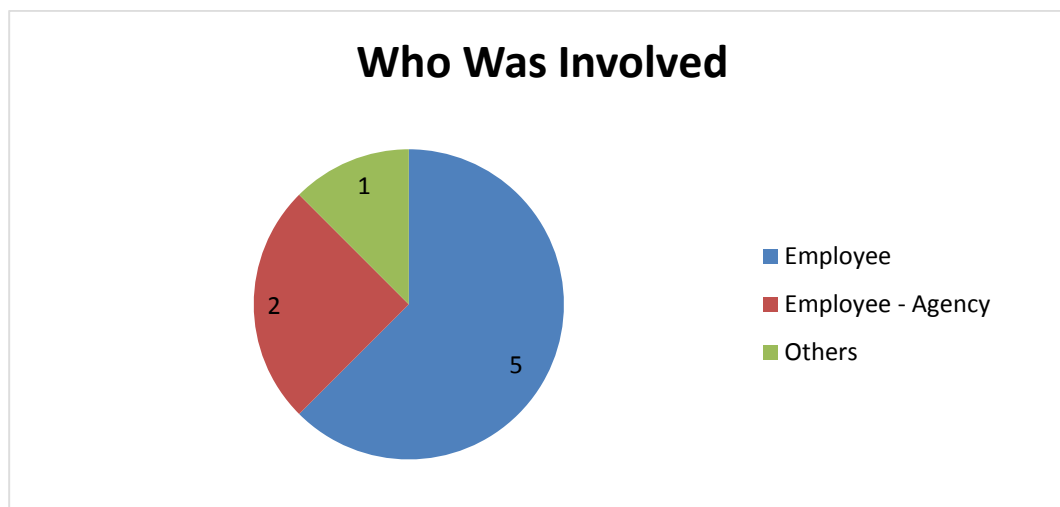
Accident / Incident Analysis Report for Quarter 1 to Quarter 4 (1st April 2019 – 31st March 2020) – Resources

Type of Accident/Incident	Count of Type of Incident
Allergic Reaction/Anaphylaxis	1
Feeling faint / Unconsciousness	2
Hit Something Fixed Or Stationary	1
Infestation	1
Medical Emergency	1
Physically Assaulted By A Person	1
Slipped, Tripped Or Fell On The Same Level	1
Grand Total	8



Classification by Occupation

Who was involved	Count of Who Was Involved
Employee	5
Employee - Agency	2
Others	1
Grand Total	8



Note: Other here refers to a Tenant and 3 of these incidents (Infestation, Medical Emergency, Slips, Trips and Falls) occurred at Customer Service and IT, Allergic Reaction & Feeling Faint - Legal & Governance Resources Hub, Hit something Fixed or stationary - Finance and Physical Assault - Strategic Commissioning.

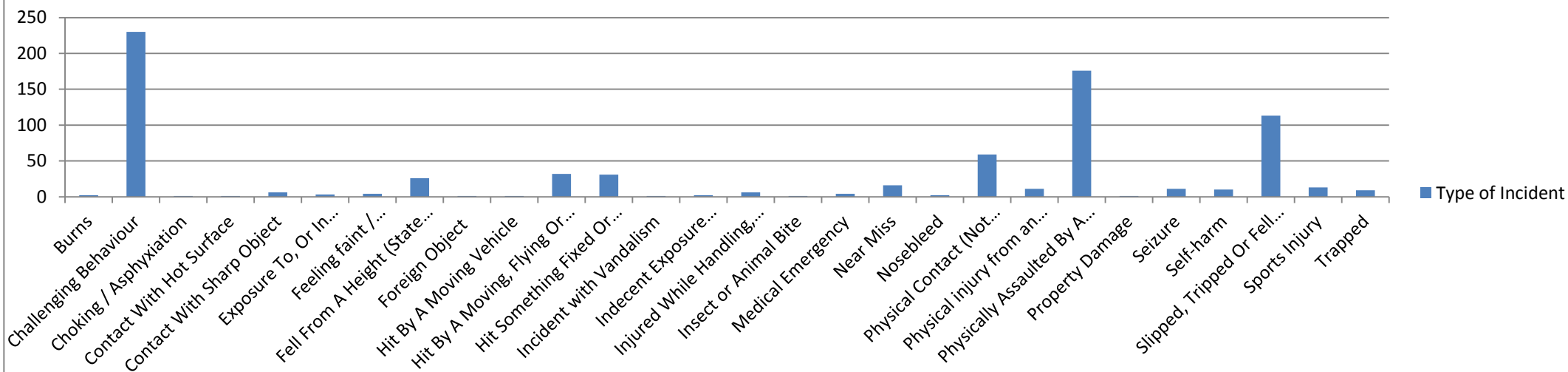
Accident / Incident Analysis Report for Quarter 1 to Quarter 4 (1st April 2019 – 31st March 2020) – Schools

Row Labels	Type of Incident
Burns	2
Challenging Behaviour	230
Choking / Asphyxiation	1
Contact With Hot Surface	1
Contact With Sharp Object	6
Exposure To, Or In Contact With, A Harmful Substance	3
Feeling faint / Unconsciousness	4
Fell From A Height (State Height in Notes)	26
Foreign Object	1
Hit By A Moving Vehicle	1
Hit By A Moving, Flying Or Falling Object	32
Hit Something Fixed Or Stationary	31
Incident with Vandalism	1
Indecent Exposure (removal of clothing)	2
Injured While Handling, Lifting Or Carrying	6

Row Labels	Type of Incident
Insect or Animal Bite	1
Medical Emergency	4
Near Miss	16
Nosebleed	2
Physical Contact (Not Assault)	59
Physical injury from an unknown origin	11
Physically Assaulted By A Person	176
Property Damage	1
Seizure	11
Self-harm	10
Slipped, Tripped Or Fell On The Same Level	113
Sports Injury	13
Trapped	9
Grand Total	773

A Chart showing this data can be seen below.

Type of Incident

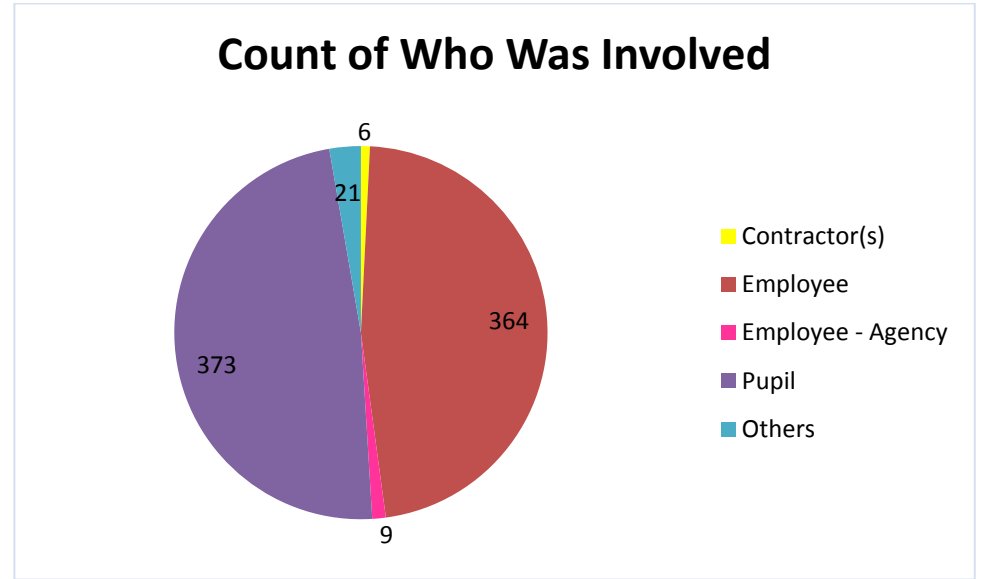


NOTE

Top 5 Accidents/Incidents Schools	Type of Incident	%	
Challenging Behaviour	230	29.70%	Woodlands School had 215 cases while Kingsley High School had 15 cases of Challenging Behaviour .This is because both schools are Special Needs Schools. Elmgrove Primary School had 2 Cases while St Josephs Catholic School had 1 Case. Some examples include Violent and aggressive behaviours
Physically Assaulted By A Person	176	22.80%	161 incidents of physical assaults occurred at Woodland School, 15 at Kingsley High School, 2 Cases at Longfield Primary School While Elmgrove Primary School, Cannon Lane Primary School and Whitmore High School had 1 each. Physical assault by a person comprised of mainly bites, scratches, hits, kicks between pupils and teachers or teaching assistants
Slipped, Tripped Or Fell On The Same Level	113	14.60%	38 Slips, Trips, Falls happened at Longfield Primary School, 22 was at Woodlands School, 11 at Elmgrove, 9 at Cannon Lane Primary School, 6 was at St Joseph Catholic School, 3 at St Anselm primary School, Whitmore High School saw 7 cases while the rest of the schools had 1 case respectively. Slips, trips and falls mainly occurred at the playground , during sports activities , due to a wet floor and sometimes poor attention while walking
Physical Contact (Not Assault)	59	7.50%	25 incidents occurred at Woodlands School, 14 was at Kingsley High School, Elmgrove primary had 5 cases. Vaughan and Whitmore High School had 3 and 4 respectively. The rest of the schools had 1 each. Examples Consists mainly of Bumps due to running , while using the playground and during sports activities
Hit By A Moving, Flying Or Falling Object	32	4.20%	10 Incidents occurred at Woodland School, 7 was at Whitmore High School. Longfield, Cannon Lane and Shaftsbury Primary School had 4,3 and 2 incidents respectively. Elmgrove, Glebe Primary School, Marlborough and Kingsley High School had 1 case each.

Classification by Occupation - Schools

Who was involved	Count of Who Was Involved
Contractor(s)	6
Employee	364
Employee - Agency	9
Pupil	373
Others	21
Grand Total	773



NOTE:

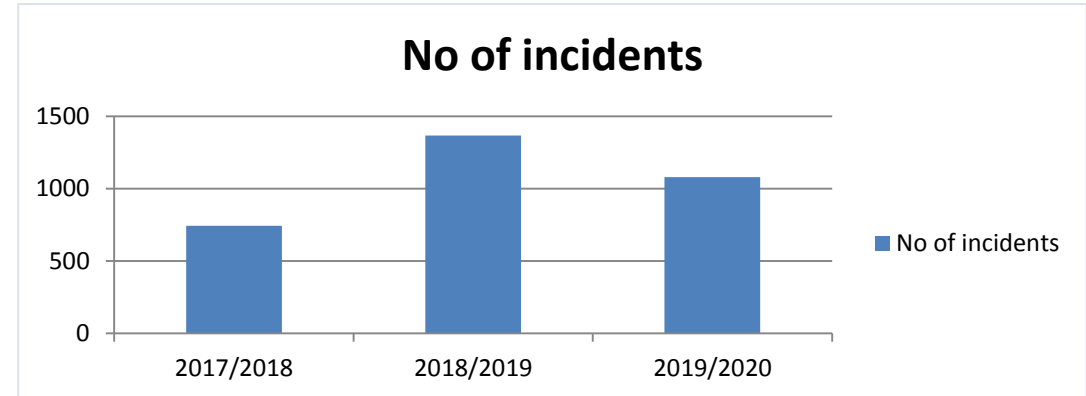
Others include Members of the Public, Service Users, Volunteers and sometimes No individual involved (This can be seen in incidents relating to property damage due to deterioration, weather etc.)

APPENDIX 2 – TRENDS

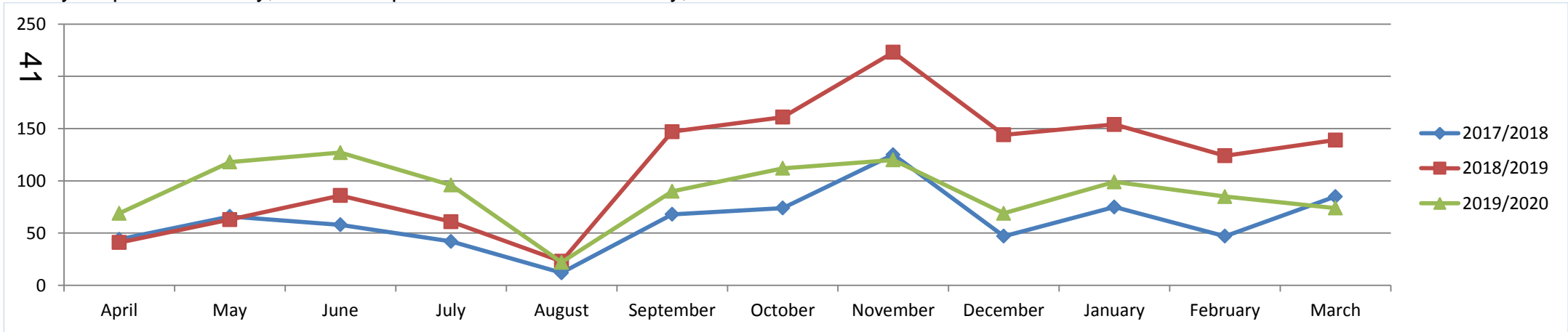
We will be comparing accident/incident data within Harrow Directorates over a period of 3 years (2017/2018, 2018/2019 and 2019/2020).

1. From the charts below, accident reporting increased in 2018/2019 but decreased in 2019/2020.

Incident trends for 3years	No of incidents
2017/2018	743
2018/2019	1367
2019/2020	1080

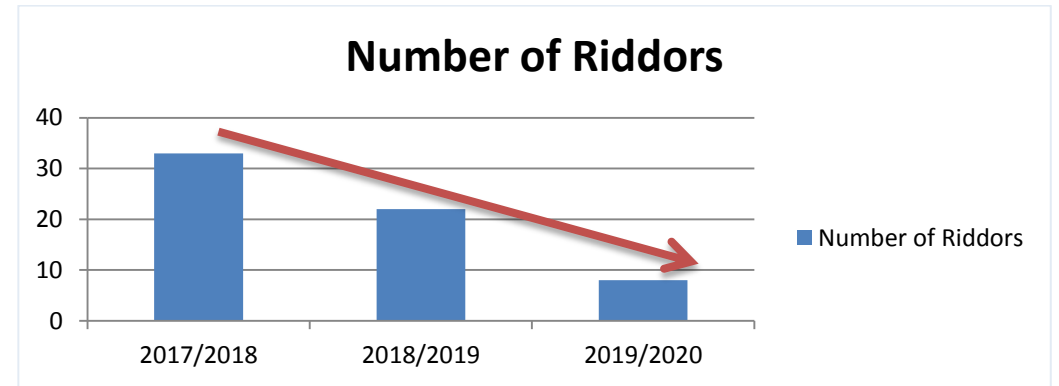


2. The chart below show a comparison by month for each directorate over the 3 years period. Here, we can see a corresponding drop in accident reporting in August and December across the 3 years period. This is largely due to holidays observed during this time period. In 2019/2020, there was steady drop from January, the lowest point been in March. Clearly, this is as a result of the Covid-19 Pandemic.



RIDDORS : There has been a steady decline in RIDORRS since 2017. This shows a Harrow work environment that aims at achieving its health and safety objectives of keeping everyone safe while at work.

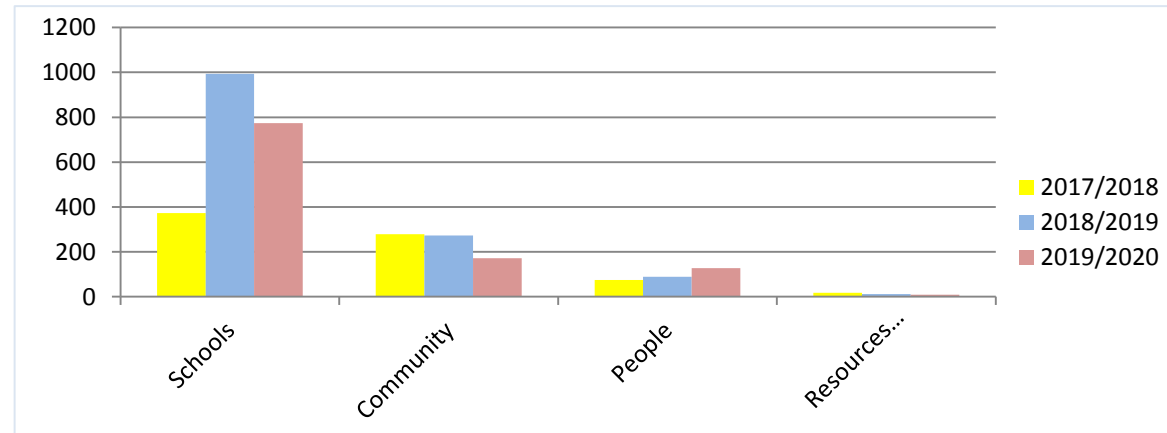
Year	Number of Riddors
2017/2018	33
2018/2019	22
2019/2020	8



Accident/Incident Records across the 4 directorates over 3 years

Across 3 directorates, Resources & Commercial, Community and Schools, there has been a drop in the number of accidents/incidents recorded. This could be as a result of the Covid-19 Pandemic. Less people in buildings and therefore fewer accidents to report. People Directorate however had an increase in accidents reported.

Year	Schools	Community	People	Res.&Comm.	Grand Total
2017/2018	373	279	74	17	743
2018/2019	994	273	88	11	1366
2019/2020	773	172	127	8	1080
Grand Total	2140	724	289	36	3189



APPENDIX 3 – HEALTH AND SAFETY STRATEGY



OCCUPATIONAL HEALTH AND SAFETY STRATEGY

2019 - 2022

Corporate and Council Housing

Provision of service of:

- Health & Safety
- Fire Safety
- Asbestos Management,
- Occupational Health Management
- Employees Assistance

	Name	Signature	Date
Prepared by:	John Griffiths		22/02/2019
Checked by:	Richard Lebrun		01/03/19
Approved by:	Paul walker		22/3/19
Document Title:	OCCUPATIONAL HEALTH & SAFETY STRATEGY 2019 - 2022		
Version Number:	1	Date of Next Review:	01/04/2020

Occupational Health and Safety Strategy

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MANAGEMENT SUMMARY

It is essential to the achievement of our strategy for Health and Safety to ensure that access to the right knowledge, skills, and support is available to staff not only when, but also before, they need it, and that this is widely communicated and understood to achieve a culture of health and safety excellence. Key to achieving this is the actions and support of the Corporate Health and Safety Team through continuous improvement and maintenance of the safety management system (SMS) by qualified and competent safety practitioners.

In line with best practice the strategy and model for the safety management system follows the precepts laid down in the Health and Safety Executives guidance 'Managing for health and safety (HSG (65))'. The strategy therefore is based on the principles of the Plan, Do, Check, Act approach and aims to achieve a balance between the systems and behavioural aspects of management. It also builds in health and safety

management as an integral part of good management generally, rather than as a stand-alone system.

To achieve this, in addition to providing systems for policies, organisation planning, arrangements, training, communication and measurement there are clear objectives and monitoring of performance by the Corporate Health and Safety Team through health and safety management plans and proactive audit programmes.

In addition, the strategy looks to ensure all Directors, Managers, Department Management Teams and Service Managers lead by example by demonstrating best practice in health and safety management and ensuring whenever possible, that all management decisions further health and safety objectives.

This strategy is intended to incorporate the whole Council; it is about effective partnerships between managers, staff and unions who are all crucial to successful health and safety management. Poor health and safety management is rarely the result of malicious intent. Support by professional safety practitioners, training in health and safety skills and risk management are key to achieving a strong health and safety culture which benefits all staff, service users, pupils, visitors and contractors who work in our premises, and improves the quality of our service.

INTRODUCTION

The Health and Safety at Work etc Act 1974 places overall responsibility for health and safety with the employer. In this case the employer is Harrow Council and the expectation is that health, safety and wellbeing are, in turn, the responsibilities of the Chief Executive and Board of Directors. In respect of matters pertaining to Health, Safety, Welfare, Asbestos Management, Wellbeing and Occupational Health; the Chief Executive of Harrow Council is the Duty Holder.

Where suitable and sufficient competent advice and support is not available in organisations there will be clear failings in meeting legal requirements and hence considerable exposure to risk of prosecution to individuals and the organisation. Furthermore, there is additional exposure to moral failings, the cost of expensive litigation and reputational damage.

The Council's corporate Health and Safety Team provides a Health & Safety, and Fire advisory service. Asbestos Management is managed by facilities management that facilitates risk reduction and helps develop or sustain inbuilt safety management. This should form part of the organisational management system that enables achievement of legal requirements. Specifically, as experienced practitioners, the teams are used to dealing with the processes undertaken by the local authority; they are experienced in the application and requirements of legislation and how it can be effectively applied judicially in this arena. In addition, provision of a comprehensive occupational health service with employee counselling and support service enables the Council to facilitate the well-being of all their employees.

The Council achieves its obligations in a number of ways that includes; a comprehensive system of occupational health support, employee counselling service, asbestos plans and surveys, safety processes, policies, guidance etc. Moreover, they can provide the, more intangible, experienced competent advice tailored to support the organisation.

This document sets out the strategy for Health and Safety, asbestos management and Fire Safety for Harrow Council for the three years between 2019 and 2022. It aims to build on the work already achieved to date in improving the health and safety management systems across the Council and thereby reduce illness, ill-health damage and loss, whilst continuing to deliver services to the people within the London Borough of Harrow.

1.0 BACKGROUND

In recent years legislation has reinforced the need for organisations to ensure effective management of safety, health, wellbeing, fire and asbestos. The

Health and Safety Offences Act 2008, has increased penalties and provides courts with greater sentencing powers for those who break health and safety law. The Corporate Manslaughter and Corporate Homicide Act 2007 has meant organisations can be found guilty of corporate manslaughter as a result of serious management failures resulting in a gross breach of a duty of care.

Statutory obligations for health and safety arrangements can be found in the Health and Safety at Work etc Act 1974 and Management of Health and Safety at Work Regulations 1999 - specifically regulations 5 and 7 that refer to the need for competent advice and ensuring a suitable and sufficient safety management system exists (see also the Health and Safety Executive (HSE) HSG 65 Guidance).

The HSE, although the enforcing authority, are keen to point out that the many employers who do manage health and safety and wellbeing well, have nothing to fear from legislative requirements.

Harrow Council achieves high standards through the use of an occupational health provider and established in-house services for health and safety. Harrow Councils Corporate Health and Safety Team consist of a three professional experienced, qualified safety practitioners. The team are fully aware of the impact and need for competent advice to ensure effective delivery of a health and safety management system.

1.1 The Current Situation

Corporate Health and Safety sits within the Community and Public Protection Service, being three members of staff with responsibility for the overseeing of the corporate health and safety system and provision of advice.

Occupational Health remained part of the function of the Human Resources Team, including the provision of service by Health Management Ltd (HML) which oversees fitness to work and vaccinations.

In terms of the Corporate Health and Safety Board, this is chaired by the Corporate Director for Community.

The Corporate Director for Community launched a refresh of health and safety within the council, setting up a new meeting hierarchy that put the frontline staff at the heart of health and safety in their areas through the use of safety teams.

The safety teams are a joint worker management team that assists the employer in creating and maintaining a safe workplace. The goal of the team is to enhance the ability of workers and employers to resolve safety and health concerns reasonably and co-operatively.

The strategy seeks to replicate joint worker safety across all directorates and all levels of the council.

The Council Corporate Health and Safety Team have three health and safety advisers that provide an advisory service that covers corporate and schools.

Together the team provides a comprehensive Safety Management System that provides organised processes with planning, policies, monitoring and ongoing review; a wide range of advice, guidance and assistance that includes: management of Asbestos, Occupational Health, Well Being, Health and Safety, Welfare and Fire Safety across the whole Council.

The Corporate Health and Safety Team comprehensive Safety Management System ensures that the Council reduces health and safety risks across the board. This, in turn ensures we meet with statutory obligations, minimise costs from losses or civil litigation and fulfil our moral obligations to all those affected by our undertaking which includes; employees, contractors, school pupils, those who visit, play or use corporate premises, or live in Council Housing. We do this by:

- Ensuring that health and safety remains a vital part of standard management practice across the Council and provide planning for this to be achieved;
- Providing information, advice and training to all employees to help them stay safe at work and understand their own responsibilities to themselves and others;
- Developing strategic and operational initiatives and reviews that properly address any Health, Safety or Fire related risks associated with Council Housing, Council operations, schools and premises;
- Ensuring provision of an Occupational Health Service for all employees;
- Ensuring that risk assessment remains the process by which hazards are identified and risks arising are eliminated or adequately controlled;
- Monitoring standards by undertaking; audits, inspections, asbestos surveys, investigating significant accidents and incidents and providing interpretation of Health and Safety legislation that impacts on the Council;
- Management that ensures protection from exposure to asbestos in or near any of our premises.
- Monitoring of contractors for Health and Safety particularly with regard to Council Housing.
- At the start of each new financial year set out a Corporate Health and Safety Plan detailing the planned programme of auditing that designated safety advisers will undertake.

In all cases, the primary intention is to utilise resources in a way that assists with the development and implementation of systems that proactively reduces risk and gives feedback on performance **before** an accident, incident or ill health.

2.0 Corporate Health and Safety Governance Overview

The Council Corporate Health & Safety Policy clearly sets out roles and responsibilities to meet the needs of health and safety.

To ensure a successful culture is the responsibility of all management. To this end, all Heads of Service shall be the primary lead for health & safety in their services, with a nominated person acting as safety representative for that service. This is in conjunction with any Union Health & Safety representative.

Safety circles have been introduced as a means of communication and tackling safety issues at the most appropriate level. They will be chaired by the Safety Circle Lead and involve staff and representatives of all of the services represented. Heads of Service should ensure that suitable representatives are nominated and that all risk areas covered. These meetings shall take place as a minimum every 2 months.

The purpose of these meetings is to:

- Involve managers and employees in achieving a safe and healthy workplace.
- Review safety-related incidents, audits
- Review management and Corporate H&S audits of the workplace, communicate identified hazards, and recommend immediate methods for eliminating or controlling them.
- Introduce and assist with workplace safety and health initiatives and recommend improvements to management.

The Safety Circle is a space to share information and discuss specific risks in the service areas represented and maintain a record of issues raised and actions completed.

All actions shall be recorded on the SHE Assure software, with clear timescales. A review will take place at the directorate management meeting to ensure actions are being followed up and information fed into the directorate risk registers monthly.

Updated risk registers and any areas of key risks are raised quarterly to the Directorate Joint Committee for discussion, including with Unions. Decisions to escalate to the Corporate Health & Safety Board shall be made at this point. All actions recorded on the SHE Assure software.

The Corporate Health & Safety Board will meet on a quarterly basis and will:

- Sign off all health & safety risk registers;
- discusses areas of concern and
- agrees items for future agenda items / areas of concern for DMTs and Safety Circles

Minutes of Corporate Board sent to Corporate Strategic Board and loaded onto SharePoint software. CSB will have the overview of corporate Health &

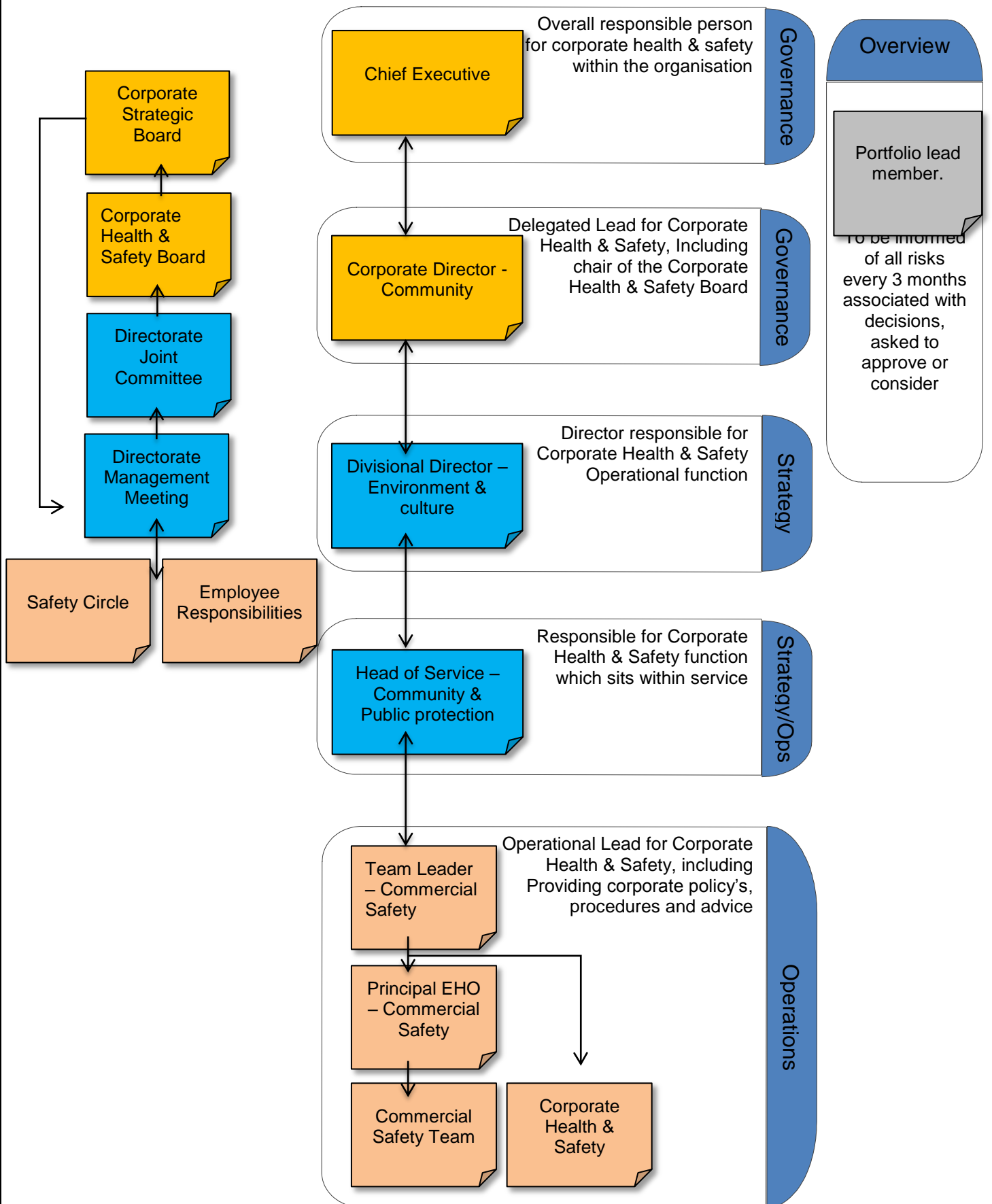
Safety and Occupational Health / Wellbeing, and co-ordinate joint approach.

CSB retains overall governance of corporate health & safety, ensuring the aims and objectives are being met. They shall discuss any areas of concern and identify any issues they want to know more about or provide direction where needed.

Any actions resulting from CSB shall be recorded on the Assure SHE software and fed back to DMTs for action.

The Corporate Health & Safety Team shall oversee the process including being the administrators of the Assure SHE software. They shall also provide the relevant statistics and information to inform safety circles, directorate meetings and the corporate health and safety board

Meeting Structure



3.0 PRIORITIES AND AIMS FOR 2019 - 2022

Over many years the Corporate Safety Team has committed time and resource towards developing a comprehensive set of Corporate Health and Safety policies and supporting guidelines which are kept under review and audited against. These systems and procedures enable departments, in turn, to ensure the development of the necessary health and safety documentation that meets as minimum, statutory obligations together with corporate policies. To build on this, the following priorities are highlighted for the next three years:

a) ***Maintaining and improving the Council's safety management system***

Through supporting the Executive Management Team, Departmental Management Team, managers, with review and monitoring process which support initiatives, remediation and decision making.

b) ***Completing a series of audits, risk assessments and surveys***

This includes schedules for the following health, safety and fire processes:

- Internal fire and health & safety audits on identified teams, premises and processes for corporate and council housing buildings
- Audits in schools and children centres.
- Fire Risk Assessments for corporate, schools and council Housing.
- Fire Risk Audits for Corporate buildings.

c) ***Maintaining an Asbestos survey programme***

To locate, assess and monitor the condition of asbestos containing materials within the council's corporate and Council Housing portfolio with schedules which includes:

- Corporate Asbestos survey programme
- Council Housing Asbestos survey – common parts (statutory) and void dwellings
- Schools asbestos survey programme (statutory)
- Asbestos awareness training
- Reactive response to Refurbishment & Demolition surveys and incidents

d) ***To support managers and staff in achieving suitable levels of health & safety competency;***

Effective management of health and safety involves people using their skills and knowledge to work safely. A fundamental requirement is for all managers to undertake British Safety Council Training to provide them with a solid grounding in the requirements of Occupational Health and Safety legislative requirements. Undertaking computer based training modules will ensure

knowledge is continually professionally developed and reinforced. This will in turn help ensure managers have the basic skills to identify the health and safety competency needed by their staff.

e) To ensure the Occupational Health Service continues to provide adequate health surveillance, return to work rehabilitation, health promotion and reduction of work-related sickness absence;

The Council will continue to work in close partnership with its appointed Occupational Health Service provider to ensure the most efficient use of service resources.

f) To build on the communication and consultation arrangements to ensure staff are fully involved and committed to achieving acceptable health and safety standards;

To achieve success in health and safety management, there needs to be effective communication up, down and across the Council. Front line staffs are involved in communication primarily through the risk to their health and safety identified in their risk assessments, and the preventive and protective measures necessary to control risk. This is supported with safety circles, tool box talks that reinforce a process for direct consultation. Further to this, other means of communication include newsletters, and the council intranet.

At a more strategic level; all Directorates are to have effective health and safety committees with Executive Director Representation on the Corporate Health and Safety Committee. Representatives of each Directorate are expected to attend a Corporate Health and Safety Committee that now has a corporate lead (Corporate Director of Community) and steer on health and safety.

g) To encourage greater visible and active leadership on health and safety matters by managers;

Active leadership is essential if the Council is to foster a positive health and safety culture. The Corporate Health and Safety Team have promoted this through making available British Safety Council training courses for both Senior Managers/Directors and those who managed staff.

h) To align health and safety more closely with the overall Risk Management arrangements;

The Councils Risk Management Strategy aims to establish a culture where risks are understood and managed. Health and Safety management aims to ensure risks to health and safety are identified and managed. While Risk Management covers all business risks and is focused on the major risks to the

Council, there are areas where the two strategies meet. Health and safety processes and arrangements should therefore be seen and understood as supporting the Risk Management Strategy. Significant health and safety issues identified during risk management assessments will therefore be communicated to the executive board.

i) To ensure good health and safety practice in our relationships with partners;

As well as setting out to improve our own health and safety performance, the Council will work with its partners to improve health and safety overall in the delivery of its services. The aim will be to share knowledge and experience and at the same time provide managers overseeing contracts with feedback on safety standards.

3.1 Monitoring Progress against Aims & Priorities

A number of proactive measurement activities take place to monitor safety performance for the Council. These measures are set out with performance targets in the Corporate Health and Safety Management Plan which is agreed by Executive Management Team at the start of the financial year.

The key measures against which progress will be assessed in meeting the strategic aims and priorities are;

- Number of audits and compliance levels achieved
- Number of Fire Risk Assessments and actions completed
- Number of Asbestos surveys completed
- Number of Asbestos re-inspections completed

Other methods of monitoring the success of the safety management system are:

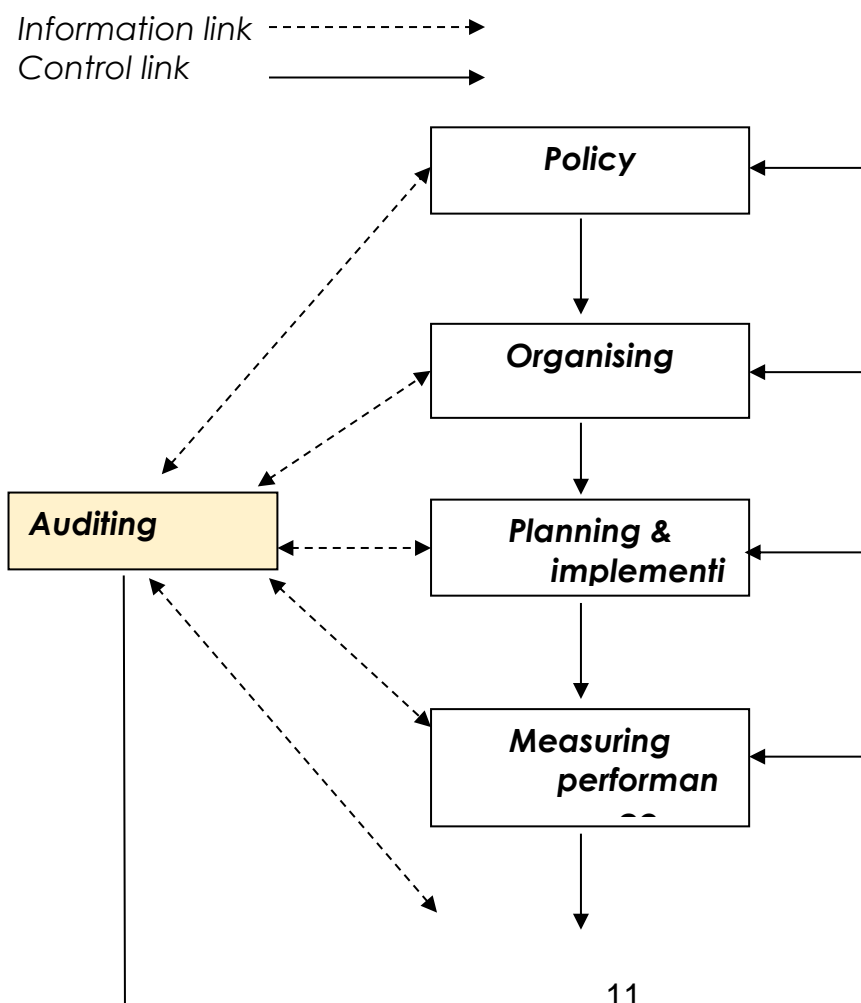
- Review of accidents and statistics and related sick leave.
- Number of staff undergoing health and safety training
- Computer Based Training completed
- Senior managers safety tours completed
- Manager's self- audits completed.
- Health and Safety performance reports
- Action status of items on risk registers

4.0 HEALTH AND SAFETY MANAGEMENT SYSTEMS

The Management of Health and Safety at Work Regulations 1999 – Regulation 5 - requires Harrow Council to have arrangements in place for managing

health and safety. Like any management system, it is essential that the Council collects information on the system implemented if it is to be able to make judgements about its adequacy and performance.

The system followed by the Corporate Health and Safety Team is based on that described in HS(G)65 Successful Health and Safety Management. Diagram 1 illustrates the system showing the main topic headings and the communication flows by which continuous improvement in health and safety management is achieved. Health and safety audits aim to verify compliance with each aspect of the management system:



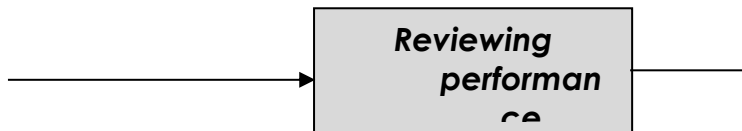


Diagram 1: HS(G)65 Health and Safety Management System Elements

POLICY

Effective health and safety policies set a clear direction for the Council to follow. They contribute to all aspects of business performance as part of a demonstrable commitment to continuous improvement. The Council already has a well-developed set of Corporate Policy Arrangements that are available on the council SHE software system and this is subject of a rolling programme of review.

ORGANISING

The Council needs to ensure that it has an effective management structure and arrangements are in place for delivering its health and safety policies. To achieve success, all staff will need to be motivated and empowered to work safely and to protect their long-term health, not simply to avoid accidents. The Council is currently embarking on developing a safety circle safety culture, ensuring robust health and safety management supports this programme and will better shape the way it deals with health and safety issues in the future. The activities necessary to promote a positive health and safety culture are;

Control

Everyone working in the organisation can contribute to controlling health and safety risks. Control is achieved by getting the commitment of employees to clear health and safety objectives. Managers will need to take full responsibility of controlling factors that could lead to ill health, injury or loss thereby helping to create a positive atmosphere and encouraging a creative and learning culture.

Co-operation

Participation is essential to control risks effectively. By encouraging employee 'ownership' of health and safety policies this will assist with their better understanding that the organisation as a whole, and people working in it, benefit from good health and safety performance.

The Council has a legal obligation to consult with all employees about those health and safety issues in the workplace that affect them. The Council has already fostered good relationships on health and safety matters with its recognised trade unions.

Communication

All managers need to lead by example. Their visible commitment to, and involvement in, health and safety management should be obvious and consistent. They will need to provide regular and reliable information on health and safety to everyone who needs it.

Competence

If Council employees are to make a maximum contribution to health and safety, the Council will need to have in place robust arrangements to ensure that they are competent. Health and safety is already a mandatory competency for all employees.

PLANNING AND IMPLEMENTING

This element concerns the adoption of a planned and systematic approach to implementing the health and safety policy through an effective health and safety management system. The aim is to minimise risks. This strategy provides the framework, against which the Council will judge the adequacy of its health and safety management systems to ensure,

- The mitigation of risks;
- The ability to react to changing demands;
- Sustainability of a positive health and safety culture.

MEASURING PERFORMANCE

The Council needs to measure what it is doing to implement its health and safety policy and to assess how effectively risks are controlled. There are many different types of monitoring, but they can generally be categorised as either 'proactive or reactive'.

- **Proactive** methods monitor the operation of management arrangements and workplace precautions and tend to be preventative in nature, for example; routine inspections and surveys of premises, plant and equipment by staff;
- **Reactive** methods monitor evidence of poor health and safety practice but can also identify better practices that may be transferred to other parts of the organisation, for example, investigating accidents and incidents, monitoring cases of ill health and sickness absence records

Where services are delivered on behalf of the Council via contractor relationships, these activities should also be subject to continual health and safety performance monitoring and review. In such circumstances, the level, nature and frequency of monitoring undertaken will be based on an assessment of risk. Evidence of such systems will be required to enable demonstration of due diligence.

REVIEWING PERFORMANCE

All control systems tend to deteriorate over time. To provide essential feedback and information to managers, on how effectively plans and the components of the health and safety management systems are being implemented, professional safety and health advisers from the Corporate Health and Safety Team carry out a regime of regular auditing and performance review of **premises, teams and processes**. The findings on success and failure are then fed back in to the system and should be acted upon to enable continuous improvement to be made.

5.0 AUDITS (TEAM, PREMISE & PROCESS AUDITS)

5.1 Team Audits:

Team audits are necessary to verify that appropriate safe systems of work are operating across the division. These audits focus in on staff training, team risk assessments and safe systems of work.

The categorisation of teams will be based on:

- **The activities of the team/service** – front facing staff interacting with the public are generally deemed to be at a higher risk to workplace aggression especially when working alone. Similarly, teams using dangerous equipment e.g. chainsaws, abrasive wheels or engaged in high risk activities such as working at height.
- **Where there is thought to be an absence of suitable team assessments and safe systems of work** the team will be targeted.
- **Any other significant hazards** that may be identified.

5.2 Premise Audits:

Premise audits are required to ensure compliance of buildings and assets. These audits focus on statutory requirements and industry good practice relating to aspects of Corporate Landlord. Every corporate building will be audited within an 18 month circle.

The categorisation of premises will be based on;

- **The physical location;**
The location category will be based on known untoward activity in the area of the premises, its remoteness and proximity to essential emergency services.
- **The use and occupiers of the premise/site,**
Use of the building/premises will be based on a sliding scale from office use, being inherently safe, to depots being dangerous because of transport movement. Sites made available to the public especially where there is no onsite supervision will similarly tend to present a higher risk due to factors like vandalism. The amount and variety of mechanical systems in the building will also need to be taken into account, that is water, sanitation, washing systems, air conditioning, (all

potential legionella hazards), lifts (goods & passenger) will raise the risk profile on the basis that the more systems the more maintenance is required.

- **Sites where vulnerable persons reside** (i.e. Residential Care and Sheltered Housing Schemes) will need higher levels of oversight,
- **Any other significant hazards that may be identified.**

5.3 Process Audits:

Process audits enable us to identify systemic problems within managed processes and enable effective remediation of risk across boundaries.

The categorisation of processes will be based on;

- **Where there is reliance on contractors to fulfil essential aspects;** for example repair and maintenance contracts,
- **The overall success of the process is dependent on input from several teams;** for example the maintenance of play areas.

6.0 SELF-AUDITS AND SAFETY TOURS

The program of audits carried out by the Corporate Health and Safety team is supported with 'Self-audits' by Managers and 'Safety Tours' by Senior Managers.

The managers 'Self-audit' comprises of question sets and requires reference to sample inspection of documents and a physical inspection of the premises. The senior managers 'Safety tours' are a more general approach relying on observation and talking to staff.

Both audits aim to breach the gap and ensure that all areas of the Council are examined each year. Further information can be found under the Corporate Health and Safety Assure SHE system.

7.0 SERVICE DELIVERY

Corporate Health and Safety Team services will be delivered by fully trained, qualified, experienced competent persons with a detailed knowledge of legislative requirements, good practice and understanding of fire safety, Asbestos Management, Occupational Health Management, Employee Counselling and Health & Safety Law. The teams are able to provide support on wellbeing, health and safety issues that can be applied so not as to be onerous in its application to achieve service aims.

7.1 Health and Safety, Fire and Asbestos Services include:

- **Auditing** - Essential in the first instance to identify shortfalls and recommend course of action to ensure an effective safety management system. The Safety Management System provides robust and comprehensive audits for Premises, Teams and Processes.
- **Policies and Arrangements** – Developed, updated and reviewed Council Corporate Policies, Processes, Guidance & Briefing Notes providing suitable and sufficient, arrangements, information for Managers and Premises controllers to follow for practical application.
- **Risk Assessments** - A comprehensive set of risk assessment processes (including DSE, work, Stress, Manual Handling, New and Expectant Mothers, etc) that are in line with HSE approved systems together with model assessments and advice on their use. The team will also support and assist managers with the production of specific risk assessments.
- **Fire Risk Assessments** - For Council Housing, experienced qualified fire risk assessor will undertake predominantly Type 1 Fire Risk Assessments over a cyclical programme. High priority buildings, Sheltered Housing Schemes, Community Halls and Converted Street Properties) being risk assessed annually whilst Medium/low priority (purpose built blocks are assessed over a two year cycle. Type 4 assessments in high rise void properties will be undertaken as and when suitable properties become available.
- **Advice/Professional support and guidance** - by expert officers for Health, Safety, Asbestos and Fire related issues.
- **Asbestos Management** – The council facilities management team will provide management policy and guidance, awareness training and offer help in the application of recommended and required management processes.
- **Asbestos register** - Access to an on-line asbestos management suite that holds records and surveys for properties surveyed by specialist asbestos surveyors, via facilities management, Council Housing employ an asbestos surveyor.
- **Asbestos Surveying service and Management Plan.** It is a requirement of the Control of Asbestos Regulations 2012 that premises set out in a detailed plan how asbestos is managed. The Council as the Duty holder has this work carried out by a licenced asbestos contractor.
- **Training** - Provision of health and safety and asbestos training from a range of courses by competent staff. Asbestos awareness training is a requirement of the Control of Asbestos Regulations 2012. This is provided to all those in control of premises and those who may be designated as

carrying out any work with asbestos or with the planning or arrangement of that work.

- **Access to a Computer Based Training (CBT)** - A wide range of modules including asbestos management, fire safety, health and safety awareness etc. This is provided to reinforce knowledge and act as an easily accessible way to complete refresher training.
- **Accident/ Incident Reporting** - Provision of an on-line system for reporting and maintaining records (Assure SHE software). The reporting system acts as a tool to provide data, graphs and statistics that enables analysis of trends to aid with risk mitigation, defence in litigation and reduces insurance costs.
- **Accident/ Incident Investigation** - All accidents that may be deemed necessary for an officer to conduct a full accident/incident investigation can be advised and supported to ensure a professional approach and documentation.
- **Support, advice and liaison with enforcing authorities are provided.** Experience has shown that liaison with enforcing authorities using safety professionals has resulted in positive outcomes.
- **Site Inspection/ Visit** – A Health and Safety professional are available to attend sites to monitor and advice on specific issues.
- **Violence at work and Lone working systems** – The team will work alongside management in providing a suitable lone working solution.

7.2 Occupational Health Service

The Occupational Health Service provides:

- A Consultant-led team focus on early intervention, executing tried-and-tested approaches that will help to safeguard employees' health and get them back on their feet as quickly as possible.
- Strategies to assist with managing employees more decisively.
- Development of coordinated plans so staff can return to work as soon as possible.
- Employees can visit the Occupational Health providers clinics where required.

8.0 RESOURCE ALLOCATION


A key area of support of the Corporate Health & Safety Team is to undertake external monitoring of the implementation of departmental safety management arrangements. Each Directorate receives a level of professional support from the team of Safety Advisers. The amount of resource allocated to each Directorate is based on the level of risk associated with the undertakings of teams.

A significant amount of work is outsourced to contractors. This equally requires safety monitoring to ensure not only legislative compliance but avoidance of reputational damage. One particular area requiring significant monitoring across the Council concerns compliance with Client duty holder responsibilities under the Construction (Design and Management) Regulations 2015, which takes in construction, repair and maintenance work.

9.0 CORPORATE HEALTH AND SAFETY PLAN 2019/20

Corporate Health & Safety Management Plan 2019 – 2020

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Prepared by:	John Griffiths Corporate Health & Safety and Compliance Manager
Approved by:	Paul Walker Corporate Director of Community
Director's Signature	
Date	1 st April 2019

Section	Objective	Start Date	End Date	Lead	Target	Achieved		Remarks
						Six Months	End Period	
Safety Management								
Senior Managers Safety Tours (Linked to priorities and Aims (A,B,D,G,H,I))	(a) Conduct safety tours of premises/sites within areas of responsibility, a minimum of four a year (quarterly), to ensure the safety and upkeep of the workplaces.	April 2019	March 2020	Directors/HOS	100%	50%- On target		Directors and HOS can jointly carry out workplace inspections People Services- 4 site safety tours
	(b) Record the results of safety tours and submit quarterly returns (Proforma) to Corporate Health & Safety Team for review at Safety Committee and Management Team meetings.	April 2019	March 2020	Directors/HOS	100%	50%- On Target		To be discussed at Department Team Meetings at least quarterly and minuted
Management Self Audits (Linked to priorities and Aims (A,B,D,G,H,I))	(a) First line or second line managers/supervisors to carry out one Management Self Audit per year on areas of responsibility.	April 2019	March 2020	First/second Line managers to carry out audits, Directors to ensure audits take place.	100%	10 %-behind target		Directors to ensure process take place. Where H&S team have audited, these count in lieu of self-audits.
	(b) Management of Self Audits; Managers to remediate actions and provide Directors with information. Directors to maintain record system and report quarterly to Corporate Health & Safety Team	April 2019	March 2020	First/Second Line managers to follow up and ensure actions completed.	100%	10% Behind Target		Safety Circle Leads to maintain record that this has been carried out by their teams. Information to be sent quarterly to the Directors by team/line manager.
General Health & Safety Control Systems								
Corporate H&S Audits by Department General Audits (Linked to priorities and Aims (A,B,D,H,I))	Create and undertake a schedule of Internal Health, Safety and Fire Safety Audits on identified teams and premises. Focus to be on processes as part of audit where applicable. Overall 24 audits. 12 Corporate and 12 audits in Environment and waste strategy	April 2019	March 2020	Corporate H&S Team	24 audits	12 audits completed Transport 90.19% Cemetery 84.61% CA Site	24 audits completed Commercial Services 87.12% Capital Projects 89.18%	Audits will be on high/medium risk as determined by previous audits, use, size and incidents over the last two years of historical data.

Section	Objective	Start Date	End Date	Lead	Target	Achieved		Remarks
						Six Months	End Period	
66						93.60%	Trade waste	Documentation, training and communication are the weaknesses coming out of the audits
						Grounds Co-ordinator	88.33%	
						82.27%	Grounds maintenance	
						Street Cleaning	82.27%	
						85.41%	Playground	
						Street & Grounds operations	87.3	
						79.41%	Parks and Open Spaces	
						SLA	62.5%	
						Housing	SNT	
						81.11%	85.54%	
						Parking Enforcement	Waste and Recycling	
						72.10%	90.32%	
						Gayton Library	Handyman	
						78.92%	92.24%	
						Pinner Library	pest control	
						85.16%	92.85%	
						Roxeth Library	Graffiti and weed spray	
						79.77%	85.41%	
						Wealdstone Centre	Commercial and bulky waste	
						80.925	93.10%	
							On Target	
						On Target		

Section	Objective	Start Date	End Date	Lead	Target	Achieved		Remarks
						Six Months	End Period	
Schools & Children Centres General Audits (Linked to priorities and Aims (A,B,H)) 67	To start new cycle of audits a minimum of 12 audits, schools and children centres to attend to actions as required.	April 2019	March 2020	Corporate H&S Team	12 audits	9 Schools Audits completed Roxeth Primary School 91.73% Norbury Primary School 88.93% Marlborough primary School 96.49% Elmgrove primary School 91.81% Camrose Primary Schools 94.81% Belmont Primary Schools 95.58% Hillview	19 Schools Audits completed Grimsdyke Primary School 97.29% Whitchurch School 95.40% Wealdrise Primary School 93.20% Staglance Infant and Nursery School 92.34% Westlodge Primary School 89.80% Grange Primary School 93.30% Pinner Wood School	Audits will be on high/medium risk as determined by previous audits, use, size and incidents over the last two years of historical data Statutory compliance landlord Documentation is the outstanding weakness coming out of the audits.

Section	Objective	Start Date	End Date	Lead	Target	Achieved		Remarks
						Six Months	End Period	
						Children Centre 91.58% Wemborough Road Stanmore 90.49% Weald Rise primary School 89.25%	96.15% Vaughn Primary School 98.21% St Georges Primary School 89.47% Stanburn Primary School 93.98% On target	
Corporate Policies/Committees								
Corporate Policies (Linked to priorities and Aims (A,H,I))	Review Corporate Policies and Guidance documents in light of changing legislation, official guidance, good practice and Council priorities. Identifying where changes required, re-date/reorganise library of documentation on SHE software system. Target minimum of 12 policies.	<i>April 2019</i>	<i>March 2020</i>	Corporate H&S Team	12 fully revised or written policy/guidance documents	2 revised/rewritten Corporate Policy Behind Target	10 revised/rewritten Corporate policy Guidance document Behind Target	Policies will be reviewed on a risk based basis. All new or revised policies must be consulted through the Corporate H&S committee members. <i>H&S Policy(awaiting approval)</i> <i>Accident/Incident Investigation Policy(awaiting approval)</i> <i>Lone working policy(awaiting approval)</i> <i>Asbestos Policy(awaiting approval)</i>

Section	Objective	Start Date	End Date	Lead	Target	Achieved		Remarks
						Six Months	End Period	
								<i>approval) Cautionary Contacts policy(Under Consultation)</i>
Corporate Health and Safety Committees (Linked to priorities and Aims (A,B,C,F,H,I))	Plan, organise and attend Quarterly H&S Committee Meetings	April 2019	March 2020	Corporate H&S Team, representative's senior managers, Committee Chairman, and Union/safety Representatives.	4	6 meetings to-date On Target	12 meetings to-date	Corporate health and safety meetings programmed monthly.
<h2 style="color: green;">Fire Control Systems</h2>								
Corporate Fire Safety Audits (Linked to priorities and Aims (A,B,H,I))	(a) Conduct a minimum of 10 audits of fire safety, identified as the top high risk corporate premises and managers actions within time scales	April 2019	March 2020	Facilities Management	10			Audits will be on high/medium risk as determined by previous audits, use, size and incidents over the last two years of historical data. <i>This was not carried out due to limited capacity within the team.</i> <i>However, this will be prioritized in 2020/ 21</i>

Section	Objective	Start Date	End Date	Lead	Target	Achieved		Remarks
						Six Months	End Period	
	(b) Conduct a minimum of 20 audits of fire safety on identified schools premises in support of external audit of schools, Head Teachers to address actions within time	April 2019	March 2020	Facilities Management	20			<p>Audits will be on high/medium risk as determined by previous audits, use, size and incidents over the last two years of historical data.</p> <p>This was not carried out due to limited capacity within the team.</p> <p>However, this will be prioritized in 2020/ 21.</p>
Council Housing Fire Risk Assessment (Linked to priorities and Aims (A,B,H,I))	(a) Carryout Fire Risk Assessments in all High Risk Priority common areas (4 or more stories/house) vulnerable persons/community halls and relevant team to attend to actions.	April 2019	March 2020	Council Housing Team.	39 FRAs	28- On Target	62 FRA On-Target	Fire Risk Assessments are carried out on annual basis, before anniversary date expires.
	(b) Carryout Fire Risk Assessments in Low Risk Priority Common areas (Between 1 & 3 stories/purpose built and relevant team to attend to actions.	April 2019	March 2020	Council Housing Team	70 FRAs	0	83 FRA On-Target	The FRAs are carried out every 24 months. The remaining FRAs will be completed within the next six months as most of low risk properties anniversary dates fall within this period.
Council Housing Fire Safety Audits (Linked to priorities and Aims (A,B,H,I))	Carryout audits of fire safety at high priority sites:	April 2019	March 2020	Council Housing team	25	16- On Target	26 Audits On Target	
	(a) Audit Sheltered Housing Schemes and relevant team to attend to actions	April 2019	March 2020	Council Housing team.	17	12- On target	17-On Target	Passive Fire Safety works (compartmentation) are

Section	Objective	Start Date	End Date	Lead	Target	Achieved		Remarks
						Six Months	End Period	
								due to start once the legal team has sign it off.
	(b) Audit Community Halls and relevant team to attend to actions	April 2019	March 2020	Council Housing team.	8	4- On target	9- On Target	
Workplace Implementation								
Health & Safety Training (Linked to priorities and Aims (B,F,G,I))	(a) Identify suitable Health & Safety training opportunities as identified by department Directors/ Safety Rep's/HOS/safety circle leads.	April 2019	March 2020	Directors and safety Circle leads	40 Trained staff	138 Trained staff on various courses On target	400 Trained Staff on various courses Exceeded Target	L2 H&S x 23 L3 H&S x29 L2 Food Hygiene 69 Fire Marshal x 41 Risk Assessment x28 H&S Awareness 7 H&S Awareness Glebe Schools x30 Fire Marshal bespoke Marlborough primary school x15 L2 British Safety Council Supervising staff x28 CoSHH Awareness 25 Lone Working 27 Manual Handling 80 Working at Height Awareness 25
	(b) All Directors / Senior Managers to have attended Senior Managers British Safety Council one day Training course.	April 2019	March 2020	Directors/ HOS	100%	90 Directors/ Senior Managers attend course On target	99% 109 Directors/Senior managers completed the course	Mandatory for all senior managers 1 Still requiring course from the senior leadership team

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Section	Objective	Start Date	End Date	Lead	Target	Achieved		Remarks
						Six Months	End Period	
	(c) All First Line Managers and Supervisors to attend the two day British Safety Council course.	April 2019	March 2020	Directors/HOS	100%	16 managers completed BSC Course	Behind Target	Mandatory for all managers This is due to the focus for 2019/2020 was on senior managers.
Learning POD Training and Development (Linked to priorities and Aims (D,E))	All employees have to complete the following Training. <ul style="list-style-type: none"> Using a Workstation Fire Safety Safety Circle 	April 2019	March 2020	Directors / HOS/Corporate H&S Team/Safety Circle Leads	100%	Identifying Data Source	Use of a workstation :315employee	Safety Circle is not training. However, we have a record of how many meetings have taken place in different departments. Resources -5 Meetings Communities – 4 Meetings People – 4 Meetings
Asbestos Management								
Corporate Buildings Asbestos Surveys (Linked to priorities and Aims (A,B,C,H))	To carry out asbestos surveys in all corporate buildings.	April 2019	March 2020	Facilities Management	20	10 On target	30 Exceeded target	To meet employers statutory duties under Regulation 4 of CAR 2012. <u>List of sites completed:</u> Byron Rec Ground Elliot Hall – Harrow Arts Centre 6 Welldon Crescent 15 Greenhill Road 17 Marshalls Close 105 Eastcote Lane Harrow Museum Roxeth Rec Ground Hatch End Playing

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Section	Objective	Start Date	End Date	Lead	Target	Achieved		Remarks
						Six Months	End Period	
73								Fields Helix Education Centre Kenton Library Pinner New Cemetery Shaftsbury Caretakers House Stag Lane Caretakers House The Pinner Centre Vernon lodge 7 Kenton Road 14-15 Kenton Road 72b Capel Gardens 777 Field End Road Bannisters Bungalow Central Depot Civic Centre Complex North Lodge House Harrow Weald Rec Ground Milmans Resource Centre West Harrow Rec Ground Wiseworks
	To carry out asbestos re-inspection survey to look at process and verify integrity of asbestos works by contractors, facilities Management to attend to any identified failings.	April 2019	March 2020	Facilities Management.	20	20 On target	20	This will ensure processes are working and that we are carrying out a due diligence check. <u>List of completed Asbestos Re-inspection survey</u> 7 Kenton Road 14/15 Kenton Road 6 Weldon Crescent

Section	Objective	Start Date	End Date	Lead	Target	Achieved		Remarks
						Six Months	End Period	
74								105 Eastcote Lane 777 Fields Estate Milmans Resource Centre Vernon Lodge The Firs Harrow Museum Civic Centre The Pinner Centre Gange Day Nursery Elmgrove Children Centre Stanmore Park Nursery Harrow Weald Cemetery Pinner New Cemetery Kenton Recreation Ground Bryon Recreation Ground Pinner Library Stanmore Library
Community Schools and Schools with SLA Asbestos Surveys (Linked to priorities and Aims (A,C,H))	(a) To review management plans and results from surveys and carry out actions identified. There will be a minimum of 20 schools surveyed with Management Plans. Schools to attend to actions.	April 2019	March 2020	Faculties Management /Head Teachers	20 schools	12 On Target	22 <u>List for Asbestos Survey in schools</u> Elmgrove Primary School Gange Day Nursery Primary School Roxeth Primary School	To meet employers statutory duties under Regulation 4 of CAR 2012 - Community Schools LBE as the Duty Holder Completed Asbestos Re-inspection Survey Belmont Cannon Lane Primary Elmgrove Primary Helix Education Centre Kenmore Park Infant & Nursery Kenmore Park Junior Newton Farm

Section	Objective	Start Date	End Date	Lead	Target	Achieved		Remarks
						Six Months	End Period	
75							Stanburn Primary Shaftesbury Special School Stanburn Primary Vaughan Primary Welldon Park School Belmont School Newton Farm School Norbury School Stanmore Park Nursery Whitmore High School	Pinner Park Primary Shaftesbury Special Stanburn Primary Vaughan Primary Welldon Park Primary
Council Housing Asbestos Surveys (Linked to priorities and Aims (A,B,C,H))	(a) To carry out and manage a Surveys on Housing stock This will be risk based and client directed. Council Housing to attend to required actions.	April 2019	March 2020	Council Housing	275 surveys	173 on target	265	To meet employers statutory duties under Regulation 4 of CAR 2012. Outstanding 10 will be physically re-inspected after the Covid-19 virus outbreak settles down
Communications								
Corporate Health and Safety Handbook (Linked to priorities and Aims (E,F,G,H,I))	(a) To roll out the new corporate H&S handbook to all employees	April 2019	July 2029	Corporate health and safety	100%	100% on Target	Located on SharePoint and on SHE ASSURE	Provide paper and electronic versions.

Section	Objective	Start Date	End Date	Lead	Target	Achieved		Remarks
						Six Months	End Period	
							On Target	
Communication Channels to promote key health and safety performance measures to employees. (Linked to priorities and Aims (F,G,H,I))	(b) Safety Circle leads to provide dates and key risks of safety circles. Corporate Health and Safety to provide feedback on key risks to these safety circles.	April 2019	March 2020	Safety circle Leads	At least one a quarter	The 3 Directorates have all completed their quarterly safety circle meetings On target		This will be monitored on SHE Assure Resources -5 meetings Communities – 4 meetings People – 3 meetings
	(c) Corporate Health and Safety to promote key health and safety initiatives via Communications each month by the corporate newsletters.	April; 2019	March 2020	Corporate health and safety team	monthly	100% completed with various promotional health and safety newsletters On target	On Target	1. Corporate health and safety Handbook. 2. British safety Council Training. 3. Academy training promotions 4. Mental article 5. Covid-19
	(d) Corporate Health and Safety Board provide a report on key risks.	April 2019	March 2020	Corporate Health and Safety Board Chair	Quarterly	100% on Target	On Target	The corporate Health and Safety Board will meet on a quarterly basis and will discuss areas of concerns/risks to the organisation and agree future agenda

Section	Objective	Start Date	End Date	Lead	Target	Achieved		Remarks
						Six Months	End Period	
								items and areas of concern for DMT's and Safety Circles.
Corporate Significant Risks								
Action plan detailing significant risks to the organisation.	(a) Produce an action plan for Corporate Strategy Board (CSB) and Corporate Health and Safety Board identifying key risks to the organisation.	<i>April 2019</i>	<i>March 2020</i>	<i>Corporate Health and Safety</i>	<i>Quarterly</i>	<i>100% on Target</i>	<i>On Target</i>	Significant risks to be brought to the attention of CEX and the CSB.

APPENDIX 4- OCCUPATIONAL HEALTH OVERVIEW 2019/2020

1. Executive Summary

Management Referrals

- The total number of management referrals received so far in this reporting period is 333.
- This is a 15% decrease when compared to the 394 received in the same period of the previous reporting year.
- 76 (23%) of the management referrals were triaged to face-to-face assessment while 257 (77%) were triaged to remote OHA assessment.
- The Division with the greatest number of management referrals was 'Schools' with 143 referrals, 43% of all referrals.
- 24% of the diagnosed cases were deemed to be work-related, compared to 19% across the HML client base.
- 52% of cases were likely to be covered by the EQA, compared with 57% across the HML client base.

Referral Disease Codes

- Mental Health and Musculoskeletal Disorders made up 27% and 40% respectively of the total diagnosed cases. This compares to 38% and 24% of cases respectively across the HML client base.
- 48% of mental health cases were deemed to be work-related, while 57% were likely to be covered by the EQA.
- 19% of musculoskeletal cases were deemed to be work-related, while 41% were likely to be covered by the EQA.

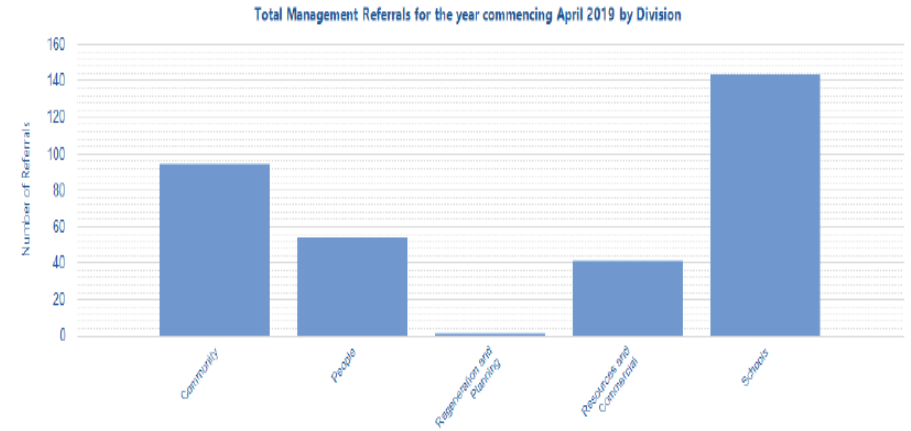
Health Assessment Questionnaire (HAQ) Activity

- The total number of HAQs received in this reporting period is 532.
- 3% (17) of the HAQs have required further investigation.

2. Referral Activity

Total Management Referrals by Division

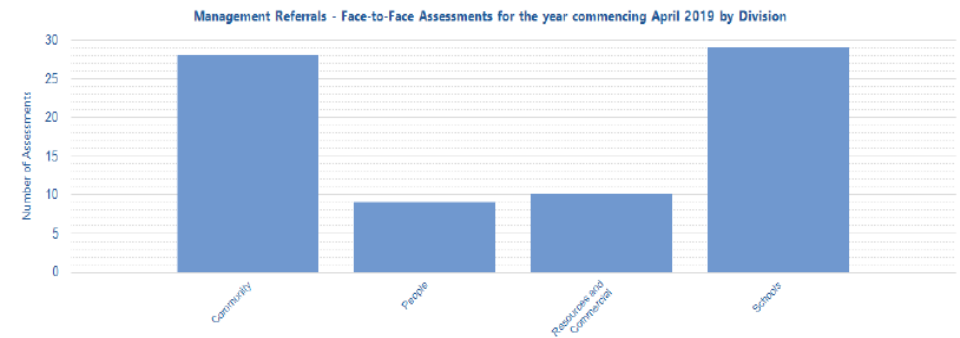
DIVISION	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
Community	6	4	14	11	2	8	9	14	10	6	10	0	94
People	5	5	7	4	1	8	6	4	3	8	3	0	54
Regeneration and Planning	0	0	0	0	1	0	0	0	0	0	0	0	1
Resources and Commercial	0	5	5	3	0	4	3	6	6	2	4	3	41
Schools	11	7	13	13	0	16	16	18	8	14	16	11	143
Totals for year commencing April 2019	22	21	39	31	4	36	34	42	27	30	33	14	333
Totals for year commencing April 2018	34	34	32	17	25	25	49	40	26	46	31	35	394



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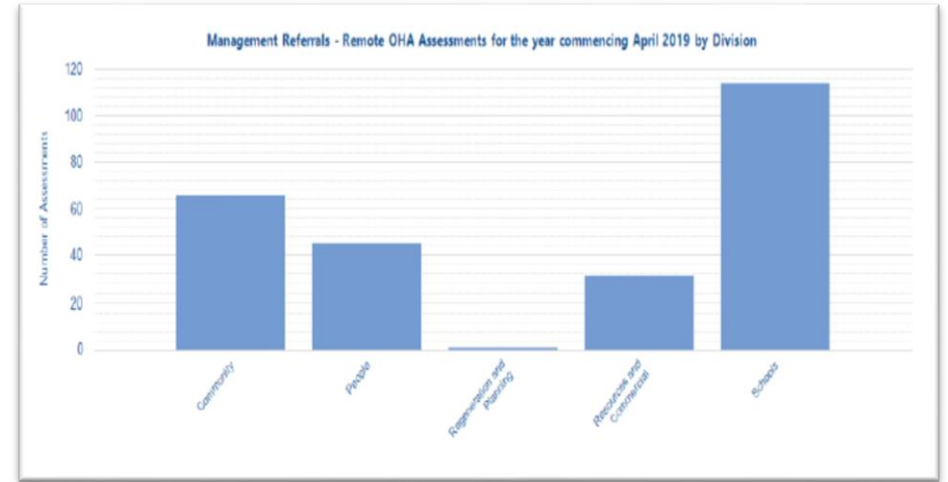
Management Referrals - Face-to-Face Assessments by Division

DIVISION	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
Community	3	1	4	4	0	2	5	1	4	3	1	0	28
People	0	1	2	1	1	1	3	0	0	0	0	0	9
Resources and Commercial	0	3	0	1	0	2	1	2	0	0	0	1	10
Schools	2	1	3	5	0	5	3	4	2	1	2	1	29
Totals for year commencing April 2019	5	6	9	11	1	10	12	7	6	4	3	2	76
Totals for year commencing April 2018	3	14	7	3	9	7	16	12	9	8	4	9	101



Management Referrals - Remote OHA Assessments by Division

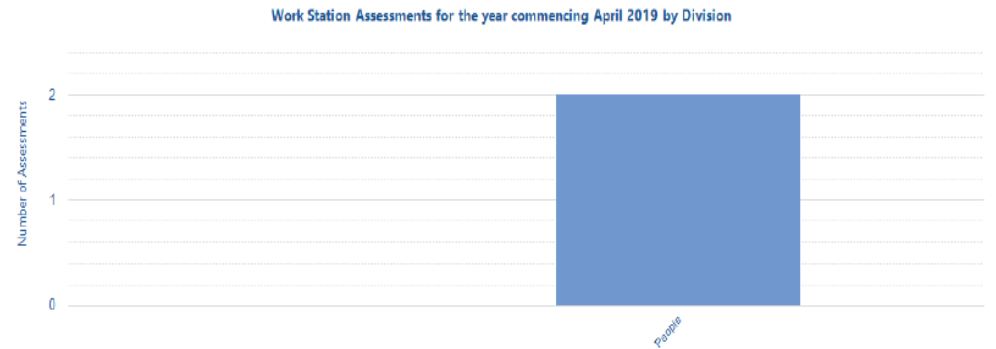
DIVISION	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
Community	3	3	10	7	2	6	4	13	6	3	9	0	66
People	5	4	5	3	0	7	3	4	3	8	3	0	45
Regeneration and Planning	0	0	0	0	1	0	0	0	0	0	0	0	1
Resources and Commercial	0	2	5	2	0	2	2	4	6	2	4	2	31
Schools	9	6	10	8	0	11	13	14	6	13	14	10	114
Totals for year commencing April 2019	17	15	30	20	3	26	22	35	21	26	30	12	257
Totals for year commencing April 2018	31	20	25	14	16	18	33	28	17	38	27	26	293



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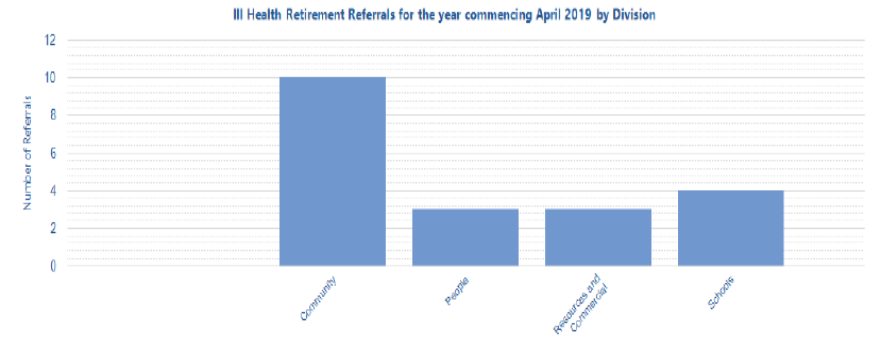
Work Station Assessments by Division

DIVISION	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
People	0	0	0	0	0	0	0	0	0	2	0	0	2
Totals for year commencing April 2019	0	0	0	0	0	0	0	0	0	2	0	0	2
Totals for year commencing April 2018	0	0	0	0	0	0	0	0	0	0	1	0	1



Ill Health Retirement Referrals by Division

DIVISION	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
Community	1	2	1	0	1	0	1	2	0	1	0	1	10
People	0	0	0	0	2	0	0	0	0	0	0	1	3
Resources and Commercial	0	0	0	1	0	0	1	1	0	0	0	0	3
Schools	1	0	1	0	0	0	0	0	0	1	0	1	4
Totals for year commencing April 2019	2	2	2	1	3	0	2	3	0	2	0	3	20
Totals for year commencing April 2018	2	3	3	2	0	1	3	2	3	3	4	1	27

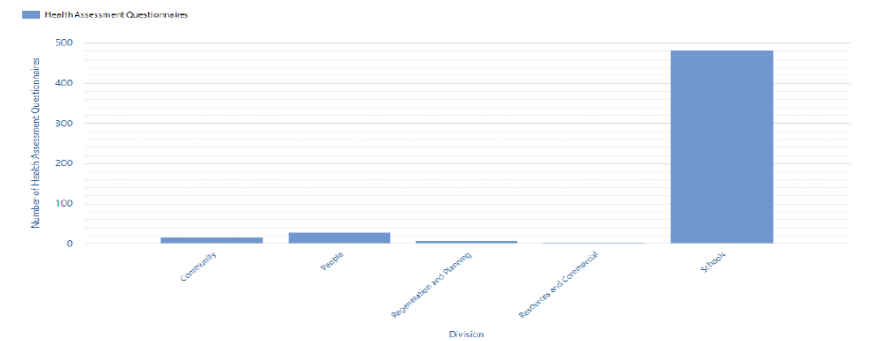


Health Assessment Questionnaires

Health Assessment Questionnaires by Division

DIVISION	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
Community	0	2	0	2	0	4	3	2	0	0	2	0	15
People	6	3	4	2	0	3	4	2	1	2	1	0	28
Regeneration and Planning	1	1	1	1	0	1	1	0	0	0	0	0	6
Resources and Commercial	0	0	0	0	1	1	0	0	1	0	0	0	3
Schools	24	53	44	99	12	36	45	44	34	23	35	31	480
Totals for year commencing April 2019	31	59	49	104	13	45	53	48	36	25	38	31	532
Totals for year commencing April 2018	28	48	74	80	25	37	45	34	31	28	24	47	501

Health Assessment Questionnaires by Division

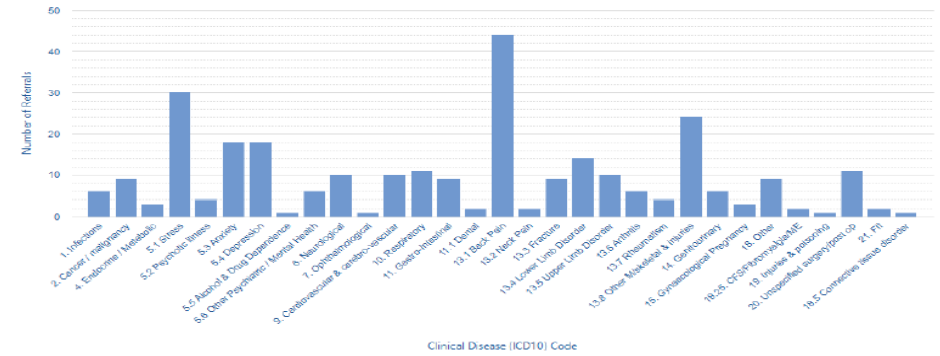


4. Referrals - Further Medical Evidence

Referrals - Further Medical Evidence

DIVISION	Non-Attended			Billed Cancellations			Total Attended	
	DNA	Rate	Cost	Canx	Rate	Cost	IMA	Specialist
Community	6	6%	£1,128.00	4	4%	£1,040.00	101	0
People	11	14%	£2,146.00	0	0%	£0.00	63	3
Regeneration and Planning	0	0%	£0.00	0	0%	£0.00	1	0
Resources and Commercial	7	14%	£1,304.00	0	0%	£0.00	44	0
Schools	12	7%	£2,033.00	4	2%	£965.00	157	2
Totals for year commencing April 2019	36	9%	£6,611.00	8	2%	£2,025.00	366	5

Total Referrals Diagnosed by Clinical Disease (ICD10) Code



6. Work Related and Equality Act Cases

Equality Act Cases by ICD Code and Division

DIVISION	1. Infections	2. Cancer / malignancy	4. Endocrine / Metabolic	5.1. Stress	5.2. Psychotic illness	5.3. Anxiety	5.4. Depression	5.5. Other Psychiatric / Mental Health	6. Neurological	7. Ophthalmological	8. Cardiovascular & cerebro-vascular	9. Respiratory	10. Respiratory	11. Gastrointestinal	11.1. Dental	13.1. Back Pain	13.2. Neck Pain	13.3. Fracture	13.4. Lower Limb Disorder	13.5. Upper Limb Disorder	13.6. Injuries	13.7. Rheumatism	13.8. Other Musculoskeletal Injuries	14. Gynaecological / Pregnancy	15. Other	18.25. CPSE/Bronchiolitis	19. Unspecified surgery/post op	Total Covered by EOA	Total Diagnosed	% Covered by EOA	Non Equality Act		
Community	0	0	0	3	2	0	7	2	4	0	4	3	2	2	0	7	0	2	2	2	1	1	2	2	0	0	0	0	48	80	90%	32	
People	0	3	0	1	0	3	0	0	1	0	1	2	0	0	5	0	2	2	0	1	2	1	0	0	0	0	0	28	47	66%	21		
Regeneration and Planning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0%	1
Resources and Commercial	0	2	0	1	0	3	1	0	0	1	2	0	1	0	0	0	0	1	1	2	0	0	0	0	0	0	0	19	39	49%	20		
Schools	2	4	3	4	2	5	7	3	1	0	1	2	0	1	5	1	1	1	0	2	2	0	1	2	2	2	68	119	47%	88			
Totals from April 2019	2	8	3	8	4	11	16	6	8	1	8	7	4	1	18	1	3	8	3	8	4	3	3	2	6	2	1	148	288	62%	137		

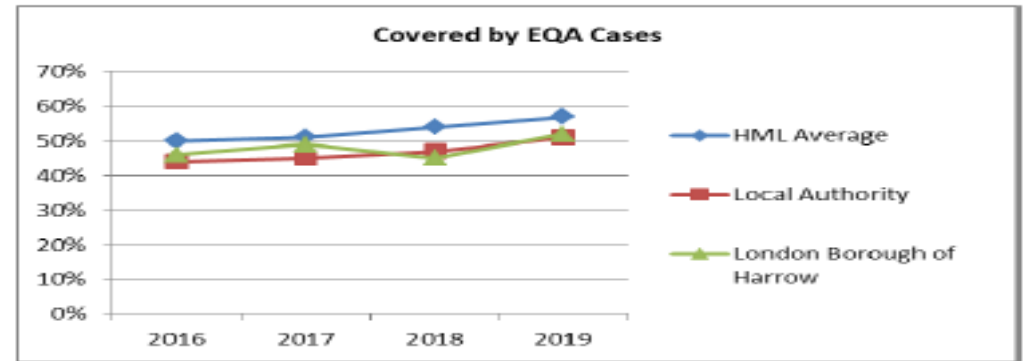
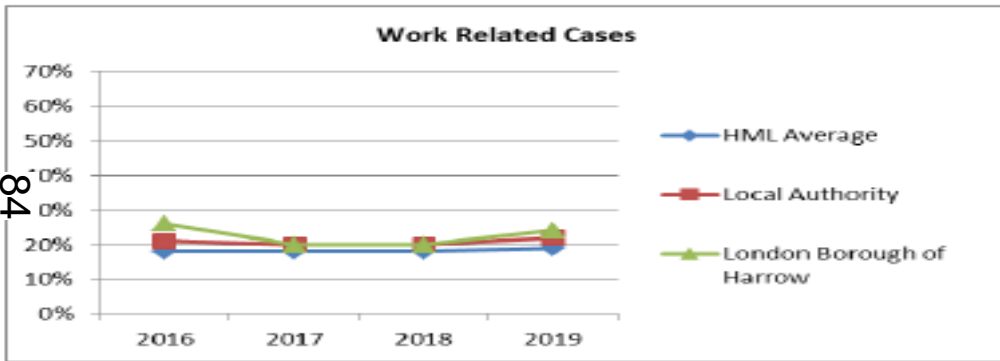
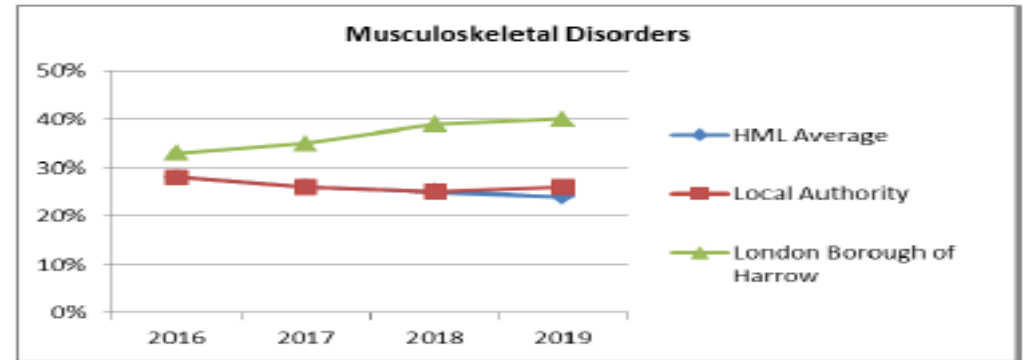
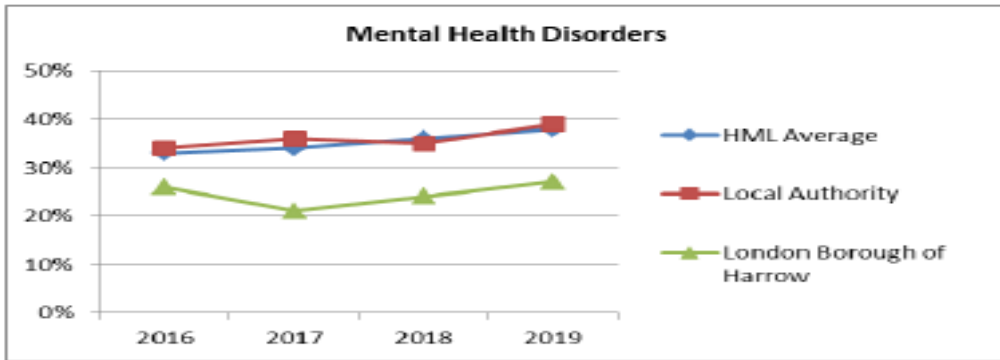
5. Referral Disease Codes

Referral Disease Codes by Division

Work Related Cases by ICD Code and Division

DIVISION	5.1. Stress	5.2. Psychotic illness	5.3. Anxiety	5.4. Depression	5.5. Other Psychiatric / Mental Health	6. Neurological	8. Cardiovascular & cerebro-vascular	9. Respiratory	13.1. Back Pain	13.3. Fracture	13.4. Lower Limb Disorder	13.5. Upper Limb Disorder	13.6. Injuries	13.8. Other Musculoskeletal Injuries	15. Other	18.25. CPSE/Bronchiolitis	19. Injuries & poisoning	21. Fit	Total Work Related	Total Diagnosed	% Work Related	Non Work Related
Community	5	1	1	2	1	0	0	2	7	0	1	1	1	0	0	0	0	1	23	80	29%	67
People	3	0	2	0	0	0	0	1	2	1	0	0	0	0	0	0	0	0	11	47	23%	38
Regeneration and Planning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0%	1
Resources and Commercial	4	0	1	0	0	0	0	0	1	0	0	1	0	0	0	0	0	1	8	39	21%	31
Schools	12	1	2	1	1	1	0	0	1	0	0	2	0	2	1	1	1	0	26	119	22%	83
Totals from APRIL 2019	24	2	6	3	2	1	1	3	11	1	1	4	1	3	1	1	1	2	68	288	24%	218

Health Trends



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APPENDIX 5- TERMS OF REFERENCE

Corporate Health and Safety Board Terms of Reference

Aim

The Corporate Health and Safety Board will act on behalf of the Chief Executive as the strategic focus for Health and Safety across the corporate estate, using the Health and Safety Policy Statement as framework for decision making. The Board will ensure the implementation of the policy statement through agreed best practice and development of a Health and Safety management system.

Accountability

The Corporate Health and Safety Board will provide progress reports to the Corporate Strategic Board (CSB).

Objectives

The Corporate Health and Safety Board has the following objectives:

- To provide a forum in which officers and others with specific responsibilities for health and safety, as set out in the Health and Safety Policy, are held accountable for and supported in their actions. These actions are:
- To ensure compliance with the requirements of health and safety legislation and regulations. throughout the Council.
- To ensure arrangements for developing health and safety competencies among managers and staff are in place and are being followed.
- To review and approve Council-wide objectives for health and safety, policy and strategies and initiatives for their delivery, in consultation with the Governance, Audit and Risk Management Committee (GARMC).
- To promote engagement with, and the integration of, health and safety considerations into everyday working practices in Council services.
- To lead on Occupational Health initiatives to promote well-being and stress management as part of the wider health & wellbeing agenda.
- To develop and oversee the development, implementation and regular updating of the Council's strategic and operational health & safety risk register.
- To set and monitor performance indicators/standards for health and safety and monitor the Council's arrangements for monitoring
- To commission audits and reviews of health and safety management systems, policies and procedures.
- To receive reports and feedback from Directorate Health and Safety Meetings or other relevant forums, groups or committees, as well as provide direction and information back to them as relevant.
- To consider reports on accidents and/or incidents, complaints and work related ill health statistics in order to identify any emerging trends or patterns.
- To consider reports on visits, inspections or any enforcement action taken by the Health and Safety Executive, the London Fire & Emergency Planning Authority and other enforcing authorities.

Representatives

The Corporate Health and Safety Board will be chaired by the Corporate Director Community with responsibility for establishing and implementing a strategic framework for the Health and Safety committees in each Directorate to achieve the aims set out above.

The Board shall consist of a nominated Divisional Director representative from each Directorate, a nominated Senior HR representative, representatives from the Unions and supported by the Corporate Health and Safety Team.

All representatives on the Board will have a voice in decision making. The chair / vice chair shall have the casting vote if the matter cannot be resolved by unanimous agreement. In matters that cannot be resolved, they will be passed to the Corporate Strategic Board, as the most senior strategic forum chaired by the Chief Executive, or Employee Consultative Forum (ECF) should it not be feasible to make a decision. The Unions retain the right to escalate matters of concern to an ECF Sub-Group / ECF in line with the consultative framework of the Council and Trade Union Recognition Agreements.

When a representative cannot make the meeting, a nominated person of sufficient grade shall attend and represent them

Duties of the chair

- Schedule regular Board meetings.
- Develop written agendas for conducting meeting.
- Maintain and action plan and log of decisions
- Conduct the meeting.
- Approve Board correspondence and reports.
- Supervise the preparation of meeting minutes.

Duties of the vice-chair

- In the absence of the chair, assume the duties of the chair.
- Perform other duties as directed by the chair.

Conduct of the Board

The Chair is responsible for ensuring that the Board meets on a monthly basis to resolve issues and take forward the objectives and aims as set out in this document.

The Board should not be canceled or postponed except in exceptional circumstances. If any member of the Board cannot attend a deputy shall attend in their absence. If the meeting has to be postponed, a date for the next meeting should be agreed and announced as soon as possible by the Chair.

The minutes of each meeting will be supplied to every Board member once agreed by the Chair as soon as possible after the meeting, and be made available on the intranet once agreed.

A copy of the agenda and any accompanying papers should be sent to all members at least one week before each meeting.

Consultation

The Board actively supports and participates in the consultative arrangements in line with Safety Representatives and Safety Committee Regulations 1977 as amended by the Health and Safety (Consultation with Employees) Regulation 1996 and the Management of Health and Safety at Work Regulations 1999

All Corporate Health and Safety Policies and Procedures shall be presented to the Corporate Board for consultation and agreement of any other party that needs be involved. Comments will be provided within a 4 week consultation period, will be collated by the Corporate Health and Safety Team, and discussed at the next Corporate Board for final sign off.

Directorate Health & Safety Board

The Corporate Health & Safety Board will feed into, and receive information and referrals from, the Directorate Health & Safety Boards, of which there will be three. The three Directorate Health & Safety Boards shall be chaired by Director (Environment & Culture) for Community Directorate, Head of Finance for Resources Directorate and Divisional Director (Educational Services) for People Directorate.

These Directorate Health & Safety Boards shall be held quarterly and minutes and actions fed back to the Corporate Health & Safety. Key themes / agenda items will be determined from the Corporate Health & Safety Board, as well as be influenced by the needs of the services. These Directorate Boards shall be run as per the principles of the Corporate Health & Safety Board Terms of Reference.

APPENDIX 6- HEALTH AND SAFETY POLICY 2019/2020



Corporate HEALTH AND SAFETY Policy

2019 - 2020

	Name	Signature	Date
Prepared by:	Fredah Zuleha	<i>F. Zuleha.</i>	5/05/2018
Checked by:	John Griffiths	<i>J Griffiths</i>	12/02/2019
Approved by:	Paul walker	<i>Paul Walker</i>	22/3/19
Document Title:	OCCUPATIONAL HEALTH & SAFETY STRATEGY 2019 - 2022		
Version Number:	9	Date of Next Review:	1 st April 2020

CONTENTS

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2	Purpose	4
3	Organisation	5
4	Health & Safety Arrangements	16
Appendix 1	Commercial Team – Corporate Structure	16

Acronyms		
CHSG	Corporate Health and Safety Group	
CHSS	Corporate Health and Safety Service	
CHSP	Corporate Health and Safety Plan	
ECF	Employee Consultative Forum	
HSCOP	Health and Safety Code of Practice	
CSB	Corporate Strategy Board	
OHS	Occupational Health Service	
EAP	Employee Assistance Programme	
HSE	Health and Safety Executive	
GNs	Guidance Notes	
ACoP	Approved Code of Practice	
SSoW	Safe Systems of Work	

1. Corporate Statement of Health & Safety Policy

Harrow Council, as an employer, recognises its legal responsibility to make every effort and secure the health, safety and welfare of all its employees and others, i.e. visitors, contractors, service users etc. that may be affected by the Council's undertaking.

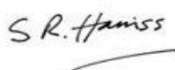
The Council aspires to achieve excellence thereby implementing and effectively maintaining a robust safety management system that will permit safe work practices without compromising the health, safety and wellbeing of employees, the general public and the environment.

Harrow council recognises that success in achieving and maintaining a safe and healthy work environment incorporates commitment from both senior management and all employees within the organisation along with effective communication, co-operation and consultation.

The Council is committed to continuous improvement in health and safety performance and will develop a Corporate Health and Safety Improvement Plan which will include key targets and objectives for improvement in health and safety management.

In particular, it is corporate policy to;

- Meet and whenever possible exceed the minimum standards set by the Health and Safety at Work etc. Act 1974 and supporting regulations and guidance
- Provide financial and physical resources to ensure that the Council's health and safety arrangements are implemented and adequately maintained.
- Regularly monitor and revise the health and safety management system, including this Policy Statement, other corporate Policies and Codes of Practice, to ensure that these documents remain in circulation and in date.
- Carry out appropriate risk assessments, seeking to eliminate and or reduce hazards. Where risk assessments have revealed risk levels to be unacceptably high, health and safety requirements will therefore take precedence over all other business requirements to ensure that these levels are reduced a low level as reasonably possible.
- Seek continuous improvement in health and safety performance; promote a proactive safety culture and to effectively maintain a safer and healthier working environment.
- Ensure that all employees receive adequate training for the purposes of health and safety
- Consult with employees or their representatives, on health and safety matters, also ensuring that the corporate Safety Policy is available when required.
- Ensure that competent persons are appointed to assist the Council in meeting its statutory obligations.
- Recognise that accidents usually result from failings in management control and are not necessarily the fault of the individual/s involved.
- Recognise that the Chief Executive has overall responsibility for ensuring that health and safety in the workplace is considered in all Senior Management Team decisions and allocating resources to support quality improvement programmes aimed at continual improvement



Sean Harriss
Chief Executive
Date:



Graham Henson
Council Leader
Date:

2. Purpose

This Policy and in conjunction with local documents, Codes of Practice (CoP) and Guidance Notes (GNs) will permit understanding how health and safety is managed across the Council as well as defining Senior Management roles and responsibilities.

The Policy is divided into principles, Organisation (people) and Arrangements (systems) and provides the framework for health and safety management within the Council.

2.1 Scope

This is a corporate Policy that applies to all employees including school staff, agency staff, consultants, contractors and volunteers.

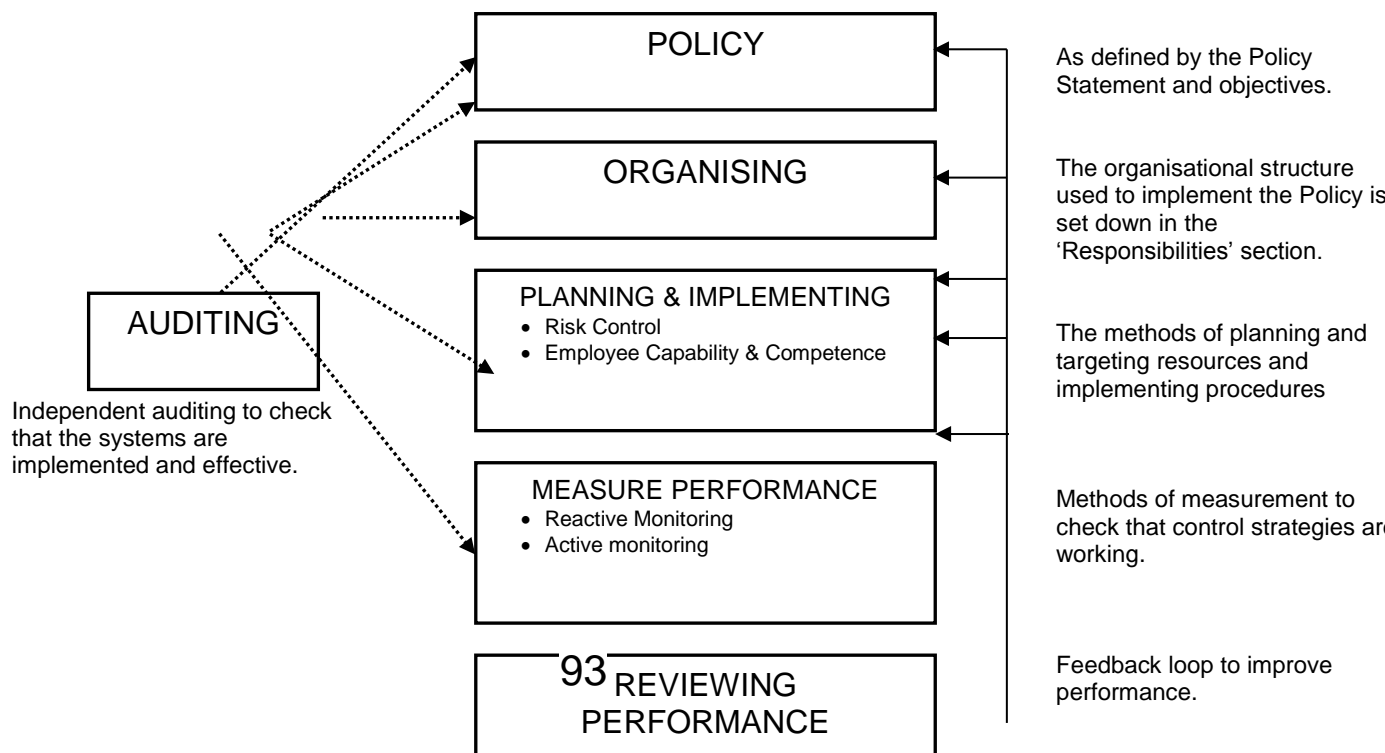
2.2 Elected Members

The Elected Members have overall responsibility for the application of health and safety legislation, achieving the objectives set out within this Policy and ensuring that adequate resources are available to meet the organisation's health, safety and welfare needs. The Elected Members delegate the work required to the Chief Executive.

2.3 Principles

Harrow Council recognises and accepts its statutory, moral, legal and economical responsibilities; fundamentally aiming to ensure that all employees, stakeholders and the general public do not suffer injury or ill health that may occur as a result from the Council's undertakings.

Harrow Council's Health and Safety Management System is based on the following model:



For the model to be successful, the following standards must be applied:

- Ensuring that a health and safety management system is implemented to provide a structured management approach to controlling workplace hazards and risks throughout the organisation
- Ensuring that all employees undertake their tasks without disregarding health and safety
- Active commitment from Senior management to improving health and safety standards, making reference to European law and UK health and safety legislation in order to meet minimum standard
- Ensuring that the necessary resources are available to effectively meet the requirements of this Policy
- All level management to actively demonstrate a positive attitude towards workplace health and safety, encouraging employees to ensure that safe practice is routine
- Employees' participation, including contractors, consultants and volunteers, working on Council premises, to pay maximum attention to the health and safety aspects of their work, embracing safe work practices to avoid injury / ill-health to themselves and to others.

3. ORGANISATION

3.1 Chief Executive

The Chief Executive has overall responsibility for ensuring that the corporate Health and Safety Policy is implemented and that all health and safety matters are brought to the attention of the Elected Members.

The Chief Executive will also direct the execution of this Policy and ensure that adequate resources are available to enable ongoing improvements and in particular:

- Actively demonstrating leadership in requiring and supporting high standards of health and safety performance in all the corporate undertakings

- Ensuring that the Corporate Health and Safety Plan is implemented
- Ensuring that there is accountability at the correct level of management when corporate and legal standards are unacceptable
- Appoint the Corporate Director Community with responsibility for overseeing the day-to-day management of health and safety on behalf of the Council
- Agreeing Corporate health and safety strategic aims and targets with Directors
- Ensuring that the Council's Health and Safety Management System is effectively managed and maintained
- Ensuring that the Organisation and Arrangements for carrying out this Policy are adequate
- Ensuring that the statutory requirement to monitor the prioritisation of and responses to health and safety issues affecting all Directorates are carried out through the Corporate Strategy Board (CSB) and the Corporate Health and Safety Group (CHSG) which should incorporate Trade Union representatives.
- Determining and periodically reviewing corporate targets in respect of health and safety issues.
- Continually reviewing health and safety performances and making decisions, where require, about the nature and timing of the actions necessary to remedy deficiencies.

3.2 The Corporate Director – Community

The specific responsibilities of the Corporate Director – Community are; delivering, co-ordinating and leading the Council's vision for a safe, secure and healthy work environment.

The Corporate Director – Community will:

- Advise the Council on the preparation and revision of the its Policy Statement for Health and Safety; the appropriate Organisation and Arrangements necessary to meet the Policy's aims and objectives
- Act as the person with responsibility for overseeing the delivery of the day-to-day management of health and safety on behalf of the Council
- Ensure that the Corporate Health and Safety Plan is implemented and suitably disseminated

- Encourage a practical approach to managing health and safety
- Ensure that all employees have access to competent health and safety advice
- Ensure that the required level of 'competent' persons are maintained within the directorate given the higher operational risk levels within certain areas of the directorate.
- Act as Chairperson for the CHSG and ensure that health and safety information is disseminated throughout the organisation and to escalate health and safety matters to the CSB and to the Employees Consultative Forum (ECF), if required
- Ensure that health and safety is promoted throughout all services and at all stages, including recruitment selection and training
- Regularly consult with employees through their Trade Union or other representatives with respect to changes that may affect their health, safety and wellbeing
- Coordinate the preparation of the CHSG meetings and management reports and ensure effective consultation with the ECF.

3.3 Corporate Directors

Corporate Directors are responsible for implementing this Policy within their Directorates along with any specific health and safety Policies, Codes of Practice and Safe Systems of Work (SSoW), where required.

Corporate Directors shall:

- By leadership and personal example foster positive attitudes towards health, safety, welfare and security throughout their Directorates, such that their beliefs and commitment to health and safety become the shared values of all employees
- Have oversight of health and safety performance in their areas of responsibility and actively contribute to achieving the overall health and safety strategic aims, including the delivery of the Corporate Health and Safety Plan
- Support the Corporate Director - Community with responsibility for the lead health and safety role and champion Directorate employees with health and safety remits, to ensure that the Health and Safety Management System is adequately monitored and is effective.
- Ensure that a Health and Safety Group for their Directorate is in place, which should have a chairperson appointed and comprise of relevant

Trade Union representatives. The Group should also incorporate the Terms of Reference agreed by the CHSG.

- Agree with Divisional Directors and Heads of Service targets for health and safety performance, in support of the Council's overall strategy, the Corporate Health and Safety Plan and Health and Safety Management System.
- Report on and / or recommend to the appropriate Committee trends in the performance and prioritisation of health and safety issues and on associated resource implication, not less than annually through the budget estimate process
- Designate a named officer (Person with Responsibility for Asset Management and / or Premises Manager) to be responsible for management of those buildings occupied by them or by more than one Directorate or agency and ensure that these responsible persons are adequately trained.
- Ensure that Safety Champions are engaged in their Directorate thereby promote health and safety in their individual areas.
- Be responsible for ensuring that the Directorate's Health and Safety Policy is developed detailing the Organisation and Arrangements for their Directorate. This document will act as a link between the overall Corporate Health & Safety Policy and each Directorate & Division's Health and Safety Action Plans
- Ensure that their Directorate Management Teams know and fulfil their individual responsibilities regarding health and safety and that they receive relevant information, training and instruction so as to competently carry out health and safety tasks assigned to them. The Directorate Management Teams will also ensure that their employees are given suitable advice, information, and training and support such that the requirements of all relevant health and safety legislation and Codes of Practice are met.
- Determine the health and safety responsibilities and safety critical roles of all employees in their Directorate are identified and incorporated within the employees' role profile or job descriptions.
- Ensure adequate consultation with the appropriate employee representatives prior to the introduction of any change that may affect employee's health, safety and wellbeing.
- Make the necessary arrangements, such as time off for training, to ensure that safety representatives who may be appointed under the regulation can effectively carry out their duties as required

- Be responsible for ensuring that this Policy and the Directorate Policy are communicated and understood by all employees in their Directorate
- Be responsible for translating the Policy's aims and objectives, applying these so as to deliver an effective service on behalf of the Council
- Set annual targets for health and safety performance with their Divisional Directors / Heads of Service in support of both Directorate and the corporate strategic aims
- At quarterly intervals and at Directorate Groups review the safety performance of their Division / Service Unit against the set targets
- Ensure adequate resources are available for health and safety measures in order to meet corporate responsibilities.
- Ensure that the appointed Safety Champions attend the Directorate Health and Safety Group meeting.

3.4 Divisional Directors and Heads of Service

All Divisional Directors and Heads of Service (in schools this could be Head Teachers and school Governors) have responsibility for ensuring that health and safety risks are managed in such a way as to meet Council aims and to ensure legal compliance as the minimum standard.

They also have responsibility for:

- Preparing, implementing, monitoring and periodically updating their Divisional and Service Health and Safety Plans and ensuring that the Council's Health and Safety Management System is maintained.
- Carry out suitable and sufficient risk assessments of the existing & new premises, plant, machinery etc. and appropriate action taken to effectively control the identified hazards.
- Delivering the agreed targets on health and safety performance, including the Divisional Health and Safety Action Plan, in support of the Council's overall strategy, the Corporate Health and Safety Plan and the Health and Safety Management System.
- Ensuring that the divisional sections of the Directorate Policy are developed to comply and support the Council's Corporate Policy and detail the Organisation and Arrangements for that Division. This document will act as a link between the Corporate Health and Safety Policy and their Directorate and Divisional Health and Safety Action Plan.

- Identifying the resources necessary to meet health and safety obligations under the corporate and Directorate Safety Policy.
- Advising and making recommendations to their Corporate Director where an inadequacy of resources is identified.
- Ensuring that Safe Systems of Work are devised and put in place including suitable and sufficient training for employees.
- Ensuring that all accidents involving or have the potential to cause injury or harm to persons or damage to property are reported and investigated and any corrective action is taken to prevent recurrence.
- Using and promoting systems of communication to ensure that all employees are involved in contributing to the safety of their work and workplace by giving feedback on existing safety rules and procedures.
- Informing employees of relevant health and safety information and provide supplementary written information wherever practicable in formats and languages that are known and understood by all employees.
- Selecting and controlling temporary workers, contractors and other visitors to the workplace, ensuring that they can meet corporate standards and providing them with appropriate information so that they do not put themselves, the workforce or the general public at risk.
- Ensuring all contracts are adequate in terms of health and safety provisions and that contractors are monitored to ensure they meet corporate standards.
- Ensuring that the appropriate information, instruction and supervision is provided to enable all employees to avoid hazards and contribute positively to their own and others safety, health and welfare at work.
- Ensuring liaison with other employers, including contractors and occupiers of shared premises to ensure effective cooperation for the exchange of “user” information to permit compliance with Corporate Policy.
- Ensuring compliance with Site Fire and Security Plans and allocating sufficient resources to meet the requirements of those plans in their work area and ensuring that emergency arrangements are in place to protect employees and others against risk of imminent danger
- Ensuring that employees are competent and capable of performing their duties to the required standard with the provision of adequate training to ensure that competency is assured and maintained.

- Ensuring that timely involvement with Occupational Health support is adopted to promote health at work and to enhance effective return to work, where appropriate.
- Making suitable arrangements for consulting with employees on health and safety matters and in accordance with legal standards i.e. through regular recorded team meetings and ensuring that health and safety is a standard item on the agenda at these meetings.
- Obtaining advice and support from the Corporate Health and Safety Service and / or the Occupational Health Service as may be needed.

3.5 Corporate Health and Safety (CHS) Manager

Corporate Health and Safety management falls under the responsibility of the Head of Community and Public Protection, who in turn is responsible to the Divisional Director - Environment & Culture (E&C) as part of the Community Directorate. The CHS Service forms part of the Commercial Team within E&C. Appendix One – Commercial Team Corporate Structure.

Duties of the Head of Community and Public Protection include;

- Implementing, monitoring and reviewing the Health and Safety Management System
- Designing, planning and executing the Corporate Health and Safety Plan (CHSP)
- Ensuring that adequate arrangements are in place to effectively deliver the CHSP
- Ensuring that Corporate Policies and Guidance Notes are developed and revised regularly
- Providing adequate advisory support to ensure compliance throughout the Council
- Ensuring that Senior Management are aware of their responsibilities in meeting health and safety objectives and targets
- Ensuring that all accident, incidents and near-misses are reported and where required, these are investigated to prevent recurrence
- Managing the corporate accident / incident database; preparing accident statistics; producing management reports and disseminating these as may be required

- Setting corporate performance standards and key performance indicators

3.6 People with Responsibility for Asset Management

People with Responsibility for Asset Management must ensure that suitable arrangements are in place for effective management of assets in all Council properties falling within their span of control and in line with the Council's strategic aims.

In order to ensure that People with Responsibility for Asset Management can fulfil their duties and responsibilities under the Corporate Health and Safety Policy, the tasks involved in managing these premises may be delegated to other persons e.g. Head Teachers in schools, members of staff, managing agents or other external organisations, provided that they have the necessary competence, resources and have Council approval to perform these roles.

However, your overall asset management responsibility for these premises cannot be delegated

People with Responsibility for Asset Management must monitor tasks performed on their behalf, to ensure that their responsibilities are being discharged and continue to meet corporate and legal requirement.

People with Responsibility for Asset Management also have responsibility to:

- Deliver targets on health and safety performance as agreed with their Divisional Director or Head of Service, including their Service Health and Safety Action Plan, and where required, their Directorate's Health and Safety Action Plan, the Corporate Health and Safety Plan and Health and Safety Management System
- Carry out suitable and sufficient risk assessments of the existing & new premises, plant, machinery etc. and appropriate action taken to effectively control the identified hazards.
- Ensure that suitable communication methods are established for liaison with all Premises Managers who have been delegated with the day-to-day management of individual sites & properties and that these managers receive suitable information, support and assistance to effectively manage these buildings safely and in the decision making process when planning any changes to buildings.
- Ensure that all accidents involving or have the potential to cause injury or harm to persons or damage to property are reported and where required investigated and any corrective action is taken

- Use and promote systems of communication to ensure that all employees are involved in contributing to the safety of their work and workplace by giving feedback on existing safety rules and procedures
- Inform employees of relevant health and safety information and provide supplementary written information wherever practicable in formats and languages that are known and understood by all employees
- Select and control temporary workers, contractors and other visitors to the workplace, ensuring that they can meet corporate standards and providing them with appropriate information so that they do not put themselves, the workforce or the general public at risk
- Ensure all contracts are adequate in terms of health and safety provision and that all contractors are monitored to meet corporate standards
- Provide suitable and sufficient information, Training and supervision to ensure that all employees avoid injury / ill-health thus contribute positively to their safety, health & welfare and that of others and monitor compliance
- Ensure liaison with other employers, including contractors and occupiers of shared premises to ensure effective cooperation and for the exchange of user information and others are safeguarded
- Ensure compliance with Site Fire and Security Plans and sufficient resources are allocated to meet the requirements of those plans in their area, ensuring emergency arrangements are in place to protect all employees and others against risk of imminent danger
- Ensure that all employees are competent and capable of performing their duties to the required standard and adequate training is provided to ensure that competency is assured and maintained
- Ensure that Safe Systems of Work are devised and put in place and that employees have been suitably and sufficiently trained
- Ensure that where required Asset Management information provides their Corporate Director and Divisional Director / Head of Service with a clear evaluation of risks and work priorities for Council building assets so that appropriate resources are secured for the control of those risks
- Fulfil their legal and compliance responsibilities under this Policy, other corporate Health and Safety Policies, Codes of Practice, Guidance Notes and relevant health and safety regulations
- Ensure that Corporate Directors and Divisional Directors / Heads of Service are aware of any shortfalls in relation to a lack of resources, training requirements and support that is needed

- *Ensure that suitable communication methods are established*

For the purposes of the corporate estate, this role falls to the Facilities Management Team within Community.

3.7 Managers and Supervisors

Managers (including Head Teachers and People with Responsibility for the day to day management of premises as Premises Managers) and Supervisors are responsible for ensuring that activities carried out under their control are in accordance with Corporate Policies and procedures and in compliance with statutory provisions by;

- Delivering targets on health and safety performance as agreed with their Divisional Director or Head of Service, including their Service's Health and Safety Action Plan and where required, their Directorate Health and Safety Action Plan, the Corporate Health and Safety Plan and Health and Safety Management System
- Carry out suitable and sufficient risk assessments of the existing & new premises, plant, machinery etc. and appropriate action taken to effectively control the identified hazards.
- Ensuring that suitable communication methods are established for liaison with Persons with Responsibility for Asset Management where you have been delegated responsibility for the day to day management of individual sites and properties
- Ensuring that all accidents involving or have the potential to cause injury or harm to persons or damage to property under your control are investigated and reported where required and any corrective action is taken
- Using and promoting systems of communication to ensure all employees are involved in contributing to the safety of their work and workplace by giving feedback on existing safety rules and procedures
- Informing employees of relevant health and safety information and provide supplementary written information wherever practicable in formats and languages that is known and understood by employees
- Selecting and controlling temporary workers, contractors and other visitors to the workplace, ensuring that they can meet our standards and providing them with appropriate information so that they do not put themselves, the workforce or the general public at risk
- Ensuring that all contracts are adequate in terms of health and safety provision and that contractors are monitored to meet corporate standards

- Provide suitable and sufficient information, Training and supervision to ensure that all employees avoid injury / ill-health and contribute positively to their safety, health & welfare and that of others and monitor compliance
- Inspecting the workplace at least quarterly; taking appropriate action to remedy the identified hazards; reporting those hazards that cannot be remedied to the line manager so that further action is carried out as may be required
- Ensuring liaison with other employers, including contractors and occupiers of shared premises to ensure effective cooperation for the exchange of “user” information to permit compliance with Corporate Policy
- Ensure compliance with Site Fire and Security Plans and sufficient resources are allocated to meet the requirements of those plans in their area; implementing emergency arrangements to protect all employees and others against risk of imminent danger
- Ensuring that staff, contractors, interims, agency workers and consultants receive appropriate inductions and are competent and capable of performing their duties to the required standard and adequate training is provided to all employees, where appropriate, to ensure that competency is assured and maintained
- Ensuring timely involvement of Occupational Health support to promote health at work and, where appropriate, to enhance the effective return to work of absent employees
- Ensuring that Safe Systems of Work are devised and put in place and that staff have been suitably and sufficiently trained
- Ensure that where required, safety management information provides their Divisional Director / Head of Service with a clear evaluation of risks and work priorities for the identified safety risks so that appropriate resources are secured to effectively control those risks
- Fulfil their legal and compliance responsibilities under this Policy, other corporate Health and Safety Policies, Codes of Practice, Guidance Notes and relevant health and safety regulations
- Ensure that Corporate Directors and Divisional Directors / Heads of Service are aware of any shortfalls in relation to a lack of resources, training requirements and support that may be required

3.8 Employees

All employees have a duty to take reasonable care whilst at work, ensuring not to endanger themselves or others that may be affected by their acts or omissions and to cooperate with management so as a high standard of health and safety throughout Harrow Council is achieved by;

- *Ensuring they are aware of, understand and follow those parts of the health and safety management system, Codes of Practice and Guidance Notes which relate to their area of work.*
- *Also ensure that they are familiar with and understand the following;*
 - *Any necessary action concerned with fire and fire drills at their place of work*
 - *The first-aid arrangements and facilities available at their place of work;*
 - *The corporate accident / incident / near-miss reporting procedures;*
- Avoiding conduct that would put themselves and others (including visitors, contractors, the public and persons on work experience) safety, health and wellbeing at risk of injury
- Attending any training provided and putting into practice all instruction intended to ensure safety whilst at work
- Not to disregard / miss-use safety equipment and protective clothing provided, utilising these in accordance with instructions or training received and immediately reporting any defects to their supervisor / manager
- Operating only those items of plant / equipment for which they have received training and are authorised to use
- Following any control measures identified within the risk assessments relevant to their work
- Complying with disciplined work procedures as detailed either in writing or verbally by their manager or supervisors and to ensure such instructions and training that is given is fully understood before commencement of work
- If in doubt, to query any matters regarding health and safety by contacting corporate health and safety service
- Using the correct tools and equipment for the task/s and ensuring that these tools are maintained in good working order therefore reporting any defects immediately to their supervisor / manager
- Report all accidents, incidents and near misses, in accordance with the corporate accident / incident reporting procedure
- Cooperating with management in evaluating risks and suggesting ways to improve health and safety performance

- Refraining from 'horseplay', cutting corners and taking unnecessary risks whilst undertaking their tasks
- Assisting management by ensuring that other employees, particularly new employees, are aware of the procedures, Safe Systems of Work and any potential hazards that are likely to be created during the work activity
- Ensuring that, where vehicles are used for work purposes, then these must be maintained in a safe and roadworthy condition and any materials and equipment carried in the vehicle should be appropriately secured thus in compliance with the related statutory regulations
- Not consuming any alcohol, recreational drugs or any other substances that may impede their mental and physical state of mind

If you have any doubts about your health and safety responsibilities in your workplace, you must seek clarification from your supervisor or line manager. You may also seek guidance from your Trade Union Safety Representative or the Corporate Health and Safety Service.

3.9 Safety Representatives

Safety Representatives are elected by Trade Union members recognised by the Council and have a duty to represent their members (employees).

Functions of a Safety Representative include:

- *Conducting investigations of potentially significant hazards and dangerous occurrences in the workplace and to examine the cause/s of an accident*
- *Investigating complaints raised by any employee they represent relating to the employee's health, safety or welfare.*
- *Making representations to management on matters arising from the two above duties or any other legitimate health and safety concerns*
- *Carrying out inspections of the workplace at agreed intervals, having given reasonable notice to the responsible manager*
- *Reviewing information from Health and Safety Inspectors and others on behalf of employees whose health and safety they represent*
- *Attending health and safety meetings and where necessary, ensuring that their members are adequately represented.*

3.10 Occupational Health Service

Harrow Council is committed to promoting physical and psychological wellbeing of all its employees thereby undertaking appropriate measures to prevent ill-health and injury that may arise from any work activities.

The Occupational Health Service (OHS) and Employment Assistance Programme (EAP) are services provided by the Health Management Limited (HML), providing expert advice, specialist counselling and support to all Harrow Council employees when required.

Employees can access the EAP service 24 hours a day, 7 days a week, either online or by the telephone. The range of topics covered by EAP include; legal, bereavement, bullying and harassment advice etc.

Employees requiring the OHS can receive this following initial referral by their line manager.

Further advice / information can be obtained from Human Resources Department, email - AskHR@harrow.gov.uk as these services sit separate to the Corporate Health & Safety function, but will liaise with, and contribute to, any corporate health & safety plan for the purpose of ensuring the welfare of all.

3.11 Assurance

In order for this Policy to be effectively implemented there needs to be an assurance process. Assurance will be established by:

- Documentation - Divisional Health and Safety Plans including copies of risk assessments and safe working methods will be in writing and kept either electronically or as hard copy. It is essential that working documents such as risk assessments are readily available to all employees
- Reporting – Ensure key indicators are in place to monitor performance and include data to identify trends that will be fed back to Senior Management
- Independent Review - The ESM will ensure that the Corporate Health and Safety Service undertake assurance work of all Directorates. Directors and Heads of Service will ensure that active monitoring is carried out in their areas, based on the Corporate Health and Safety Plan. In addition Inspectors of the enforcing authorities and health and safety representatives appointed by recognised Trade Unions will / may conduct independent inspections and audits.

3.12 Commitment

This policy identifies the full commitment of Harrow Council to all matters of health and safety and to the provision of resources needed to ensure that the responsibilities to employees (whether direct or indirect, for example, consultants and contractors) and customers are fully met.

4. Health & Safety Arrangements

In line with corporate Policies and Codes of Practice, each Directorate and Division will undertake risk assessments to identify health and safety hazards and risks that may affect their work and detailing the necessary control measures to prevent, reduce and or control risks at an acceptable level.

These will include, but not limited to;

- *Fire safety*
- *First-aid*
- *Accident / incident reporting*
- *General workplace safety*
- *Training etc.*

4.1 Corporate Health and Safety Service (CHSS)

The primary role for the CHSS is to provide professional advice and support to all Council services including schools so as to ensure and promote a sustainable positive safety culture throughout the organisation. This is achieved by;

- Developing and reviewing Policies, Codes of Practice and Guidance Notes – these are available on the [intranet](#);
- Providing health and safety advice, information and training for all employees;
- Promoting of Health, Safety and Well Being;
- Supporting and assisting managers in meeting their statutory obligations;
- Conducting site safety visits and investigating accidents;
- Reviewing of Educational Visits forms organised by schools;
- Producing quarterly and annually safety reports and;
- Monitoring and auditing Health and Safety performances

This function is co-ordinated through the use of the Assure SHE software, the corporate agreed software for the co-ordination, collation and auditing of corporate health & safety systems and documentation. The expectation is on all levels of the corporate entity to use, contribute and keep their documentation up to date on this system.

4.2 Sensible Risk Management

The Council is committed to sensible risk management and follows the HSE's Principles of Sensible Risk Management as detailed below:

1. Sensible risk management **is** about:

- ✓ Ensuring that workers and the general public are protected from harm to their health, safety and wellbeing
- ✓ Providing overall benefit to society by balancing benefits and risks, with a focus on reducing risks that may either arise frequently, those with serious consequences or both
- ✓ Enabling innovation and learning not overlook them
- ✓ Ensuring that those who create risks manage them responsibly and understand that failure to manage these is likely to lead to ramifications.
- ✓ Enabling individuals to understand that as well as the right to protection, they also have to exercise responsibility

2. Sensible risk management is **not** about:

- Creating a totally risk free society
- Generating useless paperwork mountains
- Scaring people by exaggerating or publicising trivial risks
- Stopping important recreational and learning activities for individuals where the risks are managed
- Reducing protection of people from risks that cause real harm and suffering

4.3 Consultation & Communication Code of Practice

As an extension of this Safety Policy, the Council has developed a Consultation and Communication Code of Practice (HSCOP 38).

This Code of Practice aids health and safety communication and performance, which also assists the Council to meet its legal, moral and economic obligations.

As part of the Council's safety culture, this CoP outlines the membership, structure and functions of Safety Groups & Sub Groups and contains the Issues Log, which is the key communication tool for cascading and escalating health and safety issues within the organisation.

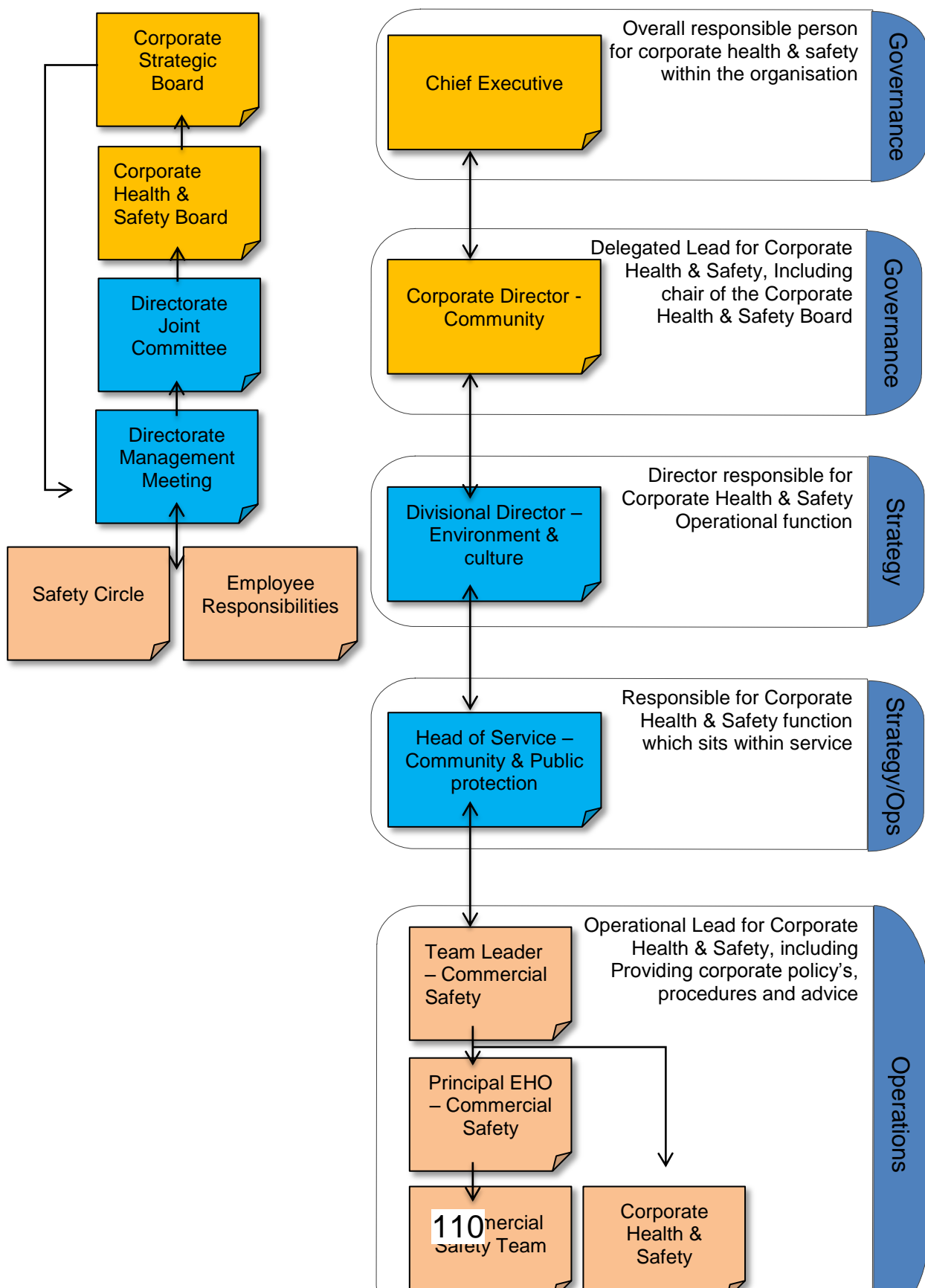
To aid with the flow of information throughout the Council, this CoP also contains a structured quarter financial programme for each Safety Groups.

4.4 Sign off of Policies and Procedures

The responsibility for producing, updating and communicating corporate policies and procedures rests with the corporate health & safety team under the Head of Community and Public Protection service.

Health & Safety requires the proactive, timely production of relevant and required policies and procedures to ensure the safety of those in the organisation. To this end, such policies and procedures final sign off rests with the Director (Environment and Culture), and will be reported to the Corporate Health & Safety Group for information and cascading as necessary.

Appendix One: Corporate Health & Safety Structure



HEALTH AND SAFETY POLICY 2020/2021



Corporate Health
& Safety Policy 2020-21 (Click on file to access)

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