

**COMMUNITY POLICY DEVELOPMENT GROUP
10 DECEMBER 2019**

Health and Safety Policy review

Cabinet Member(s): Cllr Nikki Woollatt
Responsible Officer: Michael Lowe (Health and Safety Officer)

Reason for Report: To advise Members that, in accordance with the Health and Safety at Works Act 1974, the Council's Health and Safety at Work Policy has been reviewed by the Health and Safety Committee.

RECOMMENDATION: Members to note that the Health and Safety Policy was approved by the JNCC on 4 September 2018, and following subsequent review by the Health and Safety Committee and representatives of the union, there are no changes to be made to the current policy.

Relationship to Corporate Plan: Health and safety impacts across all aspects of the corporate plan as there is an obligation on the Council to ensure that its activities do not adversely affect the health and safety of employees, members of the public, contractors and others with whom we interact.

Financial Implications: Failure to meet the Council's obligations could lead to serious financial implications. The maximum penalties for failing to discharge its duties are unlimited. In addition, litigation costs could be imposed through any civil action.

Legal Implications: Failing to comply with health and safety legislation and regulations could result in the Council being issued with Improvement/Prohibition Notices and/or prosecution. The Council would also be at risk of potential civil litigation.

Risk Assessment: Ensuring the Council has robust health and safety policies and procedures, which are proactively monitored, will ensure the health and safety of employees and those who are affected by its actions and also reduce the potential risk of legal challenges and civil litigation.

Equality Impact Assessment: The policy covers all employees across the organisation and aims to treat everyone fairly regardless of protected characteristic. It seeks to ensure that there are no barriers to anyone accessing and making use of the policy and related procedures. The policy as a whole seeks to advance equality of opportunity for and between different protected groups. The organisation has a range of other policies, projects and actions to help bring people together, e.g. Equality Training, Dignity at Work, Harassment Policy.

Impact on Climate Change: There are no implications regarding climate change.

1.0 Introduction

- 1.1 The Health and Safety Policy was approved by JNCC on 4 September 2018.
- 1.2 A review was carried out during November 2019 by the Health & Safety Committee, which identified there were no amendments required to the existing Health and Safety Policy.

2.0 Future actions

- 2.1 In accordance with the Health and Safety at Works Act 1974, the Safety Representatives and Safety Committee Regulations, Mid Devon District Council will continue to review the Health and Safety Policy on an annual basis.

Contact for more Information: Michael Lowe, Health and Safety Officer, mlope@middevon.gov.uk

Circulation of the Report: Members of Community PDG, Cllr Woollatt, Leadership Team