

**Report for: Community PDG**

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Date of Meeting:	26 March 2024
<b>Subject:</b>	<b>Health &amp; Safety Policy</b>
Cabinet Member:	Cllr Jane Lock, Deputy Leader & Cabinet Member for Working Environment
Responsible Officer:	James Hamblin, Operations Manager Human Resources
Exempt:	N/A
Wards Affected:	N/A
Enclosures:	Appendix 1 – Health & Safety Policy

**Section 1 – Summary and Recommendation(s)**

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(s):**

**That the Community PDG approves the revised Health & Safety Policy and recommend it for approval to Cabinet.**

**Section 2 – Report**

- 1.0 Introduction
- 1.1 The Health & Safety Policy has been approved by the Health & Safety Committee on 24 January 2024, as well as, the Joint Negotiation and Consultation Committee (JNCC) on 25 January 2025.
- 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. The policy will return to the Community PDG in three year cycles.

### 3.0 Conclusion

- 3.1 That the Community PDG approves the revised Health & Safety Policy and recommend it for approval to Cabinet.

### **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.

### **Impact on Climate Change**

There are no implications regarding climate change.

### **Equalities 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.

### **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.

### **Section 3 – Statutory Officer sign-off/mandatory checks**

**Statutory Officer:** Andrew Jarrett

Agreed by or on behalf of the Section 151

**Date:** 12 Mar 2024

**Statutory Officer:** Maria de Leburne  
Agreed on behalf of the Monitoring Officer  
**Date:** 12 Mar 2024

**Chief Officer:** Stephen Walford  
Agreed by or on behalf of the Chief Executive/Corporate Director  
**Date:** 12 Mar 2024

**Performance and risk:** Steve Carr  
Agreed on behalf of the Corporate Performance & Improvement Manager  
**Date:** 05 March 2024

**Cabinet member notified:** (yes/no)

**Report: Exclusion of the press and public from this item of business on the published agenda on the grounds that it involves the likely disclosure of exempt information. (Yes/No)**

**Appendix: Exclusion of the press and public from this item of business on the published agenda on the grounds that it involves the likely disclosure of exempt information. (Yes/No)**

#### **Section 4 - Contact Details and Background Papers**

**Contact:** [details of author of the report]  
Email:  
Telephone:

**Background papers:**