

Report for: Cabinet

Date of Meeting:	4 June 2024
Subject:	Health & Safety Policy
Cabinet Member:	Cllr Jane Lock, Deputy Leader & Cabinet Member for Working Environment
Responsible Officer:	James Hamblin, Operations Manager – People Services
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 & Safety Policy has been reviewed by the Health and Safety Committee.

Recommendation(s):

That the Cabinet approves the revised Health & Safety Policy

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 2024.
- 1.2 The Health & Safety Policy was reviewed and approved by Community PDG on 26 March 2024.
- 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 Cabinet approves the revised Health & Safety Policy.

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: 21/05/24

Statutory Officer: Maria De Leburne
Agreed on behalf of the Monitoring Officer
Date: 21/05/24

Chief Officer: Stephen Walford
Agreed by or on behalf of the Chief Executive
Date: 21/05/24

Performance and risk: Steve Carr
Agreed on behalf of the Corporate Performance & Improvement Manager
Date: 20/05/2024

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: James Hamblin
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Background papers:

Health & Safety PDG Report March 2024