


## REPORT TO CABINET

28 August 2019

<b>Subject:</b>	<b>Revised Health and Safety Policy</b>
<b>Presenting Cabinet Member:</b>	<b>Cabinet Member for Resources &amp; Core Services: Councillor Wasim Ali</b>
<b>Director:</b>	<b>Executive Director - Resources Darren Carter</b>
<b>Contribution towards Vision 2030:</b>	
<b>Key Decision:</b>	Yes
<b>Cabinet Member Approval and Date:</b>	Councillor Wasim Ali – 17 July 2019
<b>Director Approval:</b>	Darren Carter
<b>Reason for Urgency:</b>	Urgency provisions do not apply
<b>Exempt Information Ref:</b>	Exemption provisions do not apply
<b>Ward Councillor (s) Consulted (if applicable):</b>	Ward Councillors are not affected by the proposals
<b>Scrutiny Consultation Considered?</b>	Scrutiny consultation has not been undertaken
<b>Contact Officer(s):</b>	Richard Luckman (Head of Human Resources) <a href="mailto:richard_luckman@sandwell.gov.uk">richard_luckman@sandwell.gov.uk</a> Terry Hassall (Corporate Health and Safety Manager) <a href="mailto:terry_hassall@sandwell.gov.uk">terry_hassall@sandwell.gov.uk</a>

### DECISION RECOMMENDATIONS

**That Cabinet:**

Approve the revised Corporate Health and Safety Policy as set out in Appendix 1.

#### 1 PURPOSE OF THE REPORT

- 1.1 To gain approval from Cabinet for the amendments and final sign off of the revised corporate Health and Safety policy.

## **2 IMPLICATION FOR VISION 2030**

- 2.1 Positive, all employees and non-employees are covered in the policy.

## **3 BACKGROUND AND MAIN CONSIDERATIONS**

- 3.1 Legislation requires each employer to have a recorded Health and Safety policy. Additionally, the organisations Health and Safety policy must be reviewed at regular intervals, or when there are any significant changes to the organisation and legislation.

## **4 THE CURRENT POSITION**

- 4.1 The current H&S policy (dated March 2017) states that it will be formally reviewed every 12 months. Therefore, this is part of a rolling review of the organisations corporate Health and Safety policy.

## **5 CONSULTATION (CUSTOMERS AND OTHER STAKEHOLDERS)**

- 5.1 The draft and revised policy has been circulated to and discussed at: Executive Management teams, thematic Divisional Management teams, thematic Joint Consultative Committees and at the various trade union (TU) forums. Comments and feedback have been incorporated into the policy as and when received and where appropriate.
- 5.2 The revisions to the Corporate Health and Safety Policy, as detailed in this report, were endorsed by members of the Joint Consultative Panel (JCP) on 8 August 2019.

## **6 ALTERNATIVE OPTIONS**

- 6.1 There are no alternative options available. There is a legal requirement for employers to have a Health and Safety policy.

## **7 STRATEGIC RESOURCE IMPLICATIONS**

- 7.1 There are no resource implications in addition to those already in place.

## **8 LEGAL AND GOVERNANCE CONSIDERATIONS**

- 8.1 The revised policy will ensure Sandwell's compliance with current Health and Safety legislation.

## **9 EQUALITY IMPACT ASSESSMENT**

9.1 An Equality Impact Assessment (EIA) initial review was completed in July 2019. It was agreed that a full EIA was not required. The policy will be applied regardless of any protected characteristic.

## **10 DATA PROTECTION IMPACT ASSESSMENT**

10.1 There are no data protection issues arising from the proposals.

## **11 CRIME AND DISORDER AND RISK ASSESSMENT**

11.1 There are no crime and disorder issues arising from the proposals.

## **12 SUSTAINABILITY OF PROPOSALS**

12.1 There are no sustainability proposals issues arising.

## **13 HEALTH AND WELLBEING IMPLICATIONS (INCLUDING SOCIAL VALUE)**

13.1 Positive for all those working for, or on behalf of Sandwell, as we will be fulfilling our statutory duties in regard to the Health and Safety at Work Act 1974.

## **14 IMPACT ON ANY COUNCIL MANAGED PROPERTY OR LAND**

14.1 Positive, all property and land will be considered in the risk assessment process by the relevant managers.

## **15 CONCLUSIONS AND SUMMARY OF REASONS FOR THE RECOMMENDATIONS**

15.1 By approving these amendments, the Council will have an established, and current, Health and Safety Policy in place, thereby ensuring compliance with the requirements of UK Health and Safety legislation.

## **16 BACKGROUND PAPERS**

16.1 Current corporate Health and Safety policy.

## **17 APPENDICES:**

- Revised Health and Safety policy Appendix 1
- Summary of key changes document Appendix 2