

Report of Director of Resources

Report to Executive Board

Date: 23rd June 2021

Subject: Health, Safety and Wellbeing Performance and Assurance Report

Are specific electoral wards affected? If yes, name(s) of ward(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Has consultation been carried out?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Will the decision be open for call-in?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, access to information procedure rule number: Appendix number:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Summary

1. Main issues

- a) This report is designed to provide assurance to the Executive Board on health, safety and wellbeing matters and to enable Elected Members to demonstrate how duties assigned within the Leeds City Council Health and Safety Policy are discharged. It covers the period 1st April 2020 – 31st March 2021. There was no corresponding report written last year due to the Covid Pandemic.
- b) The Council Health, Safety and Wellbeing Policy clearly sets out everyone's responsibilities – from the strategic decisions made by Elected Members, the policy framework led by the Chief Executive and his Leadership Team and the day to day management of health and safety risks by everyone from directors to all employees wherever they are working.
- c) Health and safety is especially important in a local authority setting, especially in a city the size of Leeds. This is because the Authority will play many roles and be responsible for a variety of duties including that as an employer, an exemplar, an enforcement body and a large organisation able to influence safety through the supply chain and wider economy.
- d) While there has been a significant increase in the levels of fines for failing to comply with H&S Legislation the penalty for LCC would be much greater when taking into account any reputational damage.
- e) The Covid 19 Pandemic has had a major impact in relation to the health, safety & wellbeing of our staff. This report also want to emphasise the close and collaborative work with Trade Union Representatives in helping to keep staff safe during this period.
- f) There are many indicators of health and safety performance, none of which operate in

isolation. This year again saw no formal enforcement notices relating to health and safety for the eighth consecutive year; an overall reduction in accidents in the Council; statutory assessments and surveys largely taking place on time; and many key improvement initiatives relating to staff wellbeing undertaken successfully.

- g) This annual review helps to ensure the right strategies are in place to address the key challenges and sustain the work that is bringing about improvements. The Corporate Leadership Team continue to be fully engaged in health and safety matters and approve the key priorities. The Director of Resources, the CLT Health and Safety lead, seeks assurances from the Head of Health, Safety & Wellbeing during monthly meetings and keeps himself regularly updated on all matters of H&S.

2. Best Council Plan Implications (click [here](#) for the latest version of the Best Council Plan)

- This report assists the Council in determining whether it is complying with its Health and Safety Policy, which is signed by the Chief Executive and Leader of the Council. A large percentage of Council employees are also residents of Leeds and so using the workplace setting to enhance their health, safety and wellbeing also contributes to many aspects of the Best Council Plan, particularly around inclusive growth and helping to reduce health inequalities.

3. Resource Implications

- No funds are being sought in this report.
- A positive approach to health, safety and wellbeing contributes to savings in respect of: reduced sickness absence; less money paid out in Employer and Public Liability claims; reduced likelihood of prosecutions by enforcement bodies and subsequent large fines; less damage to property, equipment and Council vehicles; and increased staff engagement, commitment and morale leading to higher productivity.

Recommendations

- a) It is recommended that the Executive Board notes the contents of this report and recognises that a robust, yet proportionate approach to risk management within the Council continues to be applied

1. Purpose of this report

- 1.1 The purpose of this report is to briefly review the period 1st April 2020 to 31st March 2021 in terms of: the Council's performance on health, safety and wellbeing; the improvements made; and the challenges ahead

2. Background information

- 2.1 There is no impact in relation to any specific ward. The Council has many responsibilities in terms of health and safety – as a duty holder with large numbers of employees, a regulator (through Environmental Health) and a large-scale procurer and commissioner of goods and services that can influence safety through the supply chain.

3. Main issues

3.1 Roles and Responsibilities

- 3.1.1 A safe and healthy workforce is a prerequisite to the delivery of excellent services to local communities.
- 3.1.2 Elected Members, particularly Executive Board and portfolio holders, have a significant part to play in securing the health, safety and wellbeing of the Council's workforce.
- 3.1.3 Members are not responsible for managing health and safety services on a day-to-day basis, but can affect it through strategic decisions on plans, priorities and budgets. Elected Members also have potential criminal and civil liabilities as individuals or as a collective body.
- 3.1.4 Day to day management of health and safety within the organisation is the responsibility of officers in charge of service provision. The Chief Executive is ultimately accountable and members of the Council's Corporate Leadership Team have a collective role for directing the health and safety strategy. The Director of Resources is the nominated Director for Health and Safety Policy.
- 3.1.5 Corporate Leadership Team, Executive Board and service managers receive competent health and safety advice from a professionally qualified Health and Safety and Occupational Health Team, which is part of Human Resources.
- 3.1.6 Compliance with health and safety legislation by the Council is enforced by the Health and Safety Executive and fire safety by the West Yorkshire Fire and Rescue Service. The Care Quality Commission and Ofsted also have a role in care and educational settings.
- 3.1.7 Civil claims for compensation can also be brought against the Council by employees or members of the public injured or made ill due to the Council's work activities.

3.2 Sensible Risk Management

- 3.2.1 Health and safety is about saving lives, not stopping people living. Leeds City Council supports the Health and Safety Executive's campaign for sensible risk management, where it is based upon practical steps to protect people from real harm and suffering - not bureaucracy. The approach is to seek a balance between the unachievable aim of absolute safety and the kind of poor management of risk that damages lives and the economy.

3.3 What are the legal implications/The National Picture

- 3.3.1 A significant amount of current health and safety legislation derives from European Directives and there has been some uncertainty regarding the impact of 'Brexit' on the future of regulation. Current legislation is risk-based and has been found to be fit for purpose by several independent reviews. The UK government has said to date that it has a "clear commitment to protect workers' rights and ensure that they keep pace with the changing labour market."
- 3.3.2 Health and safety performance in the UK has plateaued in recent years. 2019/20 statistics showed that there were: 111 fatal injuries, nearly 15,000 deaths due to past exposure to health hazards at work and 1.6 million workers living with work-related ill-health.
- 3.3.3 The current priorities for health and safety determined by the Health and Safety Executive are work-related stress (accountable for 55% of all ill health working days lost days), musculoskeletal disorders (accountable for 27% of all ill-health working days lost) & Occupational lung disease (estimated to account for 12,000 deaths per year). All of which are relevant to work undertaken within Leeds City Council.
- 3.3.4 New sentencing guidelines for health and safety offences and corporate manslaughter which came into force saw significant increase in levels of fines in the first few years. 2019/20 has seen a reduction in guilty convictions. Fines totaling £35.8 million, an average penalty of around £110,000 per case resulting in conviction. This is down from £76 million in fines & £150,000 per case the previous reporting period.

- 3.3.5 National security has also been prominent in recent years with a number of ‘terror’ attacks through the UK, which has led to the national threat level being raised to highest level at certain points. This, of course, impacts on LCC and the communities it serves.
- 3.3.6 Personal safety and security of staff and Elected Members is also a high priority following a rise in violence and aggression and targeted protests.

3.4 Management of Health, Safety and Wellbeing in LCC

- 3.4.1 Health and safety management in the Council follows the Health and Safety Executive’s Leadership Model – ‘Plan, Do, Check, and Act’. This is realised through the Health and Safety Policy and a series of Health and Safety Policies, jointly agreed with the Trade Unions. Co-operation and consultation with the workforce on health and safety matters is extremely positive and this is facilitated through Directorate/ Service level Health and Safety Committees and a Corporate Health and Safety Committee.
- 3.4.2 Assurance meetings are held every month between the Director of Resources and the Head of Health, Safety & Wellbeing.

3.5 Health, Safety and Wellbeing Performance

- 3.5.1 This compares the last two financial years of complete records i.e. 2020/21 compared to 2019/20. It also takes into account the fluctuation in headcount and so considers ‘incident rates’ instead (number of incidents divided by headcount x 100).

Performance Headlines

a. Formal Enforcement Action

No prosecutions or enforcement notices were served on LCC during 2020/21 – for the eighth consecutive year.	←
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b. Accidents Reported to the Health and Safety Executive (HSE)

This gives an indication of the more serious work related accidents. The HSE require notification of accidents resulting in broken bones, absence from work for over 7 days, death, dangerous occurrences or hospital treatment/stay. Due to Covid-19 this was also an additional reportable disease where it was likely that it was contracted through work rather than a community transmission.

2019/2020	2020/2021	↑
5 Specified (Major) Injuries.	9 Specified (Major) Injuries	
32 Over-Seven-Day Injuries	10 Over-Seven-Day Injuries	
	112 Reportable Diseases (Covid-19)	

c. Insurance Claims

A reduction in Insurance Claims for the 3rd consecutive year.	↓
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✓ Key Performance Indicators	
	<p>100% of LCC buildings have a current Asbestos Management Plan in place. 91.2% of annual reviews were completed in 2020/21. 45 small Industrial Units (SIU's) are still to complete. Mainly issues relating to access. 100% of maintained/controlled schools have a current Management Plan in place.</p> <p>Awaiting information on annual reviews.</p>
	<p>All LCC occupied buildings have a Fire Risk Assessment in place and 96% of these have been reviewed in the past 3 years. Some work is required to review arrangements in premises leased out by LCC. In Schools, currently there are 29 Fire Risk Assessments out of date. Reminders have been sent out.</p>
	<p>LCC Water Management Team are fully up to date with Legionella Risk Assessments.</p>
	<p>The in-house Occupational Health Service continues to provide support and guidance to help keep our employees at work or return to the workplace from a period of sickness absence.</p> <p>In 2020/21 due to the pandemic, this service was delivered by telephone consultation / virtually. Number of standard referrals: 2274, pre-employment health checks: 202, individual Covid-19 assessments: 2097, number of hours allocated for Covid-19 enquiries: 878, number of CEV/CV drop in surgeries facilitated: 56, number of physiotherapy referrals: 390</p>
	<p>2020/21 1333 calls were made to the Employee Assistance Programme which was a reduction of 21% on 2019/20. 224 staff members received telephone Counselling, 17 video counselling and 34 staff members accessed Cognitive Behavioural Therapy on-line. There was no face to face counselling due to Covid restrictions.</p>

3.6 Key Achievements

- 3.6.1 The Health and Safety Management System has operated largely as expected. The Annual Council Risk Report, considered by Executive Board, defines the overall rating for 'health and safety' as high because of the possible impact should things go wrong. The stated target is to reduce the probability from possible to unlikely.
- 3.6.2 There were a number of key achievements which have improved health, safety and wellbeing in the past two years and highlights include:
- a) Health, Safety and Wellbeing Support for Schools**
- ✓ *Services for schools* - a wide range of health, safety, wellbeing and safeguarding services are provided to schools. These include statutory services to community schools and also traded services to schools where LCC is not the employer. A joined up approach with other services is taken, offering schools the best provision and helping to fulfil Leeds role as a child friendly city.
 - ✓ *Covid Response* – the last year has seen the majority of the Team resources focused on providing support, guidance and monitoring around Covid-19 for all schools in Leeds

(regardless of status or level of traded service). The Team have supported over 250 schools and produced / provided the sample overall Covid Management Risk Assessment, an updated Individual Risk Assessment taking Covid into account, interpretation of central guidance and what it has meant in practice, sample letters, flowcharts and all the updates following governmental changes to guidance and advice. To support this the Team have also produced further detailed guidance on a regular basis via over 70 Bulletins which explain changes to guidance and advise on issues that have arisen across schools.

- ✓ The Team developed the process for all schools to notify LCC of positive cases in their settings and monitor these on a daily basis. Working closely with colleagues in Public Health and Infection Control via weekly Incident Management meetings and fortnightly CYP Educational Establishment Outbreak Management meetings they monitor and track potential outbreaks and rates in the community to offer a joined up approach / support to schools and the wider community.
- ✓ *Keeping schools safe in West Yorkshire* – LCC Health and Safety Team continues to support and deliver the training developed via a joint initiative with other Councils, Emergency Planning, Police and West Yorkshire Fire and Rescue Service to design and deliver training on school security and emergency preparedness.
- ✓ *Construction safety in schools* – working with colleagues in the HSE and other Local Authorities, including North Yorkshire County Council, Wakefield and Kirklees, the Team developed Managing Construction in Schools seminars which were delivered jointly in Harrogate and Leeds towards the end of 2019. These seminars will continue in the form of smaller training sessions as part of the schools training programme for Sept 2021 to August 2022.
- ✓ *Violence and aggression* – this continues to be a challenging area for schools. Qualified staff in the Team deliver Care and Control training for schools and adult services, support and train schools with pupil risk assessments and are regularly involved in multi-agency meetings around individual pupils.

b) Employee Wellbeing

- ✓ LCC demonstrated its commitment to the health and wellbeing of its workforce by adding 'healthy' to its ambitions of being an 'enterprising, efficient and healthy' organization.
- ✓ The new People Strategy was launched early 2020 and places workplace wellbeing as a central 'enabler' as part of its five year vision and mission. The People Strategy is aligned with, and a part of the best council plan.
- ✓ Mental Health Wellbeing - The Council continues to maintain its status as an active Mindful Employer and have introduced several interventions to help to prevent mental ill health being caused by work and to support people who have mental health conditions. These have included:
 - Training of 800 LCC staff to be Mental Health First Aiders along with providing a vibrant peer support network – Healthy Minds; and working jointly with the Trade Unions to look at stress in the workplace. Additional support includes 'How are you feeling sessions' for managers, as well as sessions for frontline staff. There are also 'listening ear' sessions, peer support sessions and also a dedicated mental health first aider support line as well as various staff networks offering support.
- ✓ Coronavirus Pandemic Response: The challenges we faced in 2020 were numerous and the impact on health and wellbeing was unprecedented (at least in our lifetimes). One of the first actions taken was to put in place a dedicated wellbeing team to get things moving quickly and make sure that all employees had access to support at the time that they

needed it. We set up a new “Core Wellbeing Group” to oversee the work and make connections with other key COVID response projects. This was complemented by a “Trade Union Wellbeing Group” already in existence for consultation. Six key principles were quickly agreed and an action plan formulated to make sure that all six areas were acted upon. The Trade Union input and assistance with promoting these was welcomed.

- ✓ The Creation of #TeamLeedsBeWell" wellbeing brand, "Core Offer" booklet and #BeWell bulletin was developed to provide a coherent corporate-wide identity and ‘brand’ for wellbeing interventions. The creation of a new recognisable wellbeing brand (#TeamLeedsBeWell) allowed us to package all of our offer and signpost more easily employees to credible sources of information and support.
- ✓ Three wellbeing pulse surveys were undertaken with employees during 2020 – in May, June and October. Despite all the challenges that 2020 threw upon us, the majority of employees remained positive and felt well supported. The pulse surveys enabled us to identify those areas of greater concern. The surveys also invited staff to seek a “callback” should they be particularly concerned about their personal wellbeing. The HR Team reached out to hundreds of staff as a result, supporting the most vulnerable during lockdown.
- ✓ Workplace Wellbeing Champions have played a critical role in signposting employees to support, raising awareness, and holding wellbeing events in their local areas. HR have continued to offer online development sessions for Champions. There have also been regular opportunities for Champions across the Council to come together as a group and share best practice. The work of the Champions has been promoted in the Wellbeing Offer Booklet and through the regular Be Well Bulletin.
- ✓ Flu Vaccination Programme - the reach and number of flu vaccinations being offered to the workforce has increased with colleagues in all front line care roles being prioritised in Adults and Health and Children’s Services. The programme was extended this year due to the COVID virus and offered to all staff who were identified with key risk factors in Category 1 and 2, colleagues who live with someone in either of these categories, BAME colleagues and Men over 60 (**If they did not get the vaccine offered free via the NHS**). Planning is underway for 2021 programme which will include the introduction of an online booking process via the NHS.

c) Occupational Health and Wellbeing Service

- ✓ *Refresh of the Occupational Health Service* - eleven years on from becoming an ‘in house’ provider, the service is striving to become more proactive, getting out and about into the workplace and supporting both employees and management alike. The service also aims to becoming SEQOH (Safe, Effective, Quality, Occupational Health) accredited in the near future.
- ✓ Services - The Occupational Health Service provides a range of services including: pre-employment assessments; job related assessments; workplace adjustments/equipment; rehabilitation and sickness absence advice; vaccination programmes; health surveillance; ill health retirement where required; wellbeing advice; training/awareness raising; and support for disabled employees.
- ✓ This year, the service has been an integral part of the Council’s response to the Coronavirus pandemic. During 2020/21 the service has undertaken 2,097 individual Covid-19 assessments and allocated 878 hours of advisor time to answer enquiries from employees, trade union colleagues & managers. The service also created and facilitated weekly drop in surgeries for clinically extremely vulnerable and clinically vulnerable employees.
 - ✓ *Specific Projects* – includes delivering a monthly ‘Men’s Wellbeing Group’ ‘drop in’ session’ In addition to covering general men’s health issues, there is always a key topic area for example ‘prostate cancer’; testicular cancer, ‘diabetes’; ‘cardiovascular disease’;

'alcohol awareness' and stress to name but a few. The idea is to provide a safe place for men to informally talk about any issues or concerns they may have relating to mental and physical wellbeing, where employees can ask questions, share experiences and thoughts or just simply listen and not say anything. There is also capability for a one to one private discussion with one of the advisors outside of the session. In addition to this, there is also a Women's Wellbeing Group, drop-in session again covering women's health issues as well as general health and wellbeing. Topics so far have included 'cancer' and 'irritable bowel syndrome'.

d) Access, Inclusion and Culture Change,

- ✓ *New Ways of Working* – The pandemic meant that around 8,000 staff were routinely working from home. This created issues of ensuring staff had the right technology and equipment to do this safely. Working with DIS and Facilities Management colleagues around 23,000 items of equipment or furniture was issued out to staff in their homes. Hundreds of staff were also helped that required assistive technology or reasonable adjustments to ensure they could work from home safely and productively.
- ✓ *Disability* - HR and Occupational Health continues to work closely with the Disability and Wellbeing Network (DAWN) on improving the experience of disabled colleagues in LCC, also linking into 'assistive technology' colleagues as part of a working group. The Council maintained their accreditation as a Disability Confident Leader.
- ✓ A successful Mindful Employer Event was organized where many speakers from the Council were able to share their processes, experiences and knowledge in managing all aspects of mental health and improving the experience of staff facing mental health issues. LCC continues to be accredited as a "Mindful Employer".

e) Fire Safety

- ✓ Since the Grenfell Tragedy, work continues to review and monitor all fire risk assessments for our social housing in a structured and programmed manner. The program of sprinkler installation, which started in 2013 in High Rise blocks citywide, is continuing and 57 High Rise blocks & Sheltered Housing Complexes will be completed by financial year 2021/22, providing the highest safety provision to the residents of Leeds.
- ✓ Hackitt phase 1 inquiry, the Council is an "early adopter" of the Hackitt review recommendations with WYFRS and commenced Tactical Information Plans for 118 High Rise blocks 18+ meters or 6 stories in height with a challenge to complete by December 2021. In addition, working on Evacuation procedures with WYFRS benefiting all our High Rise residents citywide.
- ✓ Fire stopping works and the compartmentalisation of flats in high rise blocks and retirement life housing complexes across the City have been completed, further enhancing resident safety, focusing now on our low rise accommodation.
- ✓ Fire safety works are programmed for converted Victorian properties that have been converted to flats with 26 complete and in older back to back properties, raising the safety provision within these type of properties to a higher level with 182 complete.
- ✓ LCC continues to work closely with West Yorkshire Fire & Rescue Service through partnership agreements and the Concordat agreement further enhancing fire safety.
- ✓ False alarms have been reduced by 50%, which saves the Council money as well as reducing complacency when an alarm sounds, in addition attendances for fire crews have reduced allowing WYFRS to deal with emergency incidents.
- ✓ Last year in Schools fire stopping schemes were completed at Millfield, Hunslet Carr, Yeadon Westfield Infants & Juniors, Westwood (Ph1). These schemes were all capital works funded via Planned Maintenance Programme. In addition fire alarm replacement works were completed at Adel and Armley PS. The LCC Fire Safety traded offer was expanded to eLearning Fire warden course, which has proved very popular with schools.

f) Covid Secure Inspections and Auditing

- ✓ Covid Rules – H&S have worked closely with Facilities Management colleagues and have been extremely busy making all our sites Covid secure. This involved designing layouts, ensuring signage, screens, markings, sanitizer products, PPE etc. were all available. Where all measures were in place a Covid site risk assessment and Covid safe certificate were issued. This also involved visiting all 317 identified Polling stations to ensure they were suitable for the May planned Local & Mayoral Elections.
- ✓ Regular ongoing auditing and monitoring was also undertaken by the Covid Secure Task Group to ensure standards were being adhered to and to deal with any staff complaints or concerns.
- ✓ The HSE have carried out a number of audits or investigated complaints relating to Covid measures. All audits and investigations have concluded that we have had the required systems in place and were pleased with our Covid secure measures.
- ✓ Covid advice, guidance and site visits have also involved working closely and supporting Partner Organisations. This included producing risk assessments for the Elland Rd Vaccination Centre, the Asymptomatic Testing Centres and Mobile Vaccination Units

3.7 Challenges

3.7.1 To instill and maintain a positive health and safety culture, LCC needs to continually review performance and seek to improve. With this in mind the current challenges are:

- ❖ **Violence, Aggression and Abuse** – this is an issue both in some public-facing Council premises and for staff/Members carrying out their duties in the community.
- ❖ **Projects, Contracting and Commissioning** – work will continue to improve the management of construction projects and contractors, including clarity around legal roles and responsibilities.
- ❖ **General Health and Wellbeing** – priority actions have been developed, driven by the Employee Wellbeing Strategy. This includes a focus on: the things that shape and determine health behaviors; mental wellbeing; physical health; healthy lifestyles; a culture that supports health and wellbeing; and specific demographic support (e.g. multi-generational workforce). We continue to share resource and engage with our Anchor institutions, the Health & Care Academy and other local partners.
- ❖ **Mental Wellbeing** – whilst LCC has much support in place around mental and social wellbeing, this must remain a priority. In 2021/22 we will continue to work with Trade Unions colleagues and other partners to prevent stress-related illness and support people with mental health issues especially post the Covid-19 pandemic.
- ❖ **Work-related Ill-Health** – continuing to look for innovative ways to prevent workers from exposure to hazardous substances like silica dust or wood dust through better tools, on tool extraction, dust reduction, personal monitoring and health surveillance. Exposure to vibration and noise will also be a priority.
- ❖ **Supporting Staff at Work Charter** – a Charter will be introduced that enshrines the Council's commitment to supporting staff and to the adoption of the Social Model of Disability. This will be brought to life by the requirement for managers to hold a proactive Wellbeing Conversation with their members of staff, using documentation and guidance provided.
- ❖ **H&S Training for School Staff** - the necessary focus on Covid support and the impact of

Covid on the ability of the Schools H&S Team to be able to offer the usual training programme which means many of the usual health and safety activities and training have been on hold. The challenge going forward will be to balance delivering ongoing Covid support with re-focusing on the statutory and traded services and meeting the backlog of training schools staff require.

- ❖ **Fire Safety in Schools** – the reduction of capital funding and school budgets. Also resource to deliver fire safety in schools

3.8 Looking Forward/Health, Safety & Wellbeing Priorities



4. Corporate considerations

The Council has many roles in relation to health, safety and wellbeing and as an employer LCC must be an exemplar in this respect. A Council-wide approach to health and safety management is essential to ensure the right priorities are identified and addressed in a pragmatic way which will enhance, not stifle, the delivery of efficient services to the people of Leeds.

4.1 Consultation and engagement

- 4.1.1 A collaborative approach to the management of health, safety and wellbeing is essential to ensuring its success. Consultation with key stakeholders is on-going including Trade Unions, service managers, the Disability and Wellbeing Staff Network, Elected Members, enforcement bodies and other private and public sector organisations. This has resulted in the joint development of policy and procedures, awareness raising campaigns and training/development.

4.2 Equality and diversity / cohesion and integration

- 4.2.1 A positive attitude to health, safety and wellbeing enhances the Council's position as an inclusive, diverse and fair employer. In particular, there are close links with disability in: ensuring that work does not contribute to or exacerbate ill health; that a 'social model of disability' approach is taken, that reasonable adjustments are understood and always considered appropriately; that health and safety is not used as a barrier to employment based on an individual's disability; and that stigma around mental health is removed and appropriate support provided. Health and safety policy and procedures are always developed to take into account the needs of all members of staff and service users.

4.3 Council policies and the Best Council Plan

- 4.3.1 This report assists the Council in determining whether it is complying with its Health and Safety Policy, which is signed by the Chief Executive and Leader of the Council. A large percentage of Council employees are also residents of Leeds and so using the workplace setting to enhance their health, safety and wellbeing also contributes to many aspects of the Best Council Plan, particularly around inclusive growth and helping to reduce health inequalities.

Climate Emergency

Whilst this report does not specifically reference environmental considerations, the Health and Safety Team work closely with services such as Fleet Management to support the safe roll out of new technology aimed at reducing the carbon emissions. There are also links through building rationalisation as part of New Ways of Working. Also taking health surveillance out to services this year rather than all employees individually travelling to the one site will reduce our carbon footprint

4.4 Resources, procurement and value for money

- 4.4.1 No funds are being sought in this report.
- 4.4.2 A positive approach to health, safety and wellbeing contributes to savings in respect of: reduced sickness absence; less money paid out in Employer and Public Liability claims; reduced likelihood of prosecutions by enforcement bodies and subsequent large fines; less damage to property, equipment and Council vehicles; and increased staff engagement, commitment and morale leading to higher productivity

4.5 Legal implications, access to information, and call-in

- 4.5.1 This report addresses LCC's compliance with its statutory duties laid out in the Health and Safety at Work etc. Act 1974 and related health and safety regulations.
- 4.5.2 The report is subject to call in, and does not contain any exempt or confidential information.

4.6 Risk management

5. Health and Safety is on the Corporate Risk Register and the annual report on risk and performance to Executive Board usually contains an assurance report on health and safety covering what the risk is, how the risk is being managed and what more needs to be done to address any concerns
- Conclusions

- 5.1 Good progress continues to be made in the management of health, safety and wellbeing within the Council. Challenges and priorities are clearly identified and there is a clear strategic vision for what needs to be achieved and how

6. Recommendations

- 6.1 It is recommended that the Executive Board notes the contents of this report and recognises that a robust, yet proportionate approach to risk management within the Council continues to be applied.

7. Background documents¹

7.1 No background documents submitted as part of this report.

¹ The background documents listed in this section are available to download from the council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.