

# **Cherwell District Council**

## **Executive**

**1 July 2019**

### **New Corporate Health, Safety & Wellbeing Policy**

#### **Report of Executive Director of Finance (Interim)**

This report is public

#### **Purpose of report**

The purpose of this report is for the Executive to consider a new Corporate Health, Safety and Wellbeing Policy for Cherwell District Council (CDC) following the split between South Northamptonshire Council (SNC) and CDC.

The policy identifies the responsibilities of Elected Members, Chief Executive, Directors, Assistant Directors, Managers and Employees in the management of Occupational Health, Safety and Wellbeing risks throughout the organisation.

#### **1.0 Recommendations**

The meeting is recommended:

- 1.1 To adopt the new Corporate Health, Safety & Wellbeing Policy, which includes using the Health and Safety Executive's (HSE) "Managing for Health and Safety" HSG65 framework for the management and control of health and safety risks going forward.
- 1.2 To note that, subject to approval of the Policy at recommendation 1.1, a plan would be developed by the Corporate Health and Safety Team for its communication to all employees and key stakeholders.

#### **2.0 Report Details**

- 2.1 The policy has been produced as required by Section 2 (3) of the Health and Safety at Work etc. Act 1974, which places a responsibility on employers to have a statement of general health and safety policy, and the organisation and arrangements put in place to ensure the general policy is carried out.
- 2.2 Please see Corporate Health, Safety and Wellbeing Policy in Appendix 1.
- 2.3 It is important to note that all references to SNC have been removed from the policy following the split between SNC and CDC. In addition amendments have been made to the Health and Safety Consultation section to reflect current consultation arrangements.

### **3.0 Conclusion and Reason for Recommendations**

- 3.1 It is recommended that the policy be ratified by the Executive to ensure that CDC meets our legal obligations under the Management of Health and Safety at Work Regulations.

### **4.0 Consultation**

CEDR	Agreed – no action required
Executive Business Planning Meeting	Agreed – no action required

### **5.0 Alternative Options and Reasons for Rejection**

Members are asked to note the new policy. There are no alternative options.

### **6.0 Implications**

#### **Financial and Resource Implications**

There are no direct financial implications from this report. By having a sound Health, Safety and Wellbeing policy in place ensures we mitigate the risks of future costs arising from Health and Safety issues.

Comments checked by: Leanne Lock, Group Accountant, 01295 227098  
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#### **Legal Implications**

Having a written policy is a statutory requirement of the Health and Safety at Work etc. Act 1974. Not having a policy would expose the Council to prosecution from the Health and Safety Executive.

Comments checked by: Nick Graham, Director of Law and Governance, 03000030106, [Nick.graham@cherwellandsouthnorthants.gov.uk](mailto:Nick.graham@cherwellandsouthnorthants.gov.uk)

#### **Risk Implications**

Failure to comply with the Health and Safety at Work Act 1974 can have serious consequences – for both the authority and individuals. Sanctions include fines, imprisonment and disqualification. This will be managed as part of the Health & Safety risk register and escalated to the Leadership risk register as and when necessary.

Comments checked by: Louise Tustian, Team Leader, Insight Team, Performance and Transformation 01295 221 786  
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## 8.0 Decision Information

### Key Decision

Financial Threshold Met: No

Community Impact Threshold Met: No

### Wards Affected

N/A

### Links to Corporate Plan and Policy Framework

N/A

### Lead Councillor

Councillor Lynn Pratt, Lead Member for Economy, Regeneration and Property

### Document Information

Appendix No	Title
One	Corporate Health, Safety & Wellbeing Policy
Background Papers	
None	
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