

# Cabinet



Date of meeting:	14 October 2024
Title of Report:	<b>Health, Safety and Wellbeing Policy</b>
Lead Member:	Councillor Sue Dann (Cabinet Member for Customer Services, Sport, Leisure and HR and OD)
Lead Strategic Director:	Chris Squires
Author:	Kirstie Spencer
Contact Email:	Kirstie.spencer@plymouth.gov.uk
Your Reference:	HSW Policy
Key Decision:	No
Confidentiality:	Part I - Official

## Purpose of Report

Plymouth City Council (PCC) is committed to ensuring the health, safety and wellbeing (HSW) of all employees, councillors, members of the public, service users, pupils, contractors and anyone else affected by the Council's work activities, as well as maintaining all PCC assets as far as reasonably practicable.

The Health, Safety and Wellbeing Policy demonstrates the Council's commitment and explicitly details the HSW (Health, Safety and Wellbeing) Management System in place at PCC to meet legislative requirements. The policy also sets out the governance, assurance and the delegation of responsibilities through PCC's Council and Management structure.

The Management System is based on the HSE's (Health and Safety Executive) HSG65 Plan, Do, Check, Act model.

The Policy is written in three parts as required by the Health and Safety at Work Act 1974 and associated regulations, as follows:

1. Policy Statement
2. Organisation for HSW
3. Arrangements

## Recommendations and Reasons

Cabinet to agree:

1. To note the contents of Health Safety and Wellbeing Policy, specifically members' accountabilities and responsibilities;
2. To communicate and role-model positive HSW performance and leadership, and actively improve and maintain individual HSW competency.

## Alternative options considered and rejected

- I. None, it is a legislative requirement to implement and maintain a Health Safety and Wellbeing Policy.

### Relevance to the Corporate Plan and/or the Plymouth Plan

The health, safety and wellbeing of employees and anyone affected by our undertakings, underpins all aspects of the corporate plan and ensures we uphold our legal, moral and financial duties.

### Implications for the Medium Term Financial Plan and Resource Implications:

Resources required to assess and manage health, safety and wellbeing risks are allocated at local level, with a Corporate Contingency included in the MTFP for larger capital investment requirements.

### Financial Risks

Financial risks may be realised following non-compliance with HSW Management System.

### Carbon Footprint (Environmental) Implications:

None.

### Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:

*\* When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.*

Detailed within the appended report.

### Appendices

*\*Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Health, Safety and Wellbeing Policy							

### Background papers:

*\*Add rows as required to box below*

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7
N/A							

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**Sign off:**

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Originating Senior Leadership Team member: Chris Squires

Please confirm the Strategic Director(s) has agreed the report? Yes

Date agreed: 30/04/2024

Cabinet Member approval: *Councillor Sue Dann (Cabinet Member for Customer Services, Sport, Leisure, HR & OD)*

Date approved: 02/05/2024