

# Audit and Governance Committee



Date of meeting:	22 July 2025
Title of Report:	<b>Health, Safety and Wellbeing Annual Report 2024-25</b>
Lead Member:	Councillor Sue Dann (Cabinet Member for Customer Experience, Sport, Leisure and HR and OD)
Lead Strategic Director:	Chris Squire (Service Director for HR and OD)
Author:	Kirstie Spencer – Head of Health, Safety and Wellbeing
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Your Reference:	KS 110725
Key Decision:	No
Confidentiality:	Part I - Official

## Purpose of Report

The Annual Health, Safety and Wellbeing (HSW) Report is a statement of Plymouth City Council's (PCC) performance against its HSW Policy, and performance objectives detailed in HSW Performance Standards and the HSW Corporate Action Plan. This annual report covers the period 1 April 2024 to 31 March 2025. Plymouth City Council demonstrates a strong commitment to Health, Safety and Wellbeing evidenced throughout this annual report.

## Recommendations and Reasons

1. Continue to support the management and improvement of HSW across the organisation, to ensure that all duty holders (Councillors, Managers and Staff) are undertaking mandatory and role specific H&S Training;
2. Communicate and role-model positive HSW performance and actively improve and maintain own and operational HSW competency.

## Alternative options considered and rejected

1. N/A

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

Links to The Plymouth Plan Section 4. Delivering a Healthy City

Specifically Objectives:

1. Delivering solutions and creating environments which address the wider determinants of health and wellbeing and make healthy choices available.
2. Reducing health and wellbeing inequalities and the burden of chronic diseases in the city.
3. Delivering the best health, wellbeing and social outcomes for all people, and reducing and mitigating the impact of poverty, especially child poverty.
4. Helping ensure that children, young people and adults feel safe and confident in their communities, with all people treated with dignity and respect.
5. Building strong and safe communities in good quality neighbourhoods with decent homes for all, health-promoting natural and built environments, community facilities and public spaces and accessible local services, alongside supporting restoration of natural habitats and ecosystems

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

HSE risk mitigation through improved management system.

Risk of criminal and civil action resulting from non-compliance with HSW Management System.

**Financial Risks**

Reduced financial risk with improved compliance with HSW Management System, reduced risk of criminal and civil penalties, reduced reputational risk, reduced sickness absence and lost time incidents

**Legal Implications**

(Provided by LB)

As set out within the report.

**Carbon Footprint (Environmental) Implications:**

N/A

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

HSE risk mitigation through improved management system.

Risk of criminal and civil action resulting from non-compliance with HSW Management System.

Reduced financial risk with improved compliance with HSW Management System, reduced risk of criminal and civil penalties, reduced reputational risk, reduced sickness absence and lost time incidents

**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 Annual Report							

**Sign off:**

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Originating Senior Leadership Team member: Chris Squire
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 01/07/2025
Cabinet Member approval: Cllr Sue Dann approved via email Date approved: 11/07/2025