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**Report of Corporate Management Team**

Report of Kevin Lough, Occupational Health and Safety Manager.

**Electoral division(s) affected:**

1. Countywide.

**Purpose of the Report**

2. To provide an update on the Council's Health, Safety and Wellbeing (HSW) performance for Quarter 4 2020/21.

**Executive summary**

3. As the country entered a new lockdown period, the Health and Safety (H&S) and Occupational Health Services (OHS) continued to provide significant organisational support and interventions in relation to the COVID pandemic. A continuation of updated risk assessments and safe working procedures to reflect the updated national restrictions were issued to enable COVID compliance to be maintained.
4. A new vaccination hub was set up in county hall during the quarter following successful partnership working with NHS colleagues. This enabled a commencement of vaccinations for NHS and council front line health and social care staff as well as other social care staff across the county.
5. The introduction of lateral flow device (LFD) testing, following rapid planning in response to government guidance, within county schools and six community testing sites was a significant achievement during the quarter. As well as the six community testing sites an additional testing function was established at Aycliffe secure centre.
6. Two council workplaces experienced COVID transmission outbreaks during the quarter. These were promptly assigned an outbreak control team, chaired by the Director of Public Health and represented by key stakeholders. The allocation of outbreak control teams was extremely effective in their investigations, risk control and prevention of further transmissions. These were able to be stood down within the 28 days parameters.
7. Several Council premises across the county were audited by HSE inspectors in relation to their COVID secure arrangements and risk control.

The outcomes of these were positive and compliance evidenced by inspectors.

8. Further proactive work was undertaken during the quarter in relation to employee mental health and wellbeing. A range of interventions and communications were provided throughout the quarter, led by CMT and EMT officers and ensured that employee support was again highlighted during the national lockdown period.
9. Incident statistics show a decrease overall for the quarter compared to quarter three and represents a significant reduction for the year so far. It was positive to note that there were no RIDDOR specified reportable accidents during this quarter from any of the service groupings.
10. There were four fire related incidents during Quarter four across a range of premises and locations. which were effectively dealt with by existing fire protection systems and employee interventions. There were no injuries to employees or service users, however some minimal damage to property.

### **Recommendation(s)**

11. That Audit Committee note and agree the contents of this report.

**229**

Accidents, incidents and near misses reported  
(259 in Q3 2020/21, 208 in Q2 2020/21, 94 in Q1 2020/21)

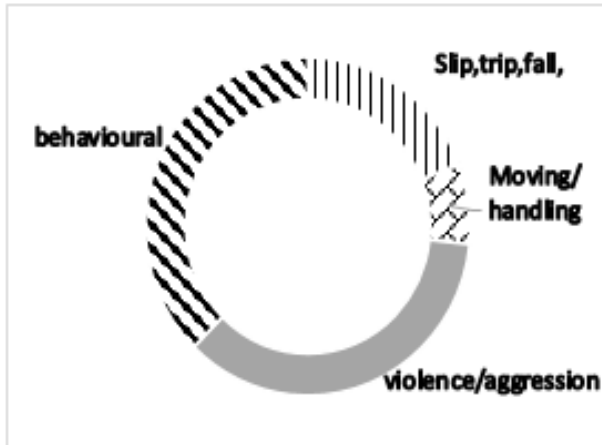


**96%**

Of all reported accidents are either no injury or near miss



**Main Accident/Incident Causes**



0 RIDDOR 'specified' injury, and 13 over 7 days absence RIDDOR injuries

69 employees screened for COVID PCR testing



35 Tests



• Better Health at Work Continuing Excellence Award status achieved



16 psychological work related incidents in Q4 2020/21 (compared to 41 in Q3 2020/21, 17 in Q2 2020/21, 30 in Q1 2020/21)

4 fire related incidents



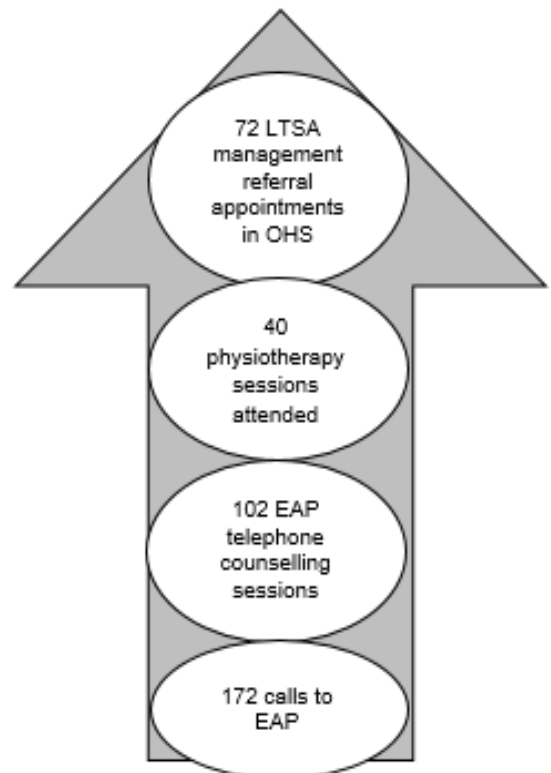
0 CDDFRS inspections of council premises



1 Joint H&S/TU Safety Rep inspections

**0**

Enforcement related actions or advice from HSE/CDDFRS following inspections and audit activity at various DCC sites



## COVID 19 H&S Update

12. During Quarter four there were further national lockdown restrictions and once again a change to the national guidance on workplaces and work activities. This resulted in a review of COVID secure arrangements, working from home restrictions and those who were in operational sites. Updated risk assessments were provided to schools to reflect access to children of essential workers. Updated risk assessments, advice and support was provided across the Council to ensure work activities were undertaken as safely as possible with transmission related risks controlled effectively.
13. The introduction of lateral flow device (LFD) testing was a significant development in the quarter, particularly within county schools. Plans were rapidly put in place to ensure that schools required to undertake testing and set up testing facilities within their premises were enabled to do this. The council produced a series of guidance materials to enhance the information which was provided by government departments. This included pictorial and video support packages on how to set up testing sites and how to undertake the LFD test process.
14. Arrangements were also put in place to establish six community LFD testing sites. These were earmarked for five council leisure centres and East Durham College. An additional council workplace testing site was also established at Aycliffe secure centre. Support for these testing sites was provided by council leisure staff and fire and rescue service personnel. A further LFD testing site was also established on site at Aycliffe secure centre to provide employee testing and ensure service user safety and business continuity. Again, leisure staff in particular assisted with the testing support and enabled Aycliffe to commence LFD testing.
15. Work with NHS partners during the quarter resulted in a vaccination hub being set up in the durham room within county hall. The previous vaccination site in the UHND site was transferred into county hall to increase capacity and provide an improved offer of vaccinations to NHS, council priority staff such as those in health and social care and also county wide health and social care staff. The site was successfully set up in mid-January and continued to function well as a vaccination hub throughout the quarter to provide first doses of the COVID vaccine. Clinical support for the vaccination site was provided jointly by the councils Occupational Health service (OHS) and NHS nursing staff. Non-clinical on-site support was provided by a range of council staff and managed by the councils building and facilities management team.
16. A further supply of PPE to schools was provided in the quarter from the councils PPE cell at Chilton depot. This ensured that all schools had access to the appropriate specification of PPE for use within their schools and particularly when dealing with symptomatic individuals on site.
17. Despite restrictions on access to and use of council workplaces there were inevitably some transmission related incidents during the quarter. The council formed an outbreak control team, chaired by the Director of Public Health with support from PHE advisers, for two council premises in particular given the number of cases involved. These were for Crook civic

centre office facilities and Durham Crematorium. Both sites had multiple staff COVID transmission and the outbreak control team was able to quickly identify the sources of transmission and control any further outbreaks and transmission related risks. Where a workplace transmission was identified, relevant RIDDOR reporting was completed and further assurances provided to HSE accordingly upon request. No further actions were taken by HSE on these outbreaks and they were assured that they were being effectively managed via the outbreak control team processes.

18. Further planning work was undertaken regarding the May elections. Risk assessments for polling stations and count venues were developed and plans for layouts of count venues and polling stations drafted. COVID related equipment for venues was also identified and arrangements for this to be provided put in place. Training for elections staff and polling station inspectors was also developed to ensure that the process could be undertaken in accordance with COVID related guidance and safety measures.
19. Given the return to a further national lockdown, additional work continued to be undertaken to support employees, particularly those who were continuing to work from home. In addition to ongoing CMT communications relating to employee health and wellbeing, the employee health and wellbeing group also identified additional actions and interventions to support and guide employees. A new employee health and wellbeing portal was developed during the quarter, to enhance access and consolidation of employee support and information.
20. In addition to providing clinical support to the newly formed county hall vaccination hub, the council's OHS service continued to provide employee PCR testing and worked in partnership with CDDFT to provide this service. A full breakdown of testing via the OHS service and COVID related interventions and support is provided in the quarter four OHS report.

### **Consultation/Communication**

21. Trade Union H&S representatives continue to actively participate in the corporate and service specific H&S meetings. Each service grouping has an established H&S forum that has met since the last corporate HSWSG meeting in January 2021. The H&S team continue to undertake, on a priority basis, a range of joint audit and inspection programmes in conjunction with trade union H&S representatives, particularly within NACC and REG.
22. There were no joint inspections carried out during Quarter four, however there was one monitoring and auditing exercise carried out in Highways services.

## Fire Incidents

23. There were four fire related incidents at Council premises or staffed premises or on-board Council vehicles during Quarter four. These were at:

- Flat 7 Charles Dickens Lodge Barnard Castle
- Murton B1285
- Morrison Busty Depot
- Hardwick Park

### Flat 7 Charles Dickens Lodge

24. Charles Dickens Lodge is an 'Extra Care scheme' premises, whereby the property is owned and maintained by Anchor Hanover Housing with a tenancy agreement in place for each resident. DCC Staff provide a 24-hour care service for the residents. It was reported that on 7 & 8 January a staff member entered the two-bedroom apartment which is occupied by an elderly couple and discovered that a large quantity of tea bags had been put inside a kitchen electrical appliance. It has been identified that the couple are showing signs of dementia and a specialist care provider has been found and the couple have moved to a more suitable care setting.

### B1285 Murton

25. It was reported that at 12:35 hrs on 2 March 2021 the crew of Refuse Collection Vehicle (RCV) NA12SWO were travelling on the B1285 towards from Murton between the East Moor Junction to the A19 area when the Driver/Chargehand could first smell and then noticed smoke emitting from under the cab seat. The driver stopped the vehicle, then the driver and crew members exited the cab with the driver taking the 2ltr foam extinguisher from the cab. He then attempted to extinguish the fire using the portable fire extinguisher. At the same time a crew member telephoned the fire service who attended some minutes later and using a hose reel fully extinguished the fire.

26. The vehicle was towed back to Hackworth depot and a further examination found several pieces of recycled material including paper, cardboard, and what appeared to be melted plastic and a tin can lid lodged between the exhaust and the AdBlue equipment. The most likely cause of the incident was combustible material accumulating behind the packer plate to such a level that it was able to fall through the opening in the rear plate of the hopper onto hot engine parts when the vehicle was in transit. Once ignited it is believed that the combustible materials burnt through the hydraulic hose of the cab release mechanism, allowing hydraulic oil to be sprayed on to the burning materials and so intensifying the fire. All driver/chargehands have been reminded of the requirement to clean the vehicles weekly and that this weekly task includes cleaning the area behind the packer plate.

## Morrison Busty Waste Transfer Station

27. At approximately 09:30hrs on 12 March 2021 the fire alarm actuated in the waste hall of the station. All staff evacuated and the fire service were called as there was a smell of burning in the waste hall, however no fire was identified by the evacuating staff. When the fire service arrived, the firefighters used a thermal imaging camera in the area however no heat signature was identified and an inspection of the comingled recycle materials did not identify any areas of burnt material.
28. It is believed the incident was caused by a battery that had been incorrectly included in the recycled material bin of a household and that the battery reacted to a mechanical shock in the hall. It then may have sparked or flared for a short period and the sensitive beam detectors fitted to the waste hall identified this. No recommendations were made as the active fire safety measures in place at the hall worked correctly, and the staff followed the correct procedures.

## Hardwick Park Sedgefield

29. At approximately 20:00hrs on Friday 19 March 2021 a large group of youths, who it is believed had been consuming alcohol, had moved a wheelie bin from its designated location on temple field about 150 metres to the Temple building where it was then ignited. A couple who were having a night-time run in the park called the fire service and then videoed some of the youths jumping through the flames. On arrival of the fire service, the youths dispersed, and the fire service were able to quickly extinguish the fire and then called for the police to attend given the deliberate nature of the fire.
30. A subsequent assessment of the damage to the structure has been carried out and the structure is now surrounded by Heras fencing until it is decided what the best course of action is regarding remedial works to make the building safe. The police are now investigating the incident and following up on a bank card that was found in the area at the time that it is believed belongs one of the youths involved. To date the perpetrators responsible for the arson attack on the Temple have not yet been apprehended.
31. Since the incident the bins in the vicinity have been secured to a picket fence bin compound to prevent a similar incident from occurring. In addition, the operations officer for the park has been in discussions with the Sedgefield Community Police Inspector about this incident and the other low level anti-social behaviour that is occurring in the park mostly on a Friday or Saturday evening. A request has been made with the neighbourhood warden team with regards to getting patrols to visit the park regularly particularly on weekend evenings to deter the group(s) of youth congregating there

## **Fire Inspections – County Durham and Darlington Fire and Rescue Service**

32. There were no Fire and Rescue Service inspections of Council premises during Quarter four.

### **Enforcement Body Interventions & Significant Incidents**

33. HSE made contact with the council during the quarter regarding control measures and actions taken following reporting of several workplace transmission incidents. All of the information and assurances provided, along with the work of the outbreak control teams was accepted and no further assurances were sought.
34. During Quarter Four the HSE visited several premises to carry out general H&S and COVID inspections.

### **Heighington Waste Transfer Station (Announced Visit)**

35. HSE were satisfied with site safety. There were a number of minor issues identified which were tables in canteen were required to be placed further apart and toilets needed restriction signage. Corrective actions were immediately taken to address the issues.
36. HSE inspectors identified that Suez did not have a plant operator certificate on site for shovel driver. The Council waste transfer station co-ordinator requested Suez for this and certificate was forwarded to HSE accordingly. HSE inspectors did also consult with a Council trade union representative on site and again was satisfied with assurances provided.

### **Stainton Grove Waste Transfer Station (Unannounced Visit)**

40. Following the Heighington Waste Transfer Station visit, HSE decided to then visit Stainton Grove Waste Transfer Station. No issues were identified and a positive response received.

### **Thornley Waste Transfer Station (Unannounced Visit)**

41. The Inspection went well and HSE inspectors were satisfied with the site, procedures and operations. At the time of the visit, the site had a steady flow of traffic and the inspector observed a number of RCV's tipping and the loading shovel operating.
42. The Inspector made a request for the following documentation - COVID toolbox talks, site rules, traffic management plan, loading shovel certificate and the training records for the loading shovel operator to be sent electronically. The inspector received the documentation and confirmed to operations manager that they were satisfied with the documentation and assurances provided.



## **Employee Health and Wellbeing**

43. A return to a national lockdown during the quarter presented further challenges regarding employee mental health and wellbeing. The employee better health at work group met regularly throughout this period and identified ongoing interventions and communications which were again aimed at raising awareness of support and interventions available and ensuring employees were able to access this where required.
44. Members of CMT and senior management teams continued to champion mental health and wellbeing support and ensure that employees were aware via various forms of communication via intranet, VLOG's, payslip messaging, buzz and general employee communications.
45. The employee assistance programme was once again promoted along with other activities which support mental health and wellbeing. A new health and wellbeing employee portal was also created and launched at the end of the quarter. Further promotion of mental health first aiders and mental health first aid training opportunities were undertaken along with Time to Change Champions, Health Advocate training
46. A review of the council Leadership and Management Development Programme was undertaken to ensure that there is equitable provision of training on both performance management and staff management. This is particularly relevant regarding management of staff working remotely.
47. Briefings were undertaken with managers to ensure all managers with line management responsibility have undertaken a general assessment capturing issues which may be affecting work in 1:1's of staff who are working from home. Where significant numbers of staff are working remotely, promotion of regular contact between employees through virtual team meetings, supervision/management catch ups and informal team get togethers.
48. Occupational Health Service (OHS) also continued to deliver employee related management referral services during the quarter and supported employees and their managers during the process. A full breakdown of occupational health triage and testing is detailed in the supporting OHS quarter four report.

## **Occupational Health Service**

49. During Quarter 4, 217 employees participated in clinical consultations with the OHS, following management referral in relation to Long Term Sickness Absence (LTSA), Short Term Sickness Absence (STSA), Management Concerns (Man Con) Reviews, and Re referral appointments, Long Term Sickness Absence/Short Term Sickness Absence (LTSA/STSA)

Chart 1

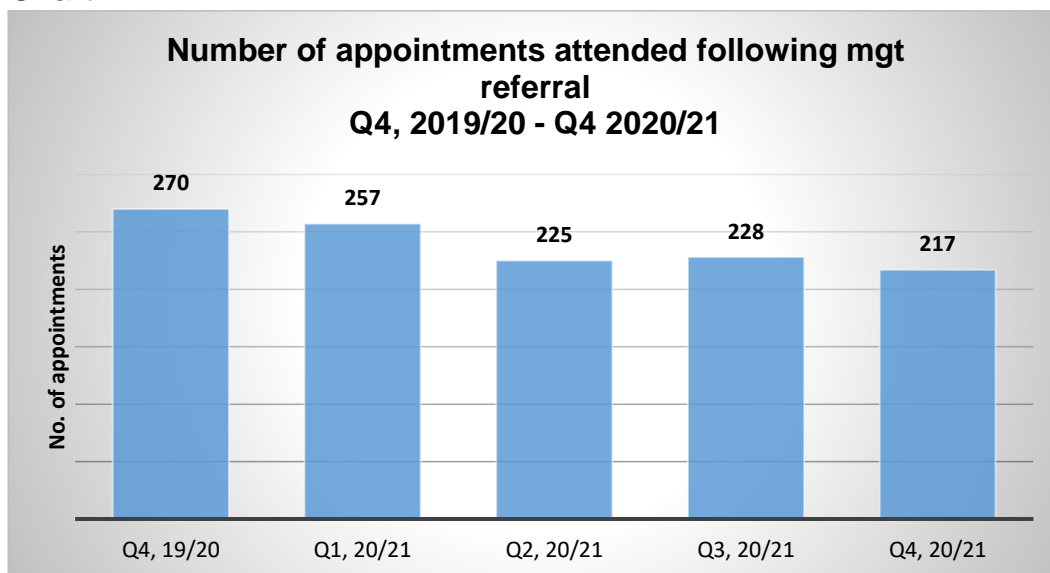
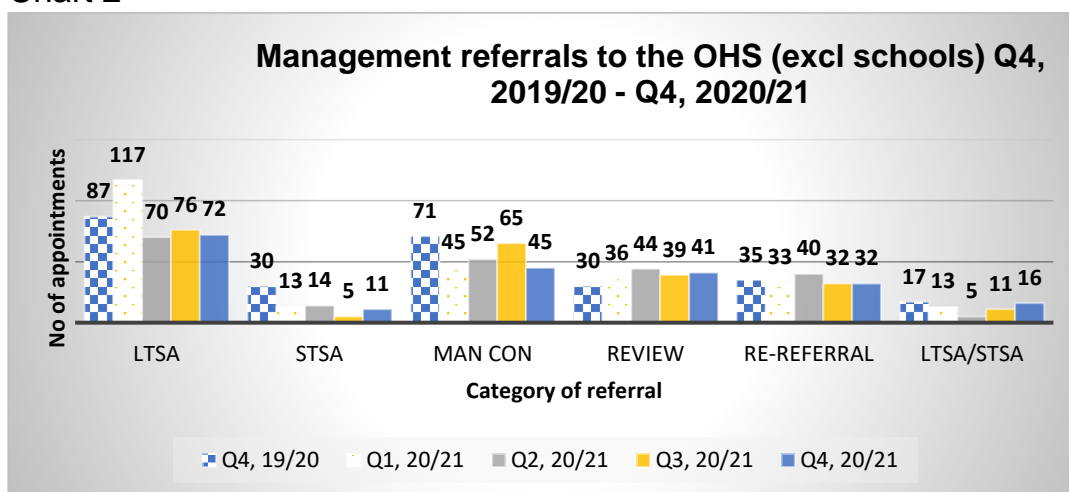


Chart 2 shows the categorisation of management referral appointments attended.

Chart 2



### Management Referrals – Employee Attribution

50. During Quarter 4, 72 employees were seen for LTSA of which 25% (n=18) stated to the OHS that they consider the underlying cause to be due to work related factors. Of the 18 employees, 89% (n=16) identified this was due to ‘psychological’ reasons, 11% (n=2) identified as ‘musculoskeletal’.

## Support Services

51. During Quarter 4, the OHS provided the following additional support services. See Table 1.

Additional Support services accessed via the OHS	A&HS	CYPS	NCC	REG	Res	CM	Service not detailed	Q4	Q3	Q2	Q1	Q4,
								20/21	20/21	20/21	20/21	19/20
								Total	Total	Total	Total	Total
Number of routine physiotherapy referrals	7	4	16	4	9	0	-	40	21	27	29	28
Number of routine physiotherapy sessions	16	12	38	14	31	0	-	111	109	110	89	102
Number of 'face to face' counselling referrals	0	0	0	0	0	0	-	0	0	0	1	20
Number of 'face to face' counselling sessions	0	0	0	0	0	0	-	0	0	0	37	43
Total number of calls to the EAP	20	57	6	4	13	0	28	128	135	121	29	91
Telephone EAP structured counselling cases	4	6	1	0	0	0	7	18	11	8	6	9
Telephone EAP structured counselling sessions	12	30	8	0	0	18	0	50	52	33	29	70

52. Routine physiotherapy clinics run one day per week in the OHS at County Hall under contract with the OHS, currently during COVID the clinics are a combination of telephone assessments, assessments carried out by video link and face to face physiotherapy appointments, should following the physiotherapy initial assessment by telephone the physiotherapist deem this to be clinically required. At the time of preparing this report (14/04/2021) the waiting time for an initial assessment is 10 working days.

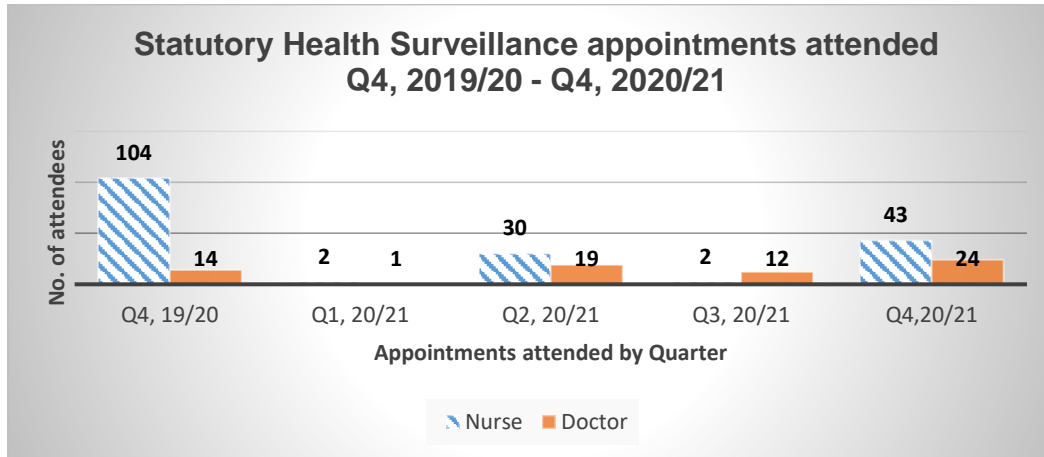
## Health Surveillance

53. The Occupational Health Service (OHS) has continued to provide Statutory Health Surveillance programmes remotely to employees during the pandemic in line with the guidelines issued by the HSE in relation to health surveillance. The guidelines were updated on 31<sup>st</sup> March 2021 and occupational health can now carry out audiometry, subject to a suitable and sufficient risk assessment to provide a COVID-secure environment, to meet the HSE guidelines face to face audiometry health surveillance for noise has recommenced. A risk assessment has been carried out which includes extra time between appointments to allow for cleaning and ventilation of the

room, testing outside of the hearing booth, a Perspex screen between the employee and the nurse, appropriate PPE and hand hygiene. An additional Health Screening Nurse has been recruited to assist with health surveillance to ensure we remain compliant with the regulations.

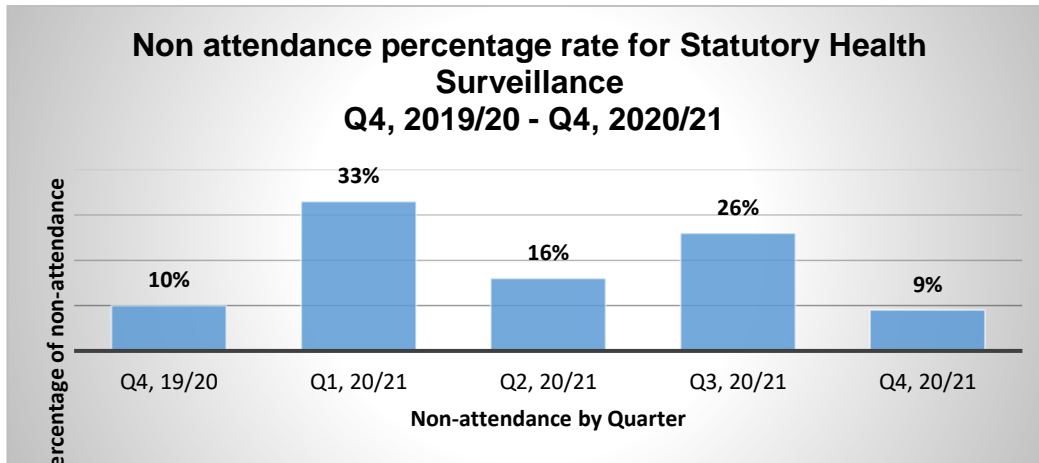
- 54. During Quarter 4, a total of 67 employees attended OHS appointments for routine statutory health surveillance, 43 with an Occupational Health Nurse and 24 with the Senior Occupational Health Physician.

Chart 10



- 55. During Quarter 4, 9% (n=7) employees failed to attend their appointment with the OHS in relation to statutory health surveillance. See Chart 11.

Chart 11



## Immunisation

- 56. During Q4 despite the current pandemic the OHS have continued to provide Hepatitis B immunisation to employees who were on the programme administering a total of 29 vaccines. Due to shortages of the vaccine for over 2 years there was a waiting list of employees who have been employed by DCC and their job role had been identified via risk assessment as requiring an offer of Hepatitis B immunisation, the OHS have made significant progress on the waiting list and are currently offering a Hep B vaccine to employees as part of the pre-employment process.

## COVID response

57. During the restrictions in place due to the coronavirus outbreak the OHS have continued to provide Occupational Health provision to DCC and external contracts. This has been done remotely when possible and in line with guidance from the HSE, DVLA, Faculty of Occupational Medicine and the NHS.
58. The OHS has continued to facilitate covid testing for employees, elected members and their families liaising with public health and HR colleagues to achieve an efficient service. The number of referrals for covid testing has continued to reduce during Q4 which is likely to be due to the increased availability of efficient covid testing via the 119 route.
59. The OHS have also supported the joint NHS and DCC Covid Vaccination Centre at County Hall, providing nurses to carry out vaccinations and a clinical coordinator for the first and second phase of the vaccine delivery over a ten week period.
60. The OHS have provided advice to managers via management referral specifically relating to employees with health conditions and working during the covid pandemic.
61. The OHS have also provided advice to managers and employees via email and telephone on a variety of covid related matters. (See Table 2)

Table 2

<b>COVID-19 Activity Data Q4, 2020/21</b>			
<b>Email/Telephone Queries relating to COVID</b>	<b>Clinician</b>	<b>Admin</b>	<b>Total</b>
DCC	71	23	94
Schools	7	2	9
Academies	0	0	0
<b>Total</b>	<b>78</b>	<b>25</b>	<b>103</b>

<b>Screened</b>	<b>DCC (inc elected members)</b>	<b>Schools</b>	<b>Academies</b>	<b>Total</b>
<b>Total Screened</b>	53	16	0	<b>69</b>
Of which referred for testing:				
<b>Employees referred for testing</b>	33	2	0	<b>35</b>
<b>Household members referred for testing</b>	7	0	0	<b>7</b>
<b>COVID-19 related referrals to OHS</b>	<b>DCC</b>	<b>Schools</b>	<b>Academies</b>	<b>Total</b>
<b>Total referrals</b>	6	0	0	<b>6</b>
<b>Fast -tracked pre-employments</b>	0	0	0	<b>0</b>
<b>Email/telephone Queries relating to COVID</b>	94	9	0	<b>103</b>
<b>Total number of contacts relating to Covid response</b>	100	9	0	<b>109</b>

### **Violence and Aggression – Potentially Violent Persons Register (PVPR)**

62. At the close of Quarter four 2020/21, there were 63 live entries on the PVPR register. The 12 month rolling figures for PVPR live entries are as follows:

<b>Year</b>	<b>Quarter</b>	<b>PVPR live entries</b>
2020/21	1	83
2020/21	2	83
2020/21	3	62
2020/21	4	63

Number of Live Records	63
Number of Additions	6
Number of Removals	10
Number of Warning Letters Sent	0
Number of PVPR Appeals	0

63. Breakdown by service of PVPR views in the last quarter is as follows:

- CYPS - 59 viewed 70 times
- AHS - 63 viewed 267 times
- N&CC – 47 viewed 86 times
- REG - 65 viewed 134 times
- RES - 58 viewed 183 times
- Members- 4 viewed 5 times

### Corporate risks that may have an impact on Health and Safety

64. The below tables detail the Corporate risk that may have an impact on Health and Safety at beginning of 2021.

### Health and Safety Related Strategic Risks Jan 2021

Ref	Service	Risk	Treatment
1	AHS	Failure/inability to respond to and recover from the COVID-19 pandemic, leading to high levels of staff absence, overwhelming pressure on services, and impacts on the safety and wellbeing of the wider community and economy.	Treat
2	CYPS	Failure to protect a child from death or serious harm (where service failure is a factor or issue)	Treat
3	REG	Serious injury or loss of life due to Safeguarding failure (Transport Service)	Existing controls considered adequate
4	AHS	Failure to protect a vulnerable adult from death or serious harm (where service failure is a factor or issue).	Treat
5	NCC	Breach of duty under Civil Contingencies Act by failing to prepare for, respond to and	Existing controls

		recover from a major incident, leading to a civil emergency.	considered adequate
6	RES	Serious breach of Health and Safety Legislation	Existing controls considered adequate
7	REAL	Potential serious injury or loss of life due to the Council failing to meet its statutory, regulatory and best practice responsibilities for property and land.	Treat
8	RES	Potential violence and aggression towards members and employees from members of the public	Existing controls considered adequate
9	NCC	Demand pressures on the Community Protection inspections and interventions arising from the COVID-19 pandemic and a potential Brexit may lead to an adverse impact on public health and safety in Co Durham.	Treat

## Statistical Information

65. The H&S team in conjunction with service H&S providers continue to record, monitor, and review work related accidents, incidents, and ill health. This data is captured through internal reporting procedures and the Corporate H&S Accident Recording Database (HASARD). It is important to note that when setting future performance targets this data should be utilised.

## Main implications

### Legal

66. Compliance with statutory legislative requirements reduce risks of enforcement action and/or prosecution against the council or individuals. It will also assist in defending civil claims against the council from employees and members of the public, including service users.

### Finance

67. Compliance with legislative requirements will reduce increased service delivery costs, financial penalties associated with H&S sentencing guidelines 2016 and successful civil claims against the council. Financial costs may be insured to some degree and uninsured in some cases, with poor outcomes possibly leading to increased insurance premiums. Financial implications also include staff absence associated with physical and mental ill health, staff training, retention, recruitment, and productivity.



## Staffing

68. In relation to impact on staffing due to employee absence from injury or ill health, attendance management, employee complaints and grievances, recruitment, selection and retention of employees.

## Conclusions

69. The introduction of a further national lockdown and COVID restrictions during this period resulted in further demands for new LFD testing, vaccinations, revised risk assessments and employee support. Nevertheless, both H&S and OHS services worked in partnership with internal and external stakeholders to successfully continue to provide existing and new services in a timely and effective manner.
70. A successful launch of LFD testing in schools and communities as well as the launch of a new vaccination centre at County hall testifies this. Worthy of mention are Council staff from occupational health, leisure and facilities management who provided the resources in many areas for staff testing and vaccination related activities.
71. It was very positive that an external enforcement agency inspected the COVID secure arrangements within council workplaces highlighted in the report and provided positive feedback on control measures to reduce transmission risks.
72. Successful deployment of outbreak control teams resulted in workplace transmissions being controlled and prevented further spread of the virus. Satisfactory assurances provided to HSE also reflects the robust measures in place to address outbreaks in the county.
73. It was positive to report a decrease in accidents and incidents during the quarter and no RIDDOR specified injuries being reported from any of the service groupings. Investigations into an increase in RIDDOR over seven day absence reports will be undertaken to identify opportunities for improvement and any trends for intervention.

## Other useful documents

74. Occupational Health quarter 4 2020/21 Report
75. Health, Safety and Wellbeing statistical quarter 4 2020/21 report

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## Appendix 1: Implications

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**Legal Implications** - Failure to comply with statutory legislative requirements may result in enforcement action and/or prosecution against the council or individuals. There are risks from civil claims against the council from employees and members of the public, including service users.

**Finance** – Failure to comply with statutory legislative requirements may result in enforcement action, including prosecution against the council or individuals. These enforcement actions may result in increased service delivery costs, financial penalties associated with H&S sentencing guidelines 2016 and successful civil claims against the council. Financial costs may be insured to some degree and uninsured in some cases, with poor outcomes possibly leading to increased insurance premiums.

**Consultation** - Service Grouping strategic managers and operational management staff have been consulted in the preparation of this report.

**Equality and Diversity / Public Sector Equality Duty** - Equality Act compliance ensures consistency in what the council and its employees need to do to make their workplaces a fair environment and workplace reasonable adjustments are required.

**Climate change**- None

**Human Rights** - The right to a safe work environment, enshrined in Article 7 of the International Covenant on Economic, Social and Cultural Rights, links with numerous human rights, including the right to physical and mental health and well-being and the right to life.

**Crime and Disorder** – None.

**Staffing** – Potential impact on staffing levels due to injury and ill health related absence, staff retention and replacement staff.

**Accommodation** – The report references H&S related risks associated with workplaces some of which may have impact on accommodation design and provision of safety systems and features.

**Risk** – This report considers physical and psychological risks to employees, service users and members of the public. Risks also relate to the failure to comply with statutory legislative requirements, which may result in civil action being brought against the council and enforcement action, including prosecution against the council or individuals. These enforcement actions may result in financial penalties, loss of reputation and reduction in business continuity.