

HR Committee

18 March 2025



Report of: Director of Workforce and Change

Title: Health, Safety and Wellbeing Annual Report

Ward: N/A

Officer Presenting Report: Christina Czarkowski-Crouch, Head of Corporate Health, Safety and Wellbeing

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Recommendation

That the Committee notes the report and provides it views on the work being done to improve performance and culture for health, safety and wellbeing.

Summary

The purpose of this report is to update on Bristol City Council's employee occupational health, safety and wellbeing performance for the period April 2024 – March 2025. It also includes our key areas of work for 2024-25 and progress against the strategy and revised governance arrangements.

The significant issues in the report are:

New governance arrangements for health safety and wellbeing continue to be embedded and the Health Safety and Wellbeing Strategy is being delivered through a yearly implementation plan.

Provides information on our arrangements and progress for Construction Design Management and Building Safety.

Provides information on our new arrangements and progress with our new Occupational Health and Employee Assistance Programme including Health Surveillance.

Provides information on Accident and Incident Data and Enforcement Activity from the Health and Safety Executive (HSE) 2024-2025.

Outlines the Corporate Health and Safety Monitoring System (CHaSMs) completed for 2024 and our key areas of work going forward.

Policy

1. An engaged, healthy and safety workforce will have an impact on the quality of service that we provide to citizens and help achieve the corporate strategy priorities.

Consultation

3. Internal

The annual report been agreed by Corporate Leadership Board in their capacity as the Executive Board for Health Safety and Wellbeing.

4. External

Not required because this report is for information only.

Context

5. This report provides the HR Committee with an annual update on health, safety and wellbeing performance across the Council and outlines the ongoing and developing activity to improve and manage health, safety and wellbeing.

6. The attached report (Appendix A) covers the following areas:

- Governance and Accountability
- Health, Safety and Wellbeing Strategy
- Built Estate and Corporate Landlord Health and Safety
- Construction Design Management
- Regulatory Activity and Incidents
- Monitoring Arrangements
- Health and Wellbeing
- Occupational Health and Employee Assistance Programme

7. This report is a statement of the Councils occupational health, safety and wellbeing performance to the end of the financial year 2024-2025. It also includes our proposed key areas of work for 2025-2026.

Key Findings

8. A new H&S governance framework that started to give greater visibility, accountability, and assurance to review, manage and monitor our health safety and wellbeing activity and reduce our risks.

9. The revised strategy for Health, Safety and Wellbeing is beginning to deliver a safe secure healthy workplace and environment for all our people.

10. There have been no enforcement actions from the Health and Safety Executive (HSE) or Fire Authority.
11. The Corporate Health, Safety and Wellbeing team has delivered a comprehensive support programme for mental health and wellbeing, physical health and workplace health.
12. There was a 100% compliance with the requirement of Directors, Heads Of Service and Managers return to the revised Corporate Health and Safety Monitoring System (CHaSMs). This is a self-assessment tool used by managers to report their performance.
13. We continue to review and revise our health, safety and wellbeing training and development offer to ensure compliance and improvement.
14. We have a new service provider and a refreshed offer for occupational health, employee assistance and physiotherapy provision to support our employees.
15. Our overall levels of incidents reported have decreased for the period of 2024 – 2025 including the number of reported violent and aggressive incidents. The number of incidents required to be reported to the HSE has also reduced. There is better engagement in using the Corporate Accident Incident System and the Flagging System.

Proposal

16. That the Committee notes the report and provides it views on the work being done to improve performance and culture for health, safety and wellbeing.

Other Options Considered

17. None

Risk Assessment

18. Not required because this report is for information only.

Public Sector Equality Duties

- 15a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
 - i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
 - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --

- remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
 - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
- tackle prejudice; and
 - promote understanding.

15b) The report provides analysis of the impact of sickness absence in relation to age, gender, sexual orientation, race and pregnancy and maternity related absence.

Legal and Resource Implications

Legal

Not required because this report is for information only.

Financial

(a) Revenue

(b) Capital

Not required because this report is for information only.

Land

Not applicable.

Personnel

Personnel

Not required because this report is for information only.

Appendices:

A Annual Health Safety and Wellbeing Report and Health Safety and Wellbeing Strategy and Governance Framework

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

None.