



## Health Safety and Wellbeing Objectives 2025-26

Summary of objective	Detail	Measure/end result
Management has sufficient health and safety knowledge and competence to ensure compliance with our legal obligations	<ul style="list-style-type: none"> <li>• Provision of IOSH Managing Safely training or refresher courses</li> <li>• Provision of Risk assessment training</li> </ul>	100% completed IOSH Managing Safely courses by post holders where training identified as essential All managers risk assessment trained and relevant specific risk assessments completed
To raise the profile of occupational safety and enhance staff competence to undertake their work in safety	This year's Employee Performance Review (EPR) corporate objective, demonstrating the Care value, is <b>'to take responsibility for the day-to-day operational safety management of yourself and others working with you'</b> .	All staff are confident and understand their responsibilities on health and safety matters including risk assessments and incident reporting
The Authority has a robust process assessing and managing risk	<ul style="list-style-type: none"> <li>• Process to report incidents is promoted amongst the workforce on the HUB and at Staff Briefings</li> <li>• Review of specific risk assessment (SRAs) templates</li> <li>• Create guidance notes on how to complete SRA</li> <li>• Identify location for filing current SRAs to enhance access and learning from others</li> </ul>	All staff know their responsibility to promptly report any accident, near miss or violent incident to the appropriate line manager using the incident report form (OSH-AIR1)
To ensure appropriate generic and specific risk assessments are in place and accessible	<ul style="list-style-type: none"> <li>• Scheduled review generic risk assessments</li> <li>• Undertake audit of specific risk assessments in Q4</li> </ul>	Any audit or assessment of health and safety is at least 'Reasonable Assurance' in line with 2022/23 Audit