

6. REVIEW OF OCCUPATIONAL SAFETY AND HEALTH POLICY, ANNUAL REPORT (2025-26) AND 2026-27 ACTION PLAN

1. Purpose

The report seeks approval of the revised Occupational Safety and Health Policy and the Health, Safety and Wellbeing objectives for 2026-27. In addition, the report also provides the annual occupational health and safety overview for the 2025-26 period, offering assurance that satisfactory measures remain in place.

2. Context

2.1 The Authority's Occupational Safety and Health Policy, a document required by law, is reviewed annually to ensure that it remains up to date with both the Authority structure and arrangements to deliver occupational safety and health and with current legislation. Any changed circumstances are taken into account and improvements made wherever possible.

2.2 This year the policy has been updated to reflect revised reporting arrangements with overall reporting to both the Resources Committee and Health, Safety & Wellbeing Committee now taking place once per year in April. The amendments also incorporate revised committee and team names to ensure consistency with the current governance structure. A marked-up version highlighting the changes is provided as Appendix 1.

2.3 There have been no Occupational Safety and Health (OSH) matters raised by UNISON, Staff Committee or the Safety representatives.

2.4 The annual report summarises the work undertaken and the actions completed. It provides assurance that the Authority has appropriate health and safety mechanisms in place and remains prepared to respond effectively to any incidents, concerns, or emerging risks.

3. Proposals

3.1 The new Occupational Safety and Health Policy for 2026/27 should be ratified as Authority policy for adoption from 24 April 2026.

3.2 The work summarised in the annual report, to deliver good and continuously improving OSH management here at the Authority throughout 2025-26, is recognised.

3.3 Proposals for specific matters to be addressed, as set out in the draft Health Safety and Wellbeing objectives for 2025-27, are approved.

4. Recommendations

1. That the revised Occupational Safety and Health Policy (Appendix 1) be approved as Authority policy from 24 April 2026.

2. The Occupational Safety and Health annual report 2025-26 (Appendix 2), is noted.

3. The Health Safety and Wellbeing objectives for 2026-27 (Appendix 3), are approved.

5. Corporate Implications

a. Legal

Pursuant to the Health and Safety at Work etc. Act 1974 and the subordinate legislation thereunder, the Authority has a statutory duty to put adequate arrangements in place to control occupational health and safety risks. This includes a written health and safety

policy, suitable and sufficient risk assessments, effective planning, organisation, control, monitoring and review of the preventative and protective measures arising from any risk assessment, effective training programmes, and staff engagement. A process of continuous performance monitoring should be undertaken to ensure legal compliance and allow necessary improvements to be made to avoid criminal / civil penalties, insurance losses and/or reputational damage.

- b. Financial
There are no additional financial implications, the funds are already allocated.
- c. National Park Management Plan and Authority Plan
Occupational safety and health supports the Authority Plan Objective C and the National Park Management Plan by ensuring staff and volunteers can work safely and confidently in diverse and often remote environments. Strong safety practices protect our people, sustain effective service delivery, and reinforce our commitment to workforce wellbeing and responsible management of the National Park.
- d. Risk Management
No issues
- e. Net Zero
No issues

6. Background papers (not previously published)

None

7. Appendices

- Appendix 1 - Final draft Occupational Safety and Health Policy
- Appendix 2 - Occupational Safety and Health annual report 2025-26
- Appendix 2 - Health, Safety and Wellbeing Objectives 2026-27

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