

Health Safety and Wellbeing Objectives 2025-26

Summary of objective	Detail	Measure/end result
<p>Management has sufficient health and safety knowledge and competence to ensure compliance with our legal obligations</p>	<ul style="list-style-type: none"> • Provision of IOSH Managing Safely training or refresher courses • Provision of Risk assessment training 	<p>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 Completed: IOSH training was delayed pending organisation change throughout the year. 20 staff enrolled on training courses in February 2026 and a new rolling programme of training/refresher courses has been implemented with a further 11 staff/new hires to be enrolled throughout 2026/27. 24 staff completed risk assessment training in June 2025.</p>
<p>To raise the profile of occupational safety and enhance staff competence to undertake their work in safety</p>	<p>This year's Employee Performance Review (EPR) corporate objective, demonstrating the Care value, is 'to take responsibility for the day-to-day operational safety management of yourself and others working with you'.</p>	<p>All staff are confident and understand their responsibilities on health and safety matters including risk assessments and incident reporting Completed: 138 staff had a corporate objective logged in People Hub, to date 38 are marked as completed with our look back Enjoy conversations not due to be completed until the end of June.</p>
<p>The Authority has a robust process assessing and managing risk</p>	<ul style="list-style-type: none"> • Process to report incidents is promoted amongst the workforce on the HUB and at Staff Briefings • Review of specific risk assessment (SRAs) templates • Create guidance notes on how to complete SRA 	<p>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)</p>

APPENDIX 2A

	<ul style="list-style-type: none"> Identify location for filing current SRAs to enhance access and learning from others 	<p>There is a fixed post on the front page of the staff HUB relating to accidents and incidents, linking to the guidance and associated forms and an annual reminder is to be provided to the Wider Management Team in May.</p> <p>The review of specific risk assessments planned for Q4 has been delayed due to capacity. The action will be carried forward to 2026/27 with a meeting of the Working Group scheduled for 21 May 2026</p>
<p>To ensure appropriate generic and specific risk assessments are in place and accessible</p>	<ul style="list-style-type: none"> Scheduled review generic risk assessments Undertake audit of specific risk assessments in Q4 	<p>Any audit or assessment of health and safety is at least 'Reasonable Assurance' in line with 2022/23 Audit</p> <p>Our rolling programme for the review of generic risk assessment has been completed for 2025/26 with any amendments/updates reported to Health, Safety and Wellbeing Committee.</p> <p>The review of specific risk assessments planned for Q4 has been delayed due to capacity. The action will be carried forward to 2026/27 with a meeting of the Working Group scheduled for 21 May 2026</p>