

APPENDIX 3



Health Safety and Wellbeing Objectives 2026-27

Summary of objective	Detail	Measure/end result	Timescale
Ensure the organisation has an effective and representative membership that reflects the structure and supports strong governance.	Review membership of Health, Safety & Wellbeing Committee following changes to the organisation structure.	Revised HSWC membership confirmed ensuring representation from all service areas.	May 2026
The Authority has a robust process for assessing and managing risk with risk assessments in place and accessible.	<ul style="list-style-type: none"> • Undertake audit of specific risk assessments • Review of specific risk assessment (SRAs) templates • Create guidance notes on how to complete SRA • Identify location for filing current SRAs to enhance access and learning from others 	Any audit or assessment of health and safety is at least 'Reasonable Assurance' in line with 2022/23 Audit	March 2027
Ensure robust oversight of workplace safety by maintaining an effective programme of site inspections and audits.	Complete a refresh of the site inspection/audit carried out in 2024.	<p>Revised site inspection/audit programme completed.</p> <p>Reported to Senior Management Team/HSWC.</p>	<p>April-June 2026</p> <p>July 2026</p>
To raise the profile of occupational safety and enhance staff competence to undertake their work in safety.	<ul style="list-style-type: none"> • Promote process for reporting incidents amongst the workforce, at Staff Briefings and Wider Management Team. • Explore improvements to easier reporting mechanisms. 	Increase in accident/incident reporting.	March 2027

Management has sufficient health and safety knowledge and competence to ensure compliance with our legal obligations	<ul style="list-style-type: none">• Provide mental health training for managers.• Continue rolling programme of IOSH Managing Safety training or refresher courses throughout the year.	100% completed IOSH Managing Safety courses by post holders where training identified as essential	December 2026
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NAW/HSWC April 2026 – v1

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