

## Health and Safety Policy Statement October 2022

### Introduction

The council recognises that good health and safety management supports the delivery of our services for the people of North Somerset. As part of the council's overall risk management process and culture, sensible and proportionate health and safety management will help reduce loss caused by ill-health, injury and damage.

### Legal responsibility

This general statement fulfils the statutory requirement for a written health and safety policy, contained within Section 2.3 of the Health and Safety at Work etc. Act 1974 and Regulation 5 of the Management of Health and Safety at Work Regulations 1999 (as amended). The provisions stated below will be implemented in accordance with the requirements of the Health and Safety at Work etc. Act 1974 and associated legislation, in particular the Management of Health and Safety at Work Regulations 1999 (as amended).

### Statement of intent

North Somerset Council is committed to meeting its common law and statutory health and safety responsibilities and to achieving best practice standards of safety and health for all, employees, customers, pupils, contractors, visitors, volunteers and others who may be affected by its work activities.

The council will strive to provide and maintain, so far as reasonably practicable, all places of work and working environments, plant and equipment, storage, transport and systems of work which are safe and without risk to safety or health. In addition, North Somerset Council will provide sufficient health and safety communication, information, training and resources to provide appropriate standards of competence and effective management of health and safety risks.

We expect staff, contractors and any companies or individuals who work in any North Somerset Council premises, to share this commitment by complying with our policies, arrangements and procedures, and to understand that they too have legal and moral obligations to themselves, one another and those affected by what they do.

### Responsibilities

The **Chief Executive** has ultimate responsibility for health, safety and welfare within the council. A corporate health and safety team has been established to assist with the implementation of this policy, and to provide information, advice, guidance and training support to council employees and elected members on matters of health and safety.

The **Corporate Management Team** supports the Chief Executive in meeting their health and safety responsibilities, and ensures that robust health and safety management systems, arrangements and organisation exist in all directorates.

**Directors, managers and supervisors** recognise, accept and acknowledge their responsibilities in such a way that health, safety and welfare are an integral part of all activities and decisions relating to the workplaces and services provided by their respective directorate.

**Executive members**, as decision makers, will ensure that suitable resources and strategic direction are available to discharge the council's health and safety responsibilities and, via reports, will monitor the overall performance of the council's health and safety management systems.

For this policy to be effective, the full commitment and co-operation of council employees at all levels is expected. Individuals should therefore ensure that they have made themselves aware of all relevant health and safety provisions and requirements specific to their work activities. This includes procedures, codes of practice and arrangements made under this policy which are held in the health and safety manual on the intranet.

Failure to observe health and safety requirements by any employee may ultimately lead to disciplinary action

All employees and contractors have a statutory duty, whilst at work, to take reasonable care of the health and safety of themselves and others who may be affected by their acts or omissions. Failure to observe health and safety requirements by any contractor will result in formal action being taken.

## **Consultation**

Whenever the activities and/or actions of the council are likely to have a significant effect on the health and safety of employees, those employees will be consulted with, so far as reasonably practicable, either directly or through trades unions. Corporate and directorate joint consultative committees are established to ensure employee representation and participation in health and safety matters.

## **Review**

The health and safety policy and guidance will be monitored and reviewed regularly to reflect improvements in health and safety performance whilst ensuring that it continues to meet the objectives of North Somerset Council and complies with current legislation.

## **Display**

This policy statement should be readily available to all employees and others as required. Directorate managers should ensure that it is drawn to the attention of all employees and contractors, and the Health and Safety Manual should be readily available for reference.

**Signed, October 2022, for and on behalf of North Somerset Council**



**Jo Walker**

Chief Executive, North Somerset Council