Item 5

19th January 2023

Glasgow City Council

Wellbeing, Empowerment, Community, Citizen Engagement & General Purposes City Policy Committee

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COUNCIL HEALTH AND SAFETY STRATEGY 2023 - 2027

Purpose of Report:

To provide the committee with the revised and updated Council Health and Safety Strategy 2023 - 2027 which replaces the Councils previous Health and Safety Strategy.

Recommendations:

The Committee is asked to note the Councils Health & Safety Strategy 2023 - 2027.

Ward No(s): Citywide: ✓

Local member(s) advised: Yes ✓☐ No consulted: Yes ✓☐ No ☐

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1 Introduction

1.1 The Council's Health & Safety Strategy 2023 - 2027 builds on the council's previous strategy. It sets out the aims, vision, and objectives for effective health & safety management across the workforce. It supports the council's Strategic Plan 2023 - 2027.

1.2 The Strategy is outlined in Appendix 1 in this report, and once approved and published will be made available on the council's website.

1.3 The Health and Safety Strategy provides an overview of the following:

- Sets out the "Health & Safety Charter" which focuses on the key objective in working together to eliminate injuries and illness from the workplace through positive and collective behavioural change.
- Outlines the councils "Health & Safety House Model", setting out the key elements of the Health & Safety Strategy.
- Provides an overview of the aims within the 3 strategic themes of Competency, Communication & Controls.
- Supports the introduction of Safety Improvement Plans. This will provide a mechanism for services to self-assess health & safety performance based against Competency, Communication & Controls, with the aim to reduce incident / accident rates across the council.
- Identifies and describes the roles of the key stakeholders, committees and forums which play a pivotal role in driving forward positive health & safety change.

1.4 The strategy also sets out the next steps to ensure that the council continues to be recognised as a leading local authority on all matters relating to health and safety, including:

- Development of an electronic Health &Safety Training System.
- Development of Service's Safety Improvement Plans (SIPs).
- Roll out of a Safety Culture Survey.
- Review of the Health & Safety communication - Policies, Procedures and Processes.

2 Policy and Resource Implications

Resource Implications:

Financial:	The introduction of a Health & Safety IT training solution may require financial support once a full options appraisal has been scoped by SIIT / Key Stakeholders.
Legal:	The strategy is underpinned by the obligations set out within the Health & Safety at Work Act 1974. It will seek to enhance the council's compliance with the Act and all supporting legislation and guidance.
Personnel:	The strategy will be supported by the existing personnel within the council.
Procurement:	As per the above financial implications, there may be a requirement to invest in an IT training solution which may have procurement implications.

Council Strategic Plan:	Supports Grand Challenge 4 and Mission 3, "Enable staff to deliver a sustainable and innovative council structure that delivers value for money".

Equality and Socio-Economic Impacts:

Does the proposal support the Council's Equality Outcomes 2021-25? Please specify.	The strategy aims to positively impact the health, safety and wellbeing of employees across the council.
What are the potential equality impacts as a result of this report?	The strategy seeks to develop improvements that have a positive impact with regards to mental health and wellbeing across all employees and service users.
Please highlight if the policy/proposal will help address socio-economic disadvantage.	The strategy will seek to positively impact on social / economic disadvantage within the workforce

Climate Impacts:

Does the proposal support any Climate	Yes

Plan actions? Please specify:	
What are the potential climate impacts as a result of this proposal?	N/A
Will the proposal contribute to Glasgow's net zero carbon target?	Supports theme four, Health and Wellbeing

Privacy and Data Protection Impacts:

Are there any potential data protection impacts as a result of this report Y/N	No
If Yes, please confirm that a Data Protection Impact Assessment (DPIA) has been carried out	

3 Recommendations

3.1 The Committee is asked to note the Councils Health & Safety Strategy 2023-2027.