

**Staffordshire County Council**  
**Annual Report on Health, Safety and Wellbeing Performance 2022/23**

## **1. Action Required**

### **1.1 The County Council's Senior Managers need to: -**

- Review the findings and management information detailed in this report.
- Analyse this year's performance and identify action to ensure continuous improvement;
- Consider key actions identified for 2023/24 and decide if any further actions are required;
- Share and communicate the report to SLT, WLT and OMT; and
- Recognise the work that has been achieved to improve the council's management of health, safety and wellbeing risks.

## **2. Introduction**

- 2.1 This report covers the period from 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023. The aim is to provide the council's senior management, stakeholders, public of Staffordshire and others interested in health, safety and wellbeing with information about what the county council is doing to protect its employees, volunteers, contractors, service users, pupils and members of the public.
- 2.2 Health, safety and employee wellbeing in the county council is part of the overall risk management strategy, which aims to identify and manage risks to the county council and its services to the public. Health, safety and employee wellbeing focuses on the risks of injury and ill health that can arise from the wide range of activities necessary to deliver the services to the people of Staffordshire.
- 2.3 This report identifies progress against the key action points outlined in the action plan for 2022/23 and identifies key priorities for 2023/24.

## **3. Background**

### **3.1 The type of health and safety risks involved are varied, but include: -**

- Work related ill health including stress at work
- Manual handling
- Lone working
- Violence and aggression
- Transport and road risks
- Slips, trips and falls

- 3.2 An organisation with such a broad range of activities as Staffordshire County Council has a wide variety of risks to manage and the above list represents only some of the most common risks. To ensure that all risks are identified, the council has a risk assessment process for use by managers and staff. The Health, Safety and Wellbeing Service also maintain and review corporate risks as part of our risk register process. Identified risks then feed into projects and the work programme to reduce and manage these risks effectively.
- 3.3 Our services are often delivered via partnership arrangements. These include a wide range of external organisations such as the NHS, charities, contractors and volunteers. By focusing on co-operation, communication and co-ordination with our partners, we aim to ensure that these operations are also effectively managed as safely as is reasonably practicable.
- 3.4 To support the management of health, safety and employee wellbeing the council employs several specialists, including health and safety specialists; occupational health specialists who provide support for employees, property management specialists etc. In the workplace there are trained safety representatives nominated by trade unions who help to monitor health, safety and wellbeing as well as represent employees during consultation.

#### **4. Action taken during 2022/23 to improve Health, Safety and Wellbeing Management Arrangements**

##### **4.1 Key Successes**

- 4.1.1 The Health, Safety and Wellbeing Service continued to support infection prevention to assist and manage risks, during the winter months especially. This included providing advice and support, managing the emergency PPE provisions and supporting Premises Managers to look at their long-term risk assessments and dynamically assessing when an outbreak or concerns occurred. This activity took place across both core council services and the 400 plus schools supported by the HSW Service.
- 4.1.2 Designed and implemented a post covid syndrome offer to assist colleagues with the long-term impacts, return to work plans and supported managers with reasonable adjustments. This has helped colleagues with this condition and enabled them to access long term support through NHS.
- 4.1.3 Supported the Covid-19 public enquiry submission on emergency preparedness for a pandemic and provision and sourcing of PPE.
- 4.1.4 Our new Occupational Health Referral and Management System (MY OH) which was launched in December 2021 was embedded fully during 2022/23 with amendments implemented following user feedback to improve the system. Improved governance reporting was also produced tracking performance of the unit. The average days from referral to appointment was 7.2 calendar days in 2022/23. Reports following appointment are published to the system for manager access on the same day in over 90% cases and next day in the remainder (only exception is when the employee requests to see the report before it is issued to the manager).

- 4.1.5 Provided extensive support to Household Waste Recycling Centres during first year of operation to ensure effective site management and that learning is taken from the incidents that occur. Provided training and development to team on health and safety leadership and management. Improving risk assessments skills and ensured detailed set of risk assessment on site. Produced fire risk assessment and fire prevention plans along with a wide range of other safety management arrangements. Site compliance inspections were completed of each site to assist site supervisors and the leadership team understand risk gaps and compliance against documented arrangements. Designed and completed health surveillance assessments for all colleagues.
- 4.1.6 Significant work was undertaken to build on our WellMe Wellbeing Strategy launched in Dec 2021. The offer to colleagues was enhanced across all of the 4 pillars (1) Physical Health 2) Mental Health 3) Financial Wellbeing and 4) Social Wellbeing). Significant work was implemented to ensure that our financial wellbeing offer was well understood and assisted colleagues during the ongoing cost of living crisis. The HSW Service worked with communication colleagues to build the profile of the WellMe Strategy and support offer. We worked with VIVUP and Salary Finance to launch a range of new support packages (such as Ask Bill – support on energy prices, Petrol Prices to help ensure getting the cheapest fuel price in local area, new local discounts, new national discounts, webinars on wide range of cost-of-living issues).



- 4.1.7 Since launching Vivup (our lifestyle benefits and wellbeing platform) in November 2021 we have seen 68% of the workforce signing up to the platform and 47% active engagement each quarter. Our Financial Wellbeing products have also been successful with over 2000 colleagues accessing the money insights learning platform by the end of March. Funded 95 loans at average value of £5,151 and an average saving of £638 to each colleague compared to their previous credit arrangements. We also have 20 active savers.

- 4.1.8 During 2022 we also launched the Vivup platform with lifestyle benefits, health and wellbeing offer and financial wellbeing (money insights learning platform) to Foster Carers, Care Leavers, Volunteers, Social Care Commissioned Providers. Recorded wellbeing webinars are also added to the platform.
- 4.1.9 In Oct 2022 we developed the business case to implement the Salary Advance Product, allowing employees to access their pay as earned up to a maximum of 40% of their monthly income over maximum of 2 advances per month. This was approved and the HSW Service implemented this by mid December to allow employees to use the service from January 2023 pay onwards. By the end of March 2023 112 employees had accessed the service and 345 Advances provided. Feedback from colleagues accessing the service have been very positive and the service has a Net Promotor Score of 66.
- 4.1.10 A health and wellbeing calendar of activity in place throughout 2022/23 which has delivered a wide range of wellbeing activity to colleagues in the form of campaigns and live/recorded webinars on a broad range of topic ("Better Sleep", "Menopause Awareness", "Eating Healthy on a Budget", "Men's Health", "Burnout as Bounce Back Ability", "Energy Boost" and "How to Make and Break Habits" plus many more). The aim is to have 1–2 webinars or other activities/blog a month. A range of engagement tools to get feedback on what topic colleagues would like to see each year whilst designing the programme. Also during 2022/23 focussed on products to assist our C&F colleagues taking feedback from the C&F Workforce Steering Group.
- 4.1.11 Launched a "Lose Weight Feel Great" campaign with 7 sessions running from Sept through to December 2022 this was well received, the recorded sessions provide a brilliant long-term addition to our wellbeing offering.
- 4.1.12 Launched Recalibrate Wellbeing Series pilot for 12 months which commenced in January 2023. This provides an easy to follow 12-week programme that fits into even the busiest of lives, the Recalibrate Wellbeing Programme teaches colleagues how to upgrade their mindset, nutrients, movement and lifestyle habits. Colleague can follow the programme online at own pace or join one of two coach led programmes commencing next April and Sept 2023.
- 4.1.13 Occupational Health colleagues have worked closely with People Services colleagues to implement Health and Wellbeing Reviews on long term cases to assist absence reduction plans. Attended absence workshops to raise awareness with managers on how to make the most of Occupational Health referrals.
- 4.1.14 Launched in May 2022 new Domestic Abuse Management Arrangement along with a microsite of information, managers toolkit and Bright Sky App on company portal. Trained 60 Domestic Abuse Champions and worked with New Era Domestic Abuse support organisation to deliver webinars to raise awareness. Our microsite has been visited 776 times since launch and our Domestic Abuse champions have supported several colleagues to seek help and support.
- 4.1.15 Worked with business areas to make sure lone workers are signed up to the new Lone Worker Management System. Over 800 employees are signed up and compliance reports will roll out to managers later in 2023.

- 4.1.16 HSW Service developed the proposed Corporate Tree Management Strategy which was considered by stakeholders along with business case and cost for implementation. This progressed to Senior Leadership Team and further work has been requested to be concluded by end of Summer 2023.
- 4.1.17 Worked with Highways to review risk assessment for the return of the Highways these managers.
- 4.1.18 The Health, Safety and Wellbeing Service maintained its diverse training programme to meet the organisation's statutory training needs. The Net Promoter Score (NPS) from training participant feedback and as of March 2023 stood at NPS score of 69 which is excellent. 99% of participants also stated that they found the skills helpful in completion of their job role. Mixture of online and in person training was delivered.
- 4.1.19 Maintained and improved health and safety management arrangements, guidance, and other tools to support managers.
- 4.1.20 Updated our specification for ThinkWell counselling service specifications in preparation for tendering to commence in May 2023
- 4.1.21 During this period 135 maintained schools and academies (45 Maintained at time of the audit) and 13 Core Council audits were undertaken to review their health and safety management arrangements and develop improvement plans. This was a fuller programme to enable the HSW Service to catch up on audits not completed during the Covid-19.
- 4.1.22 Health, Safety and Wellbeing Service has also responded to and managed several emergency situations and serious incidents during 2022/23.
- 4.1.23 Completed new Service Delivery Agreement with Entrust on trading HSW Services to schools and academies.

## **4.2 Service Level Agreements (SLA)**

- 4.2.1 99% of maintained schools purchased the health and safety service during 2022/23 with just 1 school seeking alternative provision. 64 maintained schools purchased the enhanced service level agreement. The Headteacher briefings have moved online, this has had a positive impact on attendance with between 100-150 delegates per session. Headteachers have indicated that these briefings help them to understand their accountabilities and develop further their learning and skills to manage health, safety and wellbeing effectively in school environments. WellMe wellbeing approach was also rolled out in April 2022 as part of our SLA to Schools.

## **4.3 Improving the Health of the Workforce**

- 4.3.1 As of 31<sup>st</sup> March 2023, sickness absence within the core county council stood at 12.3 days per employee, representing a 0.4% increase compared to 2021/22 (previously 12.25 days per person). This level of absence remains higher than the national average for local government which was benchmarked in 2020 at 8.0 days. Sickness

absence increased throughout the first half of the year, peaking at 13.15 days in August 2022, before reducing month-on-month in a trend that has continued into 2023/24.

- 4.3.2 The leading causes of absence remain psychological ill health and musculoskeletal conditions. Musculoskeletal skeletal absences were 2% higher than in 2021/22, and psychological absences were 7% higher, but given the ongoing reduction in absences logged as 'Other' (1.28 days to 0.58 days) it's likely that some of these increases are a result of improved recording.
- 4.3.3 Between 1<sup>st</sup> April 2022 – 31<sup>st</sup> March 2023, 320 employees had been referred to the physiotherapy service to prevent absence and where they are absent to support early return to work. We improved the exercise treatment plans and introduced follow up telephone appointments to support employees. The service continued to receive excellent feedback from employees. New NPS Score of 78 reported from colleagues accessing the service. All our common condition booklets were reviewed and updated to assist employees to manage these conditions.
- 4.3.4 Between 1<sup>st</sup> April 2022 – 31<sup>st</sup> March 2023, 344 employees had been referred to ThinkWell. The average time to first session was 8 days. 56% of the referrals received were preventative (colleagues in work) and of these 84% remain in work during the support. The clinical assessment scores clearly show that colleagues have benefited from the services they received. Manager and colleague feedback remain extremely positive. New NPS Score of 88 reported from colleagues accessing the service. A deep dive of the trend information was completed for C&F to assist them to understand their psychological absence reasons and trends.
- 4.3.5 MindKind self-help support materials remain well used by colleagues and additional materials have been created and added to the offer to help support employees. Engagement levels have been very positive, and feedback received to date is that managers and colleagues are finding the training and MindKind information and toolkits extremely valuable. All Mental Health First Aiders received CPD training and were provided access to the Mental Health First Aider Support App.
- 4.3.6 Occupational Health received 1293 referrals showing a small decrease from previous year. 604 (similar to 2021/22) of the referrals were from Core Council Services, 227 from maintained schools and remaining from Academies and other customers. People Services continues to work with managers to ensure early referral to Occupational Health. Average calendar days from referral to appointment was 7.2 during 2022/23. Regular sessions with Managers have been held to support and assist managers in making good referrals. Improvements have been made to our MY OH System (OPAS G2) taking into account user feedback and learning over the first 12 months of use.
- 4.3.7 Flu vaccinations were offered to colleagues in line with the Public Health and NHS flu vaccination campaign. Vaccination is an essential part of the overall infection prevention and control arrangements. 348 vouchers were supplied to core council colleagues. Direct access to Flu vaccination scheme was provided to schools to allow for easier ordering and reducing internal admin for the HSW Service.

4.3.8 Significant support has been provided to Premises Managers on fire risk assessment and fire safety management over last 12 months. 82% of maintained schools have confirmed they have reviewed their Fire Risk Assessment in the last 12 months. Reminders on the importance of this have been sent to the remaining settings. 83 % of core council Premises Fire Risk Assessments have been reviewed in the last 12 months. Those outstanding have received support from HSW Service to improve this with significant training and completion support being carried out by HSW Service.

#### **4.4 Key Performance Indicators (KPI's)**

4.4.1 The council has agreed a range of key performance indicators for health and safety against which the council can monitor progress and performance. The outcomes of these are detailed in Appendix 1 and are benchmarked against previous years. These key performance indicators demonstrate that the council is maintaining performance and key actions are being undertaken by managers in the workplace. It is important that the council continues to monitor these indicators to identify further scope for improvement and to maintain the gains already made. The year 2020/21 must also be seen slightly separate from other years as Covid impacted on performance indicators. Therefore we will continue to monitor key performance indicators over a 4 year timeframe.

### **5. Health and Safety Audit and Evaluation Process**

#### **5.1 Outcomes of Internal Health and Safety Audits**

5.1.1 During 2022/23 148 health and safety audits were completed by the Health, Safety and Wellbeing Service.

5.1.2 The outcome of these audits identifies the operating maturity level of the service/establishment audited. The frequency at which the service/establishment will be re-audited is based on the level of maturity achieved. This allows investment of resources where most benefit may be achieved. Where the audits are below a level 3 additional support is being offered into the service to assist improvement.

5.1.3 Management standards surveys within core county and self-assessments in schools are part of the audit and evaluation process and provide management teams with an opportunity to reflect on their health and safety management against set standards. Good response levels were achieved from this year's assessments. 80% from maintained schools, 80% by Finance, 100% completion by EIS, Corporate Services and H&C and 90% completion by C&F.

### **6. Accident and Incident Data**

#### **6.1 Accidents and Violence Statistics**

6.1.1 Appendix 1 details our key performance data for incidents reported. Accidents levels have remained consistent whilst violent incident levels have increased slightly in SCC. The increase in violent incidents has resulted largely from challenging behaviour due to some difficult placements in our Childrens Residential along with small increase in aggression towards front facing colleagues working in enforcement

and other front facing roles from members of the public. Maintained schools have seen a decrease in incident numbers but this is in line with academisation.

- 6.1.2 RIDDOR reportable incidents have decreased for both SCC and Maintained schools which is positive outcome.
- 6.1.3 As schools convert to academies the profile of incidents will keep changing. HSW Service SLA allows Academies to be able to monitor their incidents and to ensure learning and trend analysis. MAT options to have an overview of incidents within the MAT have also been implemented.

## **7. Health and Safety Investigations**

- 7.1 The Health and Safety Advisors have continued to investigate the more serious accidents and encourage Operational Managers to investigate all accidents. This approach is monitored and chased within the My Health and Safety system. Managers have been encouraged to establish both the immediate and root cause of accidents to manage the potential for reoccurrence.
- 7.2 There have been several accidents and incidents in schools and core council activities which could have had more serious outcomes. The Health, Safety and Wellbeing Service has investigated these incidents and helped the services and schools implement improved control measures.
- 7.3 The HSE has requested information and investigation reports on some of the RIDDOR reportable accidents, and no further action has been taken as they have been satisfied with our investigations.
- 7.4 In 2022/23 the HSE have completed a range of School Asbestos Management Inspections. Whilst several Staffordshire schools/academies received visits, no Staffordshire school received a notice of contravention from these visits. The HSW Service has gathered wider learning from across the West Midlands Network and intend to review this against the update expected nationally from the HSE in Sept 2023.
- 7.5 In April 2012 the HSE launched "Fee for Intervention". During 2022/23 we have not received any Fee for Intervention Costs.

## **8. Joint Consultation**

- 8.1 The council has held health, safety and wellbeing committees in accordance with the Health, Safety and Wellbeing Policy. Consultation forum meetings are planned for 2023/24.



## 9. Occupational Health Unit (OHU)

|                                 | 2019/20 | 2020/21 | 2021/22 | 2022/23 |
|---------------------------------|---------|---------|---------|---------|
| Ill Health Referrals            | 951     | 898     | 1342    | 1293    |
| Ill Health Retirement Requests  | 19      | 18      | 17      | 22      |
| Ill Health Retirements Approved | 12      | 11      | 7       | 17      |

- 9.1 Occupational Health management referrals were slightly lower than last year. Nearly half of the total referrals 604 being from the core council and 227 from maintained schools the rest are from academies and other customers.
- 9.2 The number of ill-health retirements being granted (meeting the qualifying criteria) has increased compared to previous years.

## 10. Liability Claims

- 10.1 There have been no significant developments in terms of claim numbers, although early indication is that claim frequency from policy year 2019 onwards is declining. It should be noted that claimants have up to 3 years after the accident within which to claim.

|                                   | 2017     | 2018     | 2019    | 2020     | 2021    | 2022    |
|-----------------------------------|----------|----------|---------|----------|---------|---------|
| <b>No. of Claims Occurred</b>     | 31       | 24       | 9       | 16       | 11      | 16      |
| <b>Estimated Cost of payments</b> | £182,851 | £113,156 | £64,905 | £136,790 | £86,159 | £22,802 |

### 10.2 Background Information on Claims / Legal Developments

Estimated Cost of Payments includes reserves. This represents insurers “best estimate” of final settlement.

- 10.3 While claimants generally have 3 years post incident to pursue a claim without an action becoming statute barred (3 years after 18th birthday in the case of minors). As a result of the Jackson reforms the indications are that claims are being submitted more quickly.
- 10.4 2022 has seen a complex claim which is also linked to ongoing inquest. HSW Service and Strategic Property have provided detailed evidence to Coroner and Insurance Provider. This case remains ongoing and key stakeholders have been briefed and reactive communications prepared.

## **11. New Legislation & Key Topics for 2023/24**

- 11.1 HSE intend to continue through 23/24 with a further programme of inspections in schools on Asbestos Management. HSW Service have kept schools informed through regular network meetings.
- 11.2 HSE during 2023/24 will have a programme of inspection of waste and recycling sector sites and have provided guidance on the key areas of focus. This has been shared with the HWRC Leadership Team.
- 11.3 The Fire Safety (England) Regulations came into force on 23 January 2023. These introduced new requirements, including monthly lift/firefighting inspections, wayfinding signage for buildings over (18m/seven storeys), quarterly checks of fire doors and annual checks of flat entrance doors (that open onto common parts) for all buildings over 11 metres. Our Fire Safety Management Arrangements have been amended accordingly.
- 11.4 2023 will be a year of increased scrutiny by regulators on the mental health of workforces. The HSE has put the reduction of work-related ill health, with a specific focus on mental health and stress, at the centre of its strategy and says that it intends to "deliver interventions that make a real difference".
- 11.5 The Prime Minister has confirmed that draft legislation for the protect duty is due in spring 2023. The new legislation is intended to tighten security at venues in the wake of the Manchester Arena bombing. The new rules, also known as "Martyn's Law", will cover all the UK and require venues and local authorities to have preventative action plans against terror attacks. The protect duty will apply to public venues (such as stadiums and shopping centres), large organisations employing 250 staff or more that operate at publicly accessible locations, and public spaces (for example, public parks, beaches, and pedestrianised areas). The protect duty will follow a tiered model, linked to the type of activity taking place and venue capacity, and will seek to improve how prepared a venue is without putting an undue burden on business.

## **12. Key Actions for 2023/24**

- 12.1 The Health, Safety and Wellbeing Service will have the following key priorities during this period.

### **Project Development Activities**

- Develop implementation plan and support services with advice on implementation of the new Tree Management Strategy.
- Implement additional modules within the MY H&S System to improve digital innovation and enhance governance over the next 3 years. With 2023/24 being delivery of Workstation Assessments.
- Review HSW audit approach to allow effective transfer into MY H&S and to innovate approach in 2024/25.

- Review health surveillance arrangements and working practices across council business activities to modernise approach and improve compliance.
- Embed the Entrust SDA changes into the ways working of the HSW Service including review of dashboard to align to new SDA.
- Review the key/relevant HSW Management Arrangements to take account of the hybrid working in a post-COVID era with greater expectation to provide flexible working and to support the 2023 -2027 People Strategy “We Will” statements.
- Corporate File Plan implementation work to ensure effective transfer of HSW Service S Drive data to new Corporate Location (in line with Retention Policy requirements and H&S Legislation). Completing suitable data cleanse governance.
- Review training on HSW in Learning Hub and also in training matrix to assist services and traded customers.

### **Business Change Support**

- Ensure effective implementation of the health, safety and wellbeing management arrangements across services undertaking transformational change and setting up new services/activities.
- Review Construction Design and Management (CDM) compliance across services to ensure client management activities are working effectively. Providing detailed support provision on CDM for Highways Transformation.
- Lead the C&F Workforce Steering Group Staff Wellbeing Working Group and project plan.
- Support C&F to maximise wellbeing support across transformation areas to improve outcomes.

### **Health & Wellbeing of the Workforce**

- Review and revise strategies to cope with the national baseline rise in mental ill health, long COVID, and impact on NHS services which increase the time colleagues will work with long term health conditions, to improve support and rehabilitation options.
- Maximise use of the WellMe strategy and build on current performance.
- Maximise Financial Wellbeing engagement and learning to help support colleagues through cost-of-living impacts.
- Enhance MHFA & Domestic Abuse Champions skills through provision of refresher and CPD.
- Review current mental health support to ensure that we can respond to the national increase in cases and lack of national support (growing impact post Covid-19) to

build organisational, team and individual resilience, ensuring that people have psychological and other 'assets' they can call upon in times of stress.

### **Infection Management**

- Provide technical support from HSW & PPE perspective to Public Health.
- Support Premises Managers with infectious outbreaks as needed.
- Manage emergency PPE stocks and any disposal requirements.
- Support any Covid public enquiry requests.
- Maintain Occupational Health knowledge on Post Covid 19 Syndrome and monitor effectiveness of our support offer.

### **Maintain Business as Usual Activities**

- Maintain business as usual support for the council and traded school customers.
- Fire Risk Assessments are completed to programme for SCC services and traded customers have access to competent fire risk assessors.
- Identify Core Council services from audit outcomes that need additional support to improve standards.
- Maximise benefits of the Lone Worker Management System to support engagement and effective working practices.
- Respond to and investigate serious or potentially serious accidents and incidents to ensure effective learning taken forward.
- Complete and ensure effective implementation of actions for RIDDOR Reportable/HSE enforcement ongoing investigations.
- Maintain an effective health, safety, and wellbeing training programme.
- Maintain Health, Safety and Wellbeing Management Arrangements and guidance documents in line with best practice and legislation.
- Complete emergency planning and resilience roles to assist in response and recovery activities along with participation in all training and exercising arrangements.

### **Stakeholder and Network Engagement**

- Maintain strong, positive relationships with all health, safety and wellbeing stakeholders and maximise the benefits from professional networks.

- Maintain effective relationships with enforcement bodies and demonstrate our organisational commitment to ensuring the health, safety and wellbeing of our workforce and protecting the public in the delivery of our services.
- Maintain effective consultation with Trade Unions on the council's response and recovery arrangements.

### **13. Conclusion**

13.1 This report provides an indication that health and safety performance was maintained and continued to be managed effectively during 2022/23. Continuous improvement is important and the enhanced Audit Programme during 22/23 and which will continue into 23/24 will ensure all services have an up to date audit maturity level and clear action plans.

13.2 The work completed during 2023/24 will continue to focus maintaining and improving health and safety standards and enhancing the wellbeing of our people.

### **14. Contacts**

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## Appendix 1 - Key Performance Indicators

|    | Indicator   | 2019/20  | 2020/21  | 2021/22  | 2022/23  |
|----|---|--|--|--|--|
| 1. | Number of Incidents by Type   | <p><b>SCC – Accidents 404</b> of which <b>116</b> were to employees<br/>                     SCC - Near Miss <b>35</b><br/>                     SCC – Environmental <b>3</b><br/>                     SCC - Road Traffic <b>15</b></p> <p><b>Schools - Accidents 762</b> of which <b>228</b> were employees<br/>                     School - Near Miss <b>14</b><br/>                     School – Environmental <b>0</b><br/>                     School Road Traffic <b>3</b></p> | <p><b>SCC – Accidents 272</b> of which <b>57</b> were to employees<br/>                     SCC - Near Miss <b>5</b><br/>                     SCC – Environmental <b>1</b><br/>                     SCC - Road Traffic <b>2</b></p> <p><b>Schools - Accidents 448</b> of which <b>145</b> were employees<br/>                     School - Near Miss <b>8</b><br/>                     School – Environmental <b>1</b><br/>                     School Road Traffic <b>1</b></p> | <p><b>SCC – Accidents 300</b> of which <b>87</b> were to employees<br/>                     SCC - Near Miss <b>20</b><br/>                     SCC Disease <b>3</b><br/>                     SCC – Environmental <b>0</b><br/>                     SCC - Road Traffic <b>9</b></p> <p><b>Schools - Accidents 857</b> of which <b>238</b> were employees<br/>                     School - Near Miss <b>22</b><br/>                     School – Environmental <b>2</b><br/>                     School Road Traffic <b>2</b></p> | <p><b>SCC – Accidents 301</b> of which <b>103</b> were to employees<br/>                     SCC - Near Miss <b>47</b><br/>                     SCC Disease <b>4</b><br/>                     SCC – Environmental <b>3</b><br/>                     SCC - Road Traffic <b>19</b></p> <p><b>Schools - Accidents 602</b> of which <b>190</b> were employees<br/>                     School - Near Miss <b>16</b><br/>                     School – Environmental <b>0</b><br/>                     School Road Traffic <b>0</b></p> |
| 2. | Violence and Aggression   | <p>SCC total violence <b>500</b> which <b>243</b> were towards employees.</p> <p>Schools total violence <b>268</b> of which <b>201</b> were towards employees.</p>   | <p>SCC total violence <b>329</b> which <b>172</b> were towards employees.</p> <p>Schools total violence <b>73</b> of which <b>59</b> were towards employees.</p>   | <p>SCC total violence <b>389</b> which <b>235</b> were towards employees.</p> <p>Schools total violence <b>205</b> of which <b>167</b> were towards employees</p>  | <p>SCC total violence <b>423</b> which <b>266</b> were towards employees.</p> <p>Schools total violence <b>160</b> of which <b>140</b> were towards employees</p>  |
| 3. | Number of RIDDOR reportable incidents   | <p>SCC <b>13</b><br/>                     Schools <b>25</b><br/>                     Total <b>38</b></p>   | <p>SCC <b>8</b><br/>                     Schools <b>15</b><br/>                     Total <b>23</b></p>  | <p>SCC <b>15</b><br/>                     Schools <b>19</b><br/>                     Total <b>34</b></p>   | <p>SCC <b>8</b><br/>                     Schools <b>14</b><br/>                     Total <b>22</b></p>  |
| 4. | Number of Civil Claims (excluding highways)   | <b>9</b>   | <b>16</b>  | <b>11</b>  | <b>16</b>  |
| 5. | Cost of Liability Claims  | <b>£64,905</b>   | <b>£136,790</b>  | <b>£86,159</b>   | <b>£22,802</b>   |
| 6. | % of Management Standards surveys returned by corporate services and Self Audits completed by schools | <p>Schools <b>78%</b><br/>                     SCC Not completed due to COVID-19 Resources</p>   | <p>Schools <b>79%</b><br/>                     SCC Not completed due to COVID-19 Resources</p>   | <p>Schools <b>82%</b><br/>                     Families &amp; Communities <b>67%</b><br/>                     Economy, Infrastructure &amp; Skills <b>100%</b><br/>                     Corporate Services <b>100%</b><br/>                     Health &amp; Care <b>100%</b></p>  | <p>Schools <b>80%</b><br/>                     Children &amp; Families <b>90%</b><br/>                     Economy, Infrastructure &amp; Skills <b>100%</b><br/>                     Finance <b>80%</b><br/>                     Corporate Services <b>100%</b><br/>                     Health &amp; Care <b>100%</b></p>   |

### Council Incidents by Service Area

|                                 | Accidents | Near Miss | Road Traffic | Environmental | Violence and Aggression | Disease |
|---------------------------------|-----------|-----------|--------------|---------------|-------------------------|---------|
| <b>Council Overall</b>          | 301       | 47        | 19           | 3             | 423                     | 4       |
| Children & Families             | 78        | 5         | 6            | 0             | 173                     | 1       |
| Health & Care                   | 135       | 6         | 2            | 0             | 167                     | 2       |
| Economy Infrastructure & Skills | 78        | 30        | 11           | 3             | 79                      | 1       |
| Corporate Services              | 10        | 6         | 0            | 0             | 4                       | 0       |

### Schools Overview

|                         | Primary | Middle | Secondary | Special | PRU | Totals |
|-------------------------|---------|--------|-----------|---------|-----|--------|
| Accident                | 392     | 17     | 128       | 39      | 26  | 602    |
| Near miss               | 4       | 0      | 3         | 6       | 3   | 16     |
| Environmental           | 0       | 0      | 0         | 0       | 0   | 0      |
| Road Traffic Collision  | 0       | 0      | 0         | 0       | 0   | 0      |
| Violence and Aggression | 87      | 0      | 7         | 17      | 49  | 160    |