

Annual Health and Safety Performance Report 2015/16

Supporting you in managing Health, Safety & Wellbeing



Achievements in 2015/16

- 81% of all schools and 63% of all Corporate services now achieving level 3 and above in their H&S Audit.
- Completed 74 School and 19 Core Council audits of services to review their health and safety management arrangements and develop improvement plans.
- Completed health and safety planning meetings with schools who purchased the additional SLA to allow them to identify key risk gaps and develop management plans to improve their health, safety and wellbeing performance.
- ThinkWell supported an overall 7% reduction in psychological absence and has seen a 22% increase in referrals.
- Musculoskeletal prevention and early intervention activities have continued to provide benefits and achieved national recognition.
- Over 3000 colleagues have used the self-service wellbeing stations or taken part in the 'know your numbers' campaign.
- The Health, Safety and Wellbeing Service has also responded to and managed several emergency situations and serious accidents.

2015/16 Incidents

- To resolve a problem with collapsing floor ducts in Flash Ley Primary School Strategic Property arranged for Entrust to fill the corridor floor ducts with an expanding foam material. This was completed in the summer holidays without any issues. The school raised concerns about a strong smell within the building and air sampling was undertaken which identified the presence of formaldehyde. As a result of the high levels of formaldehyde it was arranged to relocate children to alternative sites and work was undertaken to remove the foam material and undertake alternative remedial work.
- The Health, Safety and Wellbeing Service worked with the HSE and Public Health England throughout the management of the incident and ongoing investigations. These agencies have been actively involved with identifying a solution and managing the risk on site.

HSE Involvement

- The HSE have requested information and investigation reports on some RIDDOR reportable accidents. No further action has been taken as they have been satisfied with the investigations outcome.
- Identified that asbestos ceiling tiles had been removed from a Voluntary Aided School as part of self managed work. The H,S&W service supported the school with an investigation and the formal interview of the chair of governors by the HSE.
- In April 2012 the HSE launched “Fee for Intervention”. To date we have not been charged for any interventions.





Outcomes of Health and Safety Audits

The table below outlines the maturity results of all services

| Maturity Level | Schools | Families & Communities | Economy, Infrastructure & Skills | Finance & Resources | Strategy, Governance & Change | Health & Care |
|----------------------------------|---------|------------------------|----------------------------------|---------------------|-------------------------------|---------------|
| Level 1 - Emerging | 2 | 0 | 0 | 0 | 0 | 1 |
| Level 2 - Managing | 59 | 9 | 0 | 3 | 2 | 3 |
| Level 3 - Established | 82 | 7 | 5 | 3 | 1 | 0 |
| Level 4 - Performing | 115 | 3 | 3 | 3 | 0 | 0 |
| Level 5 – Continuous Improvement | 31 | 3 | 3 | 0 | 0 | 0 |
| Average Score | 3.5 | 2.9 | 3.8 | 2.99 | 2.3 | 1.75 |

Level 5= Highest Level

Performance Data – Accident/Violence

| Indicator | 2013/14 | 2014/15 | 2015/16 | Outturn |
|--|---------------------------------|-----------------------------------|---------------------------------|---|
| Number of Total Accidents | 2698 | 2413 | 1689 |  |
| Number of Accidents to Employees | 693 | 573 | 429 |  |
| Number of Violent Incidents to Employees | 962 | 653 | 665 |  |
| Number of RIDDOR Reportable Incidents | Excluding Sports 81 Total 94 | Excluding Sports 112 Total 123 | Excluding Sports 71 Total 73 |  |

Improving Performance







Decreasing Performance






Consistent Performance



Performance Data – Ill Health

| Indicator | 2013/14 | 2014/15 | 2015/16 | Outturn |
|--|-----------|---------|---------|---|
| Absence – average days lost per employee | 7.08 days | 7.79 | 7.06 |  |
| Number of referrals to OHU | 1481 | 1342 | 1133 |  |
| Ill health retirement requests | 39 | 30 | 21 |  |
| Ill health retirements approved | 16 | 14 | 10 |  |

Performance Data – Health and Safety Management

| Indicator | 2013/14 | 2014/15 | 2015/16 | Outturn |
|---|--|---|---|---|
| % of Premises with a Fire Risk Assessment completed/reviewed within last 12 months. | Schools 79% People 85% Place 100% Support Services 100% | Schools 83% People 100% Place 100% Support Services 100% | Schools 76% Core County 95% |  |
| % Management Standards Surveys returns by corporate services and Self Audits completed by schools | Schools 72% People 85% Place 73% Support Services 89% | Schools 74% People 84% Place 100% Support Services 100% | Schools 76% Families & Communities 94% Economy, Infrastructure & Skills 100% Strategy, Governance & Change 89% Finance & Resources 79% Health & Care 40% - Restructure |  |
| % of Internal Health and Safety Audits completed to programme. | Schools 100% People 95% Place 100% Support Services 94% | Schools 100% People 92% Place 100% Support Services 100% | Schools 100% Families & Communities 100% Economy, Infrastructure & Skills 100% Strategy, Governance & Change 100% Finance & Resources 100% Health & Care 100% |  |

Key Actions 2016/17



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