

# Safety, Health & Wellbeing Policy

## Section 1 – Policy Statement

We recognise that good safety, health, and wellbeing is integral to our organisational and business performance by reducing injuries and ill health, protecting the environment, and reducing unnecessary losses and liabilities. Our service delivery decisions will always consider the impact on safety, health, and wellbeing.

We aim to promote a positive safety, health, and wellbeing culture where everybody is required to play a part. We are committed to continuous improvement in safety, health and wellbeing performance and recognise that for safety, health, and wellbeing management to be successful, all parties must be actively engaged.

To promote good safety, health, and wellbeing at work we will focus on measures to ensure:

- A positive work life balance
- A healthy lifestyle (including physical activity, healthy eating, musculoskeletal improvements)
- Positive mental wellbeing (including work related stress)

We aim to be exemplary in all matters relating to the safety, health, and wellbeing of our colleagues and all those who may be affected by our activities. This policy will assist in the delivery of the council's safety, health, and wellbeing vision of "Everyone home, safe and well" which the council holds as being applicable to our colleagues and our contractors, service users, pupils, and the public we serve. To this end we are committed to:

- compliance with the requirements of relevant legislation, codes of practice, and industry standards
- providing a robust, systematic, and sustainable health and safety management system
- providing adequate control of the safety, health and wellbeing risks arising from our work activities
- consultation with our colleagues on matters affecting their safety, health, and wellbeing
- providing and maintaining safe plant and equipment and systems of work
- provide comprehensive information, instruction, and supervision with adequate professional advice
- ensuring all colleagues receive appropriate training and are competent to carry out their tasks
- ensure that contractors and service providers are competent to manage the health and safety aspects of their work
- the prevention of incidents, injuries, and cases of work-related ill health
- the management and maintenance of a safe and healthy working environment
- reviewing and revising this policy at least every three years



**Nicola Beach, Chief Executive**  
May 2023



**Matthew Hicks, Leader**  
May 2023