



<b>Report To:</b>	Policy Development Panel
<b>Date:</b>	21 <sup>st</sup> April 2026
<b>Subject:</b>	Health and Safety Policy – General Statement of Intent and Arrangements
<b>Purpose:</b>	To seek views from Policy Development Panel on proposed amendments to the Councils Health and Safety Policy
<b>Key Decision:</b>	No
<b>Portfolio Holder:</b>	Councillor Paul Redgate Deputy Leader and Portfolio Holder for Finance
<b>Report Of:</b>	Christian Allen Assistant Director Regulatory
<b>Report Author:</b>	Christian Allen Assistant Director Regulatory
<b>Ward(s) Affected:</b>	All
<b>Exempt Report:</b>	No

### **Summary**

South Holland District Council is committed to the health, safety and welfare of employees and others who may be affected by Council activities. The Council are obliged to make provisions for health, safety and welfare according to the Health & Safety at Work etc. Act 1974 and subsequent regulations made under the Act.

The Council recognises that employees are a vital asset and is committed to the prevention of injury and ill health to all employees, and also to the health, safety and welfare of non-employees, who may be affected by the Council's work activities.

Amongst the explicit duties imposed on the Council as an employer, is the requirement to provide a written health and safety policy and to review the Policy from time to time to ensure that it remains compliant and fit for purpose.

### **Recommendations**

That the Policy Development Panel considers the proposed amendments to the Health and Safety Policy (Appendix 1), together with any additional feedback received, and recommends the Policy to Cabinet for approval.

### **Reasons for Recommendations**

It is the statutory duty of every employer to review the health and safety policy from time to time to ensure it remains fit for purpose, up to date and reflects current best practice and guidance.

### **Other Options Considered**

None.

## **1. Background**

- 1.1 Amongst the explicit duties imposed on the Council as an employer, is the requirement to provide a written Health and Safety Policy and to review the policy from time to time to ensure that it remains compliant and fit for purpose.
- 1.2 The last time the Health and Safety Policy was reviewed by the Council was in 2023/24.
- 1.3 As the SELCP matures, there is a need to ensure that our Health and Safety arrangements keep pace with organisational and structural change throughout our workforce and that a positive health and safety culture is sustained and prevails, across the partnership, at each council and from top to bottom of the organisation, through each department and team.

## **2. Report**

- 1.1 The Health and Safety Policy for South Holland District Council sets out the policy framework and means by which the Council seeks to meet the health, safety and welfare obligations that it has to its workforce, contractors and those affected by the undertakings of the Council.
- 1.2 Good practice dictates that the Health and Safety Policy is reviewed regularly to ensure that it remains up to date, fit for purpose and reflects best practice and mandatory guidance.
- 1.3 The current Health and Safety Policy was reviewed by Policy Development Panel on 12<sup>th</sup> December 2023 and approved by Cabinet on 6<sup>th</sup> February 2024.
- 1.4 The current policy was reviewed by the Health and Safety Manager at PSPS in collaboration with the Assistant Director Regulatory. The output from this review is the Health and Safety Policy V5.0 attached at appendix 1 and highlighted to show the edits/amendments made from the previous version approved in 2024.
- 1.5 Policy Development Panel are invited to consider the draft Health and Safety Policy V5.0 and to recommend it to Cabinet for approval.

- 1.6 Subject to the deliberations by PDP and any adjustments considered necessary by Cabinet, edits will be adopted, highlights will be removed and the signature of the Leader of the Council and Chief Executive will be added, prior to publication.
- 1.7 Members may wish to be aware that similar changes to the Health and Safety Policies for Boston Borough Council and East Lindsey District Council have also been adopted bringing closer alignment and continuity to key policy documents across the S&ELCP.

## **2. Conclusion**

- 2.1 To seek the views of Policy Development Panel on proposed revisions to the Health and Safety Policy, to ensure that said policy remains up to date, fit for purpose and reflects current best practice and guidance.

## **Implications**

### **South and East Lincolnshire Councils Partnership**

Whilst each sovereign Council is obliged to have their own Health and Safety Policy to comply with legal requirements, Health and Safety Policies for all three Councils have been aligned to ensure that there is continuity in our health and safety arrangements across the Partnership.

### **Corporate Priorities**

Sub Regional Strategy 24.25 – 28.29. Corporate Priority; Efficiency and Effectiveness; To prepare for the future of Local Government. We Will; Prepare our Partnership / Councils for the future of Local Government; recognising that the environment we operate in continues to change.

### **Staffing**

None

### **Workforce Capacity Implications**

None

### **Constitutional and Legal Implications**

Under the Health & Safety at Work etc. Act 1974 and subsequent regulations made under the Act every employer (with over 5 employees) has a duty to provide a written Health and Safety Policy and to ensure that the arrangements for managing the health, safety and welfare of staff and persons affected by the Councils undertakings are up to date and reflect best practice and guidance.

Approval of the Policy is an Executive function of the Council. The Head of Paid Service and Leader of the Council are signatories to the Health and Safety Policy. Approval by Cabinet usually follows consideration of the revised Policy by PDP.

### **Data Protection**

None

### **Financial**

None

### **Risk Management**

Failure to have a fit for purpose health and safety policy in place represents a legal, financial and reputational risk for the Council. As a public body the Council should be leading the way in terms of health and safety conformance.

### **Stakeholder / Consultation / Timescales**

Consultation has been undertaken with the Portfolio Holder Finance, Senior Leadership team, Section 151, Monitoring Officer, Director of Communities and the Partnership Health and Safety Governance Group

### **Contracts**

None

### **Equality and Diversity / Human Rights / Safeguarding**

None

### **Health and Wellbeing**

The Council recognises that employees are a vital asset and is committed to the prevention of injury and ill health to all employees, and also to the health, safety and welfare of non-employees, who may be affected by the Council's work activities.

### **Climate Change and Environment Impact Assessment**

Not Undertaken

### **Acronyms**

S&ELCP – South and East Lincolnshire Councils Partnership

### **Appendices**

Appendix 1

Health and Safety Policy V5.0 (changes highlighted)

## **Background Papers**

*No background papers as defined in Section 100D of the Local Government Act 1972 were used in the production of this report.'*

## **Chronological History of this Report**

None

## **Report Approval**

Report author:	Christian Allen, Assistant Director Regulatory
Signed off by:	Jason King, Director of Communities
Approved for publication:	Councillor Paul Redgate, Deputy Leader and Portfolio Holder for Finance