



Report To:	Cabinet
Date:	28 th April 2026
Subject:	Health and Safety Policy – General Statement of Intent and Arrangements
Purpose:	To seek approval from Cabinet for amendments to the Health and Safety Policy (V5.0)
Key Decision:	No
Portfolio Holder:	Councillor Paul Redgate Deputy Leader and Portfolio Holder for Finance
Report Of:	Christian Allen Assistant Director Regulatory
Report Author:	Christian Allen Assistant Director Regulatory
Ward(s) Affected:	All
Exempt Report:	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

Cabinet are asked to;

1. Approve the Health and Safety Policy (V5.0) (Appendix 1) having considered feedback from the Policy Development Panel.
2. Delegate to the Assistant Director Regulatory, in consultation with the Portfolio Holder, authority to make such amendments to this policy as may from time to

time be required in order to (i) reference any links or amended links to other documents as may be required; and (ii) reflect any issues over which the Council has no discretion including, but not limited to, references to any legislative changes and amended guidance. Any material amendments to the policy will be subject to the usual approval process in line with the Constitution.

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

- 2.1 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.
- 2.2 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.
- 2.3 The current Health and Safety Policy was reviewed by Policy Development Panel on 12th December 2023 and approved by Cabinet on 6th February 2024.
- 2.4 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.

- 2.5 Policy Development Panel will be invited to consider the draft Health and Safety Policy V5.0 at their meeting on 21st April.
- 2.6 Subject to the deliberations by PDP and any adjustments considered necessary by Cabinet, edits will be made, highlights will be removed and the signature of the Leader of the Council and Chief Executive will be added, prior to publication.
- 2.7 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.

3. Conclusion

- 3.1 To seek approval from Cabinet for revisions to the Health and Safety Policy, following consideration by the Policy Development Panel, to ensure that key organisational policies remain up to date, fit for purpose and reflect 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

