



HEALTH & SAFETY POLICY STATEMENT

We recognise and accept that Cumbria County Council has a legal and moral duty to provide for the health, safety and wellbeing of all its employees and any other person who may be affected by its activities. We view our health and safety responsibilities as being equally important and complementary to everything else we do. Health and safety performance is recognised as contributing to council performance generally by helping reduce injury, ill health, losses and liability. We are committed to continuous improvement in health and safety performance and will ensure sufficient physical and financial resources are made available to achieve this.

We will ensure, so far as is reasonably practicable, that we provide safe premises and working environments, safe equipment and substances, and safe systems of work. We will provide information, instruction, training and supervision to ensure excellent levels of health and safety are achieved and maintained. Legal compliance in all areas is deemed to be the minimum standard to be attained.

Suitable risk assessments will be used as a tool throughout the council to ensure that health and safety arrangements are adequate.

Everybody is expected to play a part in health and safety and we recognise that for health and safety management to be successful all parties must be actively involved. People are a key resource. This includes not only employees but also members, volunteers, contractors and partner organisations.

To help ensure active involvement of all parties effective communication and consultation arrangements will be established through the unions and through other arrangements such as use of focus groups.

An organogram showing how health and safety is structured in the Council is provided at the end of this statement. (Not shown on notice board version)

The Chief Executive has overall responsibility for the County Council's health and safety performance.

The Cabinet of the Council has identified the Cabinet Member for Community Safety and Local Services as being the lead councillor on health, safety and welfare issues.

The Corporate Management Team has designated a Corporate Director as the champion for health and safety issues within the organisation. Their job is to ensure that the Chief Executive, Corporate Directors and Council Members are kept informed of relevant health and safety issues.

The Corporate Health, Safety & Wellbeing Manager, being the Head of Profession for health and safety matters reports on health and safety matters and provides professional advice to the Corporate Director.

Corporate Directors are responsible for maintaining high standards of health, safety and welfare within their own Directorates consistent with this safety policy statement and with the Corporate Health & Safety Procedures Manual. Each Directorate will prepare an Action Plan for health and safety improvement which will be regularly reviewed and where necessary will prepare further written documentation to describe the organisation and arrangements for health and safety to address specific risk areas within the Directorate.

Each Directorate is represented by a Lead Officer for Health and Safety nominated by the Corporate Director and empowered to act on their behalf and each Directorate is professionally assisted by a Health & Safety Practitioner.

The Health & Safety Lead Officers' Group, chaired by the lead Corporate Director, has delegated powers to approve corporate health and safety procedures.

The Safety Practitioners Group, chaired by the Corporate Health, Safety & Wellbeing Manager, is a forum for sharing health and safety experience across the Council and for developing corporate health and safety procedures. The Corporate Health, Safety & Wellbeing Manager acts as the link between the Lead Officers and Safety Practitioners Groups.

Managers and supervisors throughout the council have responsibility not only for their own health and safety but also for that of employees under their control.

All employees are expected to cooperate and to contribute towards meeting excellent health and safety performance in the Council.

Whilst adopting excellent health and safety standards is viewed positively and contributes to the overall performance of the council, failure to adopt adequate procedures will be taken seriously. Where required, appropriate disciplinary procedures will be implemented.

In order to ensure we are achieving adequate health and safety standards arrangements will be put into place to monitor performance. These will include audit arrangements and monitoring of accident and work related ill health data. Levels of work related accidents and ill health are deemed to be an indicator of management control and, not necessarily, the fault of individuals.

Wherever possible we will benchmark our performance against available data and seek to achieve continual improvement in performance.

Health and safety performance will be published in an Annual Health & Safety Report with interim updates provided on a quarterly basis.

The statement represents a summary of the corporate health and safety organisation and arrangements. The detailed organisation and arrangements can be found in the Corporate Health & Safety Procedures Manual which is published on the Council's Intranet site. This statement and the Procedures Manual will be made freely available to all interested parties.

This policy statement will be reviewed on an annual basis to ensure it remains up to date.

**Leader of the Council
Councillor Eddie Martin**



Signature

Date 17 November 2010

**Cabinet Member for Community Safety & Local Services
Councillor Gary Strong**



Signature

Date 17 November 2010

**Chief Executive:
Jill Stannard**



Signature

Date 17 November 2010

ORGANOGRAM FOR HEALTH AND SAFETY IN CUMBRIA COUNTY COUNCIL

