Cumbria County Council has a duty to provide for the health, safety and wellbeing of all its employees, elected members and any other person who may be affected by Council activities.

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

To promote better health at work we will focus on measures to ensure:
- An effective work life balance;
- A healthy lifestyle (including physical activity, healthy eating, musculoskeletal improvements);
- Positive mental wellbeing (including work related stress).

To promote a positive safety culture we will focus on:
- Strong corporate commitment from Council Leaders and Managers;
- Compliance with legislation and safety working procedures;
- A high corporate profile with effective performance and audit management systems;
- Maintaining a positive attitude towards health and safety objectives;
- Regular engagement and co-production of improvement initiatives working with employees and recognised Trade Union representatives;
- Close working and co-chairing arrangements with recognised Trade Union representatives on joint initiatives to aim for continual improvement;
- Safety discussion forums at various levels of the council with up to date terms of reference, two way communication and regular engagement activities;
- A professional occupational health service.

The Council will ensure that robust health and safety governance and performance management arrangements are in place to ensure cross cutting organisational safety objectives are achieved. Where gaps exist, or performance does not achieve the required standards, action plans will be implemented and tracked by competent and accountable persons to ensure standards improve.

We provide a range of information, advice, training and tools that we provide safe premises and working arrangements. We provide an In-Touch intranet site;

Roles and Responsibilities
Health and Safety is everyone’s responsibility and all elected members, staff, trade union representatives and contractors working on behalf of the Council are expected to:
- Adopt excellent health and safety standards;
- Comply with legislation, policies and procedures; and
- Engage in the management/reporting of health and safety issues.

Corporate Governance
The Corporate Health and Safety Group (co-chaired between senior officer and recognised Trade Union representatives) will lead on corporate health, safety and wellbeing issues and engage with staff, members and contractors at all levels.

Senior Officer Governance
The Senior Officer Health & Safety Group ensures an Assistant Director and Senior Management level forum for discussion and monitoring of cross cutting health, safety and wellbeing issues affecting the Council and our contractors; are relevant to more than one directive; require corporate investment; or have not been resolved through other discussions.

Directorate Governance
Executive Directors, the Chief Fire Officer and Director of Finance are responsible for maintaining high standards of health, safety and welfare within their own Directorates consistent with this health and safety policy statement and in line with the Corporate Health & Safety Procedures Manual.

This statement of policy on health and safety at work in Cumbria County Council is made in accordance with section 2(3) of the Health and Safety at Work Act 1974.

This policy will be reviewed on an annual basis to ensure it remains fit for purpose and up to date.

Further Information
This statement represents a summary of the Corporate Health and Safety arrangements in place for Cumbria County Council for 2019/20.

More detailed arrangements can be found in the Corporate Health & Safety Procedures Manual which is published on the Council’s website.

Performance Management and Ongoing Learning
To ensure adequate health and safety standards are achieved, and continual improvement sought, governance and performance management systems are in place to monitor progress against the Corporate Health and Safety Action Plan, audit findings and monitoring of accident and work related ill health data. Wherever possible, health and safety performance and ways of working will be benchmarked against available data, other Local Authorities and wider industry best practice to seek to achieve continual performance improvements and ongoing learning.

The Corporate Health and Safety Team will produce quarterly dashboard reports summarising key health and safety metrics for reporting to Directorate Management Teams, Corporate Management Team Corporate Health & Safety Group.

Overall health and safety performance will then be reported annually to the Council’s Cabinet by way of the Annual Health, Safety and Wellbeing Report. Interim updates will be provided on a quarterly basis (or by exception as required) to the Cabinet Member Environment who has portfolio responsibilities that include Corporate Health and Safety.

Think Safe, Be Safe
Communications and awareness events will be progressed throughout the year to maintain and further raise the profile of effective health and safety.

Councillor Stewart Young, Leader of the Council
Councillor Celia Tibble, Member (incl Corporate Health & Safety portfolio)
Katherine Fairclough, Chief Executive

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