



**WARRINGTON**  
Borough Council

## Health, Safety & Welfare Policy

**2025 - 2026**

**Version 20**

**DOCUMENT CONTROL – Description and Purpose**

This policy aims to provide a clear explanation of the Health, Safety and Welfare Policy Management and the expectations placed on Elected Members and Officers of the Council to ensure and maintain effective health, safety and welfare arrangements in place throughout the Council.

**Record of Amendments**

Active date	Review date	Amendment reference	Reasons for Change	Version	Number of pages
April 2012	March 2013	Draft prior to consultation	Re-written to align with HSG65 / ROSPA	1	27
April 2012	March 2013	Draft prior to consultation	Amended to include revisions from TW / KG	2	27
April 2013	March 2014	Annual Review	Ensure consistent with Organisation, Remove duplication	3	27
April 2014	March 2015	Annual Review	Review to ensure consistent with Organisational requirements & streamline where possible	4	25
April 2015	March 2016	Annual Review	Review to ensure consistent with Organisational requirements.	5	27
May 2016	May 2017	Annual Review	Review to ensure consistent with Organisational requirements.	6	27
June 2017	April 2018	Annual Review	Review to ensure consistent with Organisational requirements.	7	27
March 2018	April 2019	Annual Review	Review to ensure consistent with Organisational requirements.	8	26
April 2019	April 2020	Annual Review	Review to ensure consistent with Organisational requirements.	9	27
March 2020	April 2021	Annual Review	Review to ensure consistent with Organisational requirements.	10	27
April 2021	April 2022	Annual Review	Review to ensure consistent with Organisational requirements.	11	27
March 2022	April 2023	Annual Review	Review to ensure consistent with Organisational requirements.	12	26
March 2023	April 2023	Annual Review	Review to ensure consistent with Organisational requirements.	13	27
November 2023	November 2023	Changes to attendance	Changes made to attendance to replicate JCC meetings	14	27
April 2024	April 2024	Annual Review	Review to ensure consistent with Organisational requirements.	15	27
June 2024	June 2024	Changes to structure	Changes made to structure and new signatures obtained	16	27
July 2024	July 2024	Changes to structure	New signatures obtained	17	27
July 2024	July 2024	Changes to structure	Changes made to structure chart	18	27
April 2025	March 2026	Annual Review	Review to ensure consistent with Organisational requirements / structure	19	27
September 2025	March 2026	Changes to structure	Changes made to structure and new signatures obtained	20	27

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#### Target audience

All Elected Members / School Governing Bodies (All Maintained Schools & Schools where WBC is the Competent Advisor)	Y	Senior Leadership Team	Y	Executive Directors, Directors Operational Directors	Y	All Employees	Y
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#### Relevant legislation

The Health and Safety at Work etc. Act 1974  
The Management of Health and Safety at Work Regulations 1999  
Health and Safety (Consultation with Employees) Regulations 1996  
Safety Representatives and Safety Committees Regulations 1977  
All associated health and safety legislation

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## **WARRINGTON BOROUGH COUNCIL THE HEALTH, SAFETY & WELFARE POLICY STATEMENT**

### **Aim**

In recognising its duties under the Health and Safety at Work etc. Act 1974, it is the aim of Warrington Borough Council (the Council) to conduct its business efficiently whilst protecting the health, safety and welfare of its staff, clients, pupils, visitors, contractors, members of the public and any others that may be affected by its activities and to provide a safe working environment in every area that the Council's business is undertaken.

### **Method**

The Council recognises that health and safety contributes positive benefits to the organisation and that commitment to a high level of safety is an essential requirement. It also recognises that health and safety is a business function in which health and safety objectives are as important as any other business objectives. The Council will actively pursue progressive improvements in health, safety and welfare performance to ensure the protection of its greatest asset, its staff.

A positive health and safety culture will be encouraged within the organisation where health and safety is understood and is accepted as a high priority and is based on open and honest shared beliefs, best practices, values and attitudes that exist within the organisation. Managers will be required to actively support this and staff will have the opportunity to be involved in the decision-making process either on an individual basis or through their representatives. The Council is fully committed to the development of a strong and sustainable safety culture.

The Council recognises that there are distinct benefits to be gained from providing a safe and healthy working environment: Its aims are to reduce accidents and ill-health by raising awareness throughout the organisation of both the collective and individual level roles and responsibilities relating to health and safety and to allocate the appropriate resources to ensure health and safety is adequately addressed within the organisation. The Council will conduct its business effectively and efficiently whilst ensuring stringent standards of health, safety and welfare compliance are in place and will strive to maintain and seek continual improvement.

The Chief Executive, Directors and wider leadership team are fully committed to health, safety and welfare and will lead by example in demonstrating active and visible leadership relating to health and safety matters to ensure the effective management of risk.

In order to ensure this General Statement is achieved the following will form the aims and objectives of the Council:

- Ensure an adequate structure is in place to manage health and safety which incorporates the requirements of HSG 65 to **Plan** – determine policies and plan for implementation; **Do** – profile risks, organise workforce for health and safety and implement plan; **Check** – Measure performance, monitor before events, investigate after; and **Act** – review performance and act on lessons learnt.
- Ensure any necessary health and safety expert advice is available to all Council employees.

- Ensure robust health and safety management systems are in place to identify, monitor and manage the risks in line with the Councils risk management strategy to mitigate the Councils exposure to unnecessary risk.
- Ensure appropriate systems are developed and maintained to facilitate effective communication of health and safety information, including the publication of health and safety performance information annually.
- Complying with all relevant health and safety legislation, statutes, regulations and codes of practice to ensure legislative compliance.
- Complying with the duty it has under Section 26 of the Counter Terrorism and Security Act 2015. The Council will pay due regard when hiring out any council-controlled building as a venue that it is used in such a way by the hirer as to satisfy the Prevent Duty.
- Ensure commitment to provide and maintain adequate financial and physical resources for the effective implementation of this policy.
- Ensure employees are recognised as the key asset to the Council and are provided with adequate information, instruction and training to ensure their health and safety competence enable employees to actively contribute to the effectiveness of this policy.
- Ensure the promotion of employee wellbeing by creating a healthy work environment, providing information and support for good mental health and wellbeing through a range of initiatives.
- Ensure the promotion of equality and diversity throughout the organisation; ensuring that issues related to age, disability, gender, race, religion or individual beliefs or sexual orientation are considered within the Councils H&S Policy and associated arrangements to promote positive practices which value the diversity of all employees.
- Ensure employee engagement and involvement is recognised as an important part of managing safely and consultation on health and safety with employees and employee representative's forms part of this policy.
- Ensure health and safety is promoted and recognised throughout the organisation as a collective responsibility and not just a management function. Managers are responsible for ensuring all staff are made aware of their specific responsibilities and personal duty of care to themselves and to others that could be affected by their acts or omissions and to co-operate with managers to achieve the health and safety standards required.
- Ensure that the Council recognises that most work-related accidents, incidents, injuries and ill health are preventable, the Councils aim is zero harm and will continually aim to reduce injury and illness to any person, or damage to equipment, property or the environment.
- Ensure that all accidents, incidents and safety observations are fully reported and investigated, with the appropriate action taken to reduce the likelihood of reoccurrence by identifying any areas for improvement in the health and safety management systems, the Council are fully committed to undertake active and reactive monitoring.
- Co-operating fully in the appointment of health and safety representatives appointed by the recognised trade unions and where necessary will provide them with sufficient communication and cooperation with employees on health, safety and welfare matters.

This policy statement and the accompanying organisational arrangements supersede any previously issued. It will contribute to business performance by reducing unnecessary losses and liabilities by protecting the assets of the organisation and will be reviewed on an annual basis: our goal is zero harm. The overall responsibility for health and safety remains with the Chief Executive.

**Chief Executive: Steve Park**

**Date: 1 July 2025**

S Park

This Policy outlines the Council's Health & Safety management structures and associated roles and responsibilities. In all cases where Warrington Borough Council is the Employing Authority (including Local Authority Maintained Schools, Voluntary Controlled Schools, Local Authority Maintained Nursery Schools) the Chief Executive is the ultimate duty holder in respect of Health & Safety Law therefore this Policy applies.

Head Teachers may decide to attach their own statement of intent to outline how this Health & Safety Policy will be implemented within each school.

It is acknowledged that in Voluntary Aided, Foundation Schools, Academies and Independent Schools the Governing Body is the employer, therefore responsibility for compliance rests with the employer, **not** the Council. For Academies and Voluntary Aided Schools that have chosen to engage the Council as their Competent Advisor, it is recommended that this Policy should be adopted to underpin your Health & Safety management arrangements.

This Policy refers to the **“Appropriate Person”** as the person having managerial responsibility for the implementation of the Policy. The roles include:

Directors, Head/Deputy Head Teachers (of schools / establishments listed above), Heads of Service / Service Managers, Team Leaders / Supervisors

The Policy refers to the **“Responsible Person”** as the person with specific responsibility that **must ensure** the Council's policies and procedures; health and safety regulations and approved codes of practice are complied with and implemented for each building under their control.



## **1.0 PLAN (SET POLICY AND PLAN FOR IMPLEMENTATION)**

1.1 The “appropriate person” must fully implement the Policy within their Service / School by.

- Ensuring the Policy is distributed and accessible to all employees and ensuring all are familiar with their roles and responsibilities within the Health, Safety and Welfare Policy.
- Establishing and maintaining a robust health and safety management framework through the integration of risk assessment, safe systems of work, standard operating procedures, guidance notes and legislative compliance.
- Ensuring all employees, contractors, commissioners and commissioned services are aware of their roles and responsibilities in relation to health, safety and welfare and of the procedures and practices they are expected to follow.

### **1.2 Monitoring**

- Ensuring health and safety is a standing item on management meetings to monitor compliance / address issues arising.
- Monitoring the effectiveness of the Policy and its implementation through the audit process with the development of action plans to remedy any areas for improvement / non-compliance.
- To ensure workplace audits / inspections are undertaken in conjunction with the Appropriate Person, Trade Union Safety Representatives and corporate Health & Safety Advisers.
- Monitoring the effectiveness of third-party contractors or commissioned services to ensure H&S systems are compliant, ensuring arrangements are in place to identify and address any H&S failings.

### **1.3 Resources**

Ensuring adequate resources are available for the effective implementation of the Council’s health, safety and welfare policy and any areas of non-compliance are relayed back to the appropriate person.

### **1.4 Escalation / Whistleblowing**

Provide opportunity for employees to raise concerns directly to corporate Health & Safety Advisers for investigation and escalation as appropriate, where there are health & safety concerns and where the employee feels they are not able to speak with their line management or safety representative.

### **1.5 Discipline**

Take disciplinary action in accordance with approved procedures against any employees who do not comply with agreed safety procedures in accordance with the Health and Safety at Work etc. Act and any statutory provisions.

## **2.0 INTRODUCTION TO HEALTH AND SAFETY AT WORK LEGISLATION**

2.1 This Health, Safety and Welfare Policy outlines the general duties and responsibilities with regard to the health and safety of employees and other persons who may be affected by the Councils (including Schools and Establishments listed on Page 6) working practices; **it is not an exact interpretation of the law**, but is intended to assist those concerned to understand their responsibilities under the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999 and any other associated Regulations and Approved Codes of Practice.

- 2.2 The purpose of the Health and Safety at Work Act 1974 is to:
- Provide a legislative framework to promote, stimulate and encourage high standards of health and safety in the workplace.
  - Promote safety awareness to ensure a safe organisation and to continually improve performance.
- 2.3 Section 2 (3) of the Act requires employers to prepare a written safety Policy and to ensure the Policy Statement is brought to the attention of all staff, informing them of the organisation and arrangements for implementing the procedures outlined in the Policy document. The Council has produced a 'Policy Statement' which will be displayed in all workplace locations.
- 2.4 [A "Health and Safety Law Poster – What you should know"](#), should be available in all locations and should be displayed alongside the 'Health and Safety Policy Statement'. Staff who work remotely will be provided with the equivalent health and safety Law leaflet.
- 2.5 **Duties of Employers** under the Health and Safety at Work etc. Act 1974 to:
- Safeguard so far as is reasonably practicable the health, safety and welfare of its employees who work for them; this applies in particular to the provision and maintenance of safe plant and systems of work and covers all machinery and equipment.
  - Make suitable and sufficient assessment of risks.
  - Extend the duty of care to other persons (non-employees) who may be affected by its work activities being undertaken.
- 2.6 **Duties of Employees** under Section 7 and 8 of the Health and Safety at Work etc. Act 1974:
- To take reasonable care for the Health & Safety of themselves and others who may be affected by their work activities.
  - To co-operate with employers in meeting their statutory duties.
  - Not to interfere with or misuse anything provided in relation to health, safety or welfare.
  - Not to undertake any tasks that they are not trained to do safely.
  - To bring to the attention of employers any situation that is considered to be a serious and or imminent danger and any other shortcomings in health and safety arrangements.
- 2.7 **Key Definitions within this Policy are as follows:**
- Health** – The wellbeing of employees, this encompasses conditions of body and mind, which could affect the health and safety of employees and others.
- Safety** – Preventing injury or damage to any person or property affected by a work activity through the development of suitable and sufficient working practices.
- Wellbeing** – The subjective state of being healthy, happy, contented, comfortable and satisfied with one's quality of life. It includes physical, material, social, and emotional ('happiness') dimensions.

### 3.0 THE COUNCIL'S HEALTH AND SAFETY MANAGEMENT SYSTEM

- 3.1 The management of health and safety is the responsibility of each Executive Director within their respective Directorates and Head Teachers for Schools, this allows for issues to be resolved at a "local level", wherever possible. However, although this is undertaken for practical purposes, Elected Members, the Chief Executive or School Governing Body

(applicable to schools and establishments outlined on page 6) retain overall responsibility for health and safety.

- 3.2 This Policy is set out in four elements in accordance with Health and Safety Guidance HSG65 Managing Health and Safety, which achieves a balance between the Health and Safety Management systems and the behavioural aspects of management. This ensures that health and safety management form an integral part of good day to day management rather than a stand-alone system. The HSG65 Plan Do, Check, Act cycle is detailed in Figure 1.

#### **4.0 ORGANISATION FOR IMPLEMENTING THE HEALTH AND SAFETY MANAGEMENT SYSTEM**

- 4.1 In accordance with the Policy Statement, overall responsibility for the discharge of the Councils legal obligation as an employer in relation to health and safety rests with the Chief Executive or Head Teacher, who will make the necessary arrangements to comply with this duty and for advising all personnel of the organisational structure to support this policy.
- 4.2 Responsibilities should be assigned to persons who are competent to carry them out and who have received adequate information, instruction and training with regard to their duties.
- 4.3 Responsibilities are assigned to positions rather than named individuals to avoid the need to update this policy following any minor organisational changes.
- 4.4 The Council's organisational structure for dealing with health and safety matters is set out in the following sections of this document.
- 4.5 Standard operating procedures, guidance documents and supporting information such as the generic risk assessments provided to assist schools and Directorates will be reviewed every 3 years or sooner if there are changes in legislation and published accordingly. These documents will be available via the Health & Safety homepage on the [The Intranet](#) All documents are available to all Local Authority Maintained schools and Voluntary Aided and Academy schools who have engaged the services of the Councils Health & Safety service to act as their Competent Advisor via the [My School Services](#) Website.
- 4.6 The Councils suite of Health & Safety documents is prepared in line with the agreed Health & Safety Management structure; it is for this reason that the documents should not be shared with Schools who have chosen not to engage the Council as their Competent Advisor, their management arrangements may differ.

**Fig 1 HEALTH & SAFETY EXECUTIVE - HEALTH & SAFETY MANAGEMENT CYCLE**

**(HSG65)**

### 1. PLAN

The Councils (WBC) Health and Safety **Policy** Statement is the Chief Executive's Corporate declaration of intent on behalf of Warrington Borough Council **Plan for implementation** and decide how performance will be measured.

### 2. DO

**Identify Risk Profile.** Identify risks and how this will be managed and prioritised. Involve employees in process.

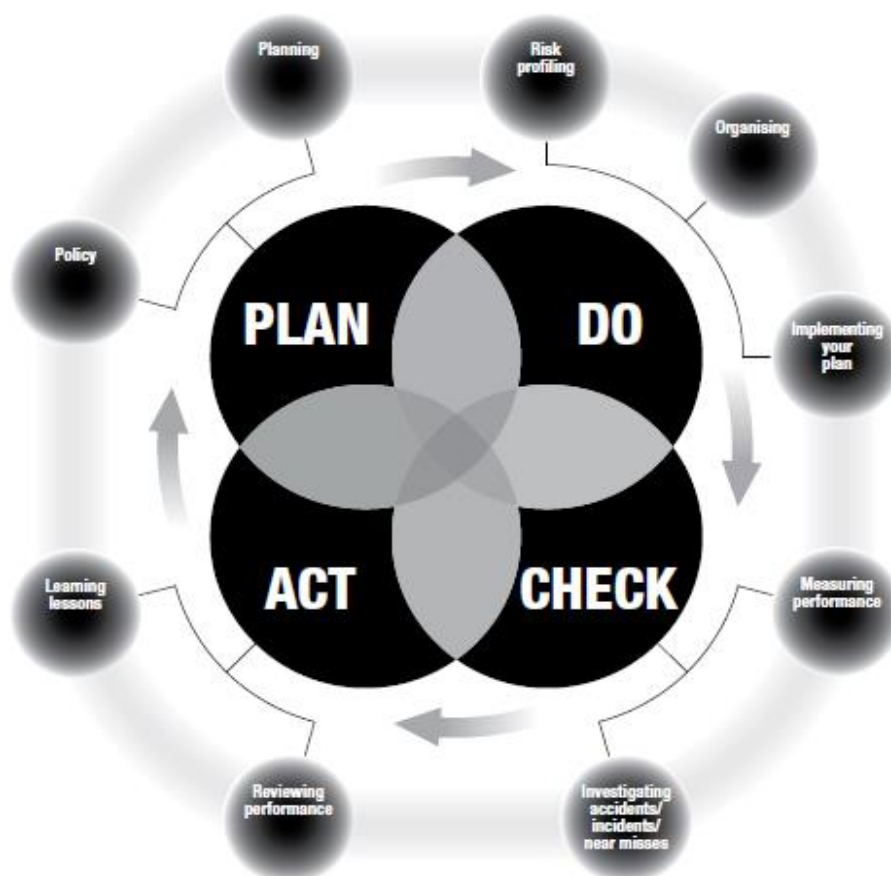
#### **Organise Activities to Deliver Plan**

Worker involvement ensures clear communication is in place. Adequate resources are to be provided to implement and manage controls identified.

#### **Implement Your Plan**

Identify and put in place preventative and protective measures. Provide and maintain the correct tools and equipment to carry out the job.

Train and instruct to ensure employees are competent to carry out work tasks. Supervise to ensure arrangements are followed.



### 4. ACT

#### **Review Performance.**

Monitor accident and ill-health trends. Revisit plans, policy documents, risk assessments to identify where updating may be required.

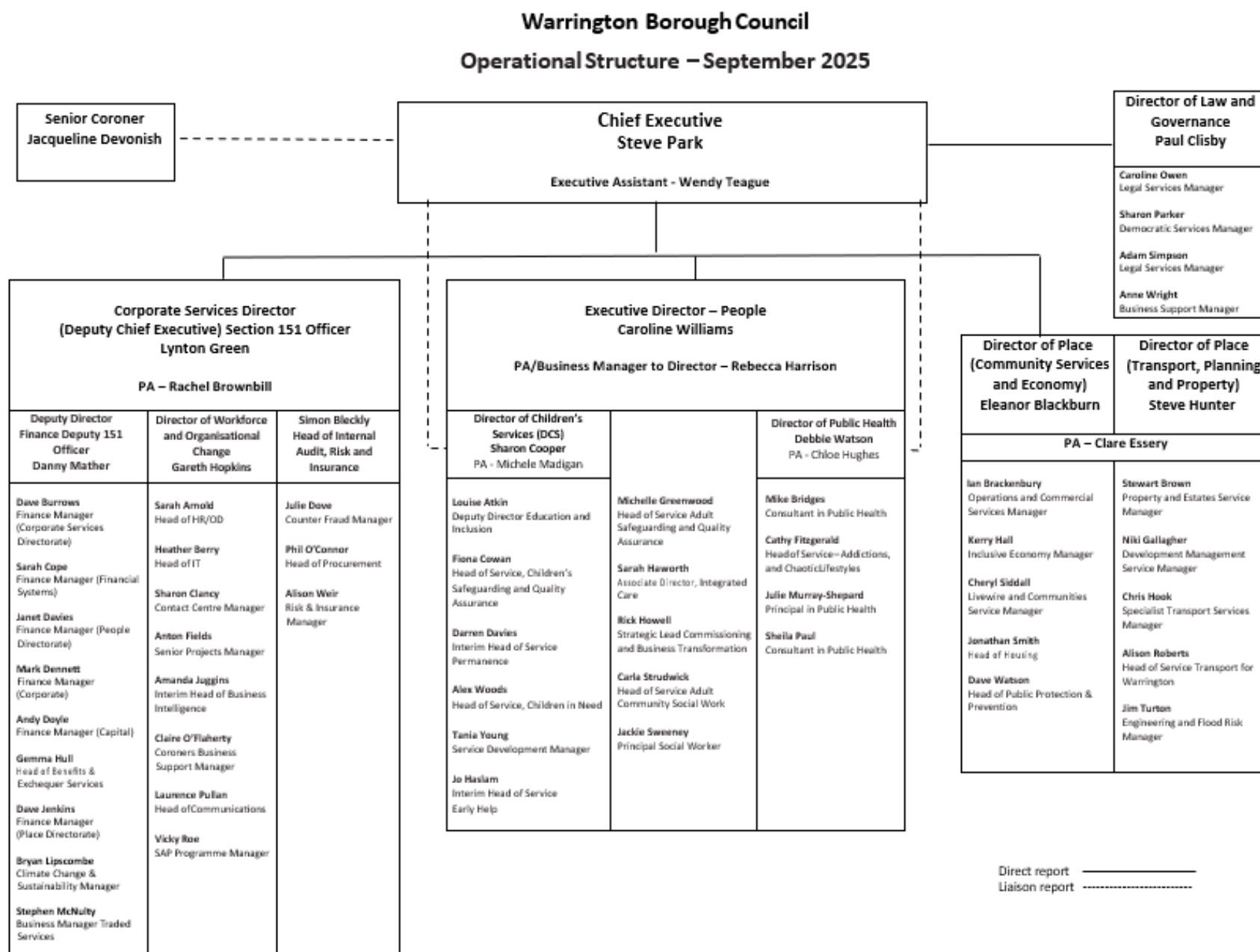
**Take action on lessons learned, including audit and inspection reports.**

### 3. CHECK

**Measure Performance.** Ensure plan implemented, assess how risks are being controlled to achieve aims.

Include internal inspections and formal audits  
**Investigate the cause of accidents, incidents and reported safety observation.**

Fig 2: WARRINGTON BOROUGH COUNCIL MANAGEMENT STRUCTURE



Direct report —————  
Liaison report - - - - -

## **5.0 DO (SET ROLES AND RESPONSIBILITIES, PROFILE RISKS AND IMPLEMENT THE PLAN)**

- 5.1 The Policy has been produced as required by Section 2(3) of the Health and Safety at Work etc. Act 1974 to clearly identify the responsibilities of the Elected Members, Governing Bodies and the Appropriate Person. The purpose of the Policy is to demonstrate that Senior Management is committed to the health, safety and welfare of all employees and others that may be affected by our activities.
- 5.2 Successful health and safety management depends upon a systematic approach throughout the Council or School in order to become fully integrated with all other aspects of business management.
- 5.3 A pro-active health and safety culture requires strategic leadership from the Appropriate Person, Service or School level health and safety nominated leads, Director of Workforce and Organisational Change, Corporate and Directorates leads and School Health and Safety Committees.

## **6.0 RESPONSIBILITIES OF THE “APPROPRIATE PERSON” AND ALL LEAD OFFICERS:**

- Provide clear leadership on health, safety and welfare matters and ensure compliance with corporately agreed targets and objectives.
- Ensure that health, safety and welfare issues are properly addressed and that the aims and objectives of the Policy are fully understood within each Directorate and School.
- Ensure that health, safety and welfare management is fully implemented by allocating specific health, safety and welfare responsibilities at Service Manager level; ensuring all Managers have attended relevant training and are competent to fulfil their health and safety management role.
- Ensure the joint consultative body is established at the Corporate, Directorate or School level and meets on a quarterly basis.
- Consider the appropriate resources necessary to finance improvements and maintain health and safety standards when compiling annual budgets.
- Head Teachers should inform the Governing Body and the People Directorate of any issue which has significant health and safety implications, and which cannot be resolved satisfactorily without their support and involvement.
- Corporate Manslaughter and Corporate Homicide Act 2007, the lead officer for health and safety at board level is the Chief Executive / Head Teacher and they are accountable under health and safety legislation.
- The Councils Senior and Directorate Leadership/Management Teams and the School Management Team should have health and safety as a regular standing agenda item in order to monitor compliance.

## **7.0 ELECTED MEMBERS AND SCHOOL GOVERNING BODIES**

- 7.1 Elected Members have a collective role in providing health and safety leadership to the Council. The Cabinet should ensure that adequate resources are available and effectively deployed to enable the Council to fulfil its statutory requirements under relevant health and safety legislation.

7.2 School Governing Bodies have a collective role in providing health and safety leadership to the Council and the Schools they have responsibility for. As outlined on page 6; it is important to note that in voluntary aided, foundation schools, academies and independent schools the Governing Body is the employer, therefore responsibility for compliance with Health & Safety Law rests with the employer, **not** the Council.

7.3 **All have a responsibility to ensure the following:**

- Adequate information, instruction, training and supervision have been given with sufficient competent persons identified and in place to advise the Council / School on health and safety issues.
- Health and safety targets, objectives, monitoring and auditing of health and safety performance is undertaken.
- All decisions reflect the commitment of this policy and promote a positive culture towards health, safety and welfare issues with adequate resources made available to ensure health and safety legislative compliance.
- Head Teachers should inform Governing Bodies / the People Directorate of any issue which has significant health and safety implications which cannot be resolved satisfactorily without their support and involvement.

8.0 **THE CHIEF EXECUTIVE / HEAD TEACHER**

8.1 The Chief Executive has the ultimate responsibility as the Duty Holder for all services / schools under Warrington Borough Council employment. In the event of a Health and Safety breach or where there are compliance issues or serious concerns for safety, there are arrangements in place for the Director of Workforce and Organisational Change to bring any matters to the direct attention of the Chief Executive to ensure the risk is addressed.

8.2 The Chief Executive discharges the responsibility through the appropriate person and their Directorate or School management structure to account for health and safety arrangements within their respective areas.

8.3 **The Appropriate Person will:**

- Ensure the necessary resources are allocated for the management of health and safety requiring sufficient management standards are applied in line with other management functions.
- Ensure that health and safety is integrated into the management structure and that health and safety objectives form an integral part of the overall Service Business Plan.
- Regularly monitor health & safety performance within their areas (including any commissioned services they have responsible for) to ensure health and safety responsibilities are adequately addressed and be informed of any significant non-conformances and investigation outcomes to implement any required improvements.

9.0 **DIRECT REPORTS TO CHIEF EXECUTIVE**

9.1 Direct reports of the Chief Executive will, in the absence of the Chief Executive have a delegated duty to act on his / her behalf with specific responsibility for health and safety ensuring that the structure and arrangements are appropriate to manage health and safety within the Council.

## **10.0 DIRECTORS, HEAD TEACHERS AND OFFICERS WITH DELEGATED RESPONSIBILITY IN SCHOOLS**

10.1 Have a responsibility for ensuring the health, safety and welfare standards within their Directorate/School are exemplary and it is fundamentally a line management responsibility.

10.2 They must determine the most appropriate management structures and ensure adequate reporting arrangements are in place to keep themselves informed at all times as to the level of achievement of the objectives of this policy and where necessary initiate and follow up such action to ensure maximum achievement at all times.

### **10.3 Directors (and nominated officers with delegated responsibility in schools) will: -**

- Ensure all employees are familiar with the Councils Health, Safety and Welfare Policy, standard operating procedures, guidance documents, health and safety regulations and any relevant approved codes of practice.
- Ensure health, safety and welfare information is cascaded and communicated to staff at all levels within their control.
- Ensure recommendations from Health and Safety audits are implemented, appropriately monitored and lessons learned shared wider across the directorate / organisation to ensure progress and safety standards are achieved.
- Ensure Heads of Service, Managers or individuals with delegated duties are aware of their responsibilities in relation to health and safety management systems.
- Ensuring premises are maintained and safe plant and equipment is provided.
- Ensure risk assessments are undertaken by a competent person, staff are engaged in the development process and once completed, monitored and reviewed as appropriate in accordance with standard operating procedures (SOP 04 the Risk Assessment Process).
- Best practice is to undertake reviews on an annual basis; however, a risk-based approach may be determined as the most suitable approach subject to the service / school needs.
- Ensure employees are competent through the application of instruction, information, supervision, induction, training (including refresher) and have sufficient resources allocated to discharge their health and safety duties.
- Ensure all accidents, incidents, dangerous occurrences, ill-health and safety observations are reported and investigated in line with standard operating procedure SOP 05 Accident and Incident Reporting and health and safety legislation.
- Implement key health and safety responsibilities and objectives into individual job descriptions indicating individual levels of responsibility and accountability.
- Ensure representation (in person or by an agreed nominated deputy) at all meetings of the Central, Directorate or School Health and Safety Committees.
- Advise the appropriate Elected Members of all relevant health, safety and welfare matters via the Portfolio Holder or Governing Body.
- Notwithstanding the general roles and responsibilities, Directors and Deputy Head Teachers and any officer with specific nominated responsibilities should ensure they are fully aware of the specific requirements for the management of the key areas of risk outlined in the following standard operating procedures that are available on [The Intranet](#) and [MSS](#).



10.4 The Council accepts that, where a Head Teacher or Service Lead has failed to take action with regard to health and safety, the Director of Workforce and Organisational Change or Director of Childrens Services shall discuss the matter with the Chief Executive. If they are satisfied that urgent action is required, they will direct that such action is to be taken.

**11.0 RESPONSIBILITIES OF HEADS OF SERVICE / SERVICE MANAGERS / SUPERVISORS / TEAM LEADERS (INCLUSIVE OF SCHOOL BASED STAFF)**

11.1 Within their area, all will be responsible for the implementation of the Council's policies, standard operating procedures, guidance documents, regulations and approved codes of practice relating to health and safety by:

- Ensuring staff are adequately trained and supervised for tasks / activities they are required to perform and relevant information, instruction and equipment including personal protective equipment necessary to achieve safe systems of work are provided, used and maintained.
- Ensuring site/task specific risk assessments are undertaken by a competent person, engaging and involving staff in the risk assessment process (where appropriate) but especially in relation to any task-based risk assessments. Risk assessments should be implemented and communicated to all affected staff, particularly where they have not been involved in the risk assessment process. They should also be monitored for compliance and reviewed following a risk-based approach suitable to the needs of the service but mindful of any statutory timeframes relevant to the nature of the service. (see [SOP 04 – Risk Assessment Process](#)).
- Ensuring all staff and associated partners / workers / contractors and any affected others are familiar with emergency procedures, safe systems of work, reporting of significant hazards and risk assessments, accident reporting within their working area to ensure effective reduction of risk.
- Ensuring that all plant and equipment used is adequately selected, calibrated (where required), tested, and maintained with documented records to ensure legislative compliance. All employees should be made aware of the action to take where any equipment becomes defective, notification of the issue to management and by restricting access or tagging and impounded equipment to ensure the risk is removed.
- Ensure if selecting equipment for working at height, the hierarchy for the prevention of falls is considered, this includes eliminating the risk by avoiding working at height where possible, use work equipment or other measures (i.e. edge protection) to prevent falls if work at height cannot be avoided and where the risk from falling cannot be eliminated minimise the distance and the consequence of the fall.
- Ensuring all products, equipment and services have been through a rigorous procedure to reduce the risk to employees, utilising safer substances / equipment, and alternatives to undertake the task but present less hazards to the employee (where possible) ensuring full compliance with the Control of Substances Hazardous to Health task-based risk assessments.
- Ensuring exposure to certain equipment / environmental conditions (i.e. noise, vibration) is assessed and eliminated where possible or reduced to a minimum to prevent harm to the employee. Monitor exposure to ensure daily or weekly levels set are not being exceeded (in line with legislation). Provide health surveillance for any

employees identified at higher risk.

- Ensuring all contracts with partners, commissioned service, external providers and any other organisations are competent and fully trained. Health and safety responsibilities and accountabilities are clearly defined and agreed by all parties and risk assessments, method statements, safe systems of work, equipment safety checks, audits and reporting procedures are implemented and closely monitored.
- Ensuring that appropriate checks are carried out (if managing a community venue that can be hired out, i.e. Community Centre, Leisure Centre, Libraries, etc.) that the venue will not be used by any groups or speakers in support of any extremist ideology, ensuring anyone accessing the community venues does so without fear of intimidation, harassment, extremist or threatening behaviour.
- Ensuring that any issues relating to protected characteristics, which could include age, disability, marital status (including civil partnerships), gender, race, religion, individual beliefs or sexual orientation, pregnancy (or on maternity leave) are considered through the risk assessment process and suitable and sufficient arrangement are made to remove or minimise any discriminatory practices, ensuring all employees are supported, treated fairly with respect and with dignity.
- Ensuring all accidents, incidents, ill health, disease, dangerous occurrences, safety observations, violent or abusive episodes are reported through [WBC's online accident / incident reporting system](#) within 24 hours of the adverse safety event occurring (the same procedure applies for schools, commissioned services and sub-contractors) providing the details of the incident must be undertaken within 24 hours of occurrence and must be fully investigated with control measures documented and implemented to prevent re-occurrence.
- Consulting and co-operating with appointed safety representatives where applicable.
- Ensuring the Appropriate Person is informed of any relevant health, safety and welfare issues, especially those that have resource implications and for those that cannot be resolved at a local level.

## **12.0 RESPONSIBILITIES OF ALL EMPLOYEES**

12.1 Due regard must be taken by all staff of the duties placed upon each individual by the Health and Safety at Work etc. Act 1974 and the Management of Health and Safety at Work Regulations 1999; take reasonable care for the health and safety of themselves, and of other persons who may be affected by their acts or omissions. Staff must also co-operate with the employer in relation to the use of personal protective equipment and not interfere with anything provided in the interest of health, safety or welfare and to report any damage or defect to premises, equipment or appliances immediately through the appropriate channel (line manager).

### **12.2 All employees are responsible for: -**

- Adhering to the requirements of the risk assessment process and also ensuring they are aware of their own legal duty to follow procedures issued by the Council which are designed to protect their own and others health, safety and welfare.
- Making full use of the appropriate equipment, personal protective equipment, all safety devices, be aware of the hazards within their workplace and be familiar with safe systems of work.

- Reporting to their line managers any unsafe practices or systems of work, any safety observation including damage to plant, machinery or equipment, any accidents, incidents, ill health or violent incidents relating to their working environment and ensure familiarity with the arrangements for emergencies (fire, accident, injury, illness, first aid etc) and the action they should take. [health&safety@warrington.gov.uk](mailto:health&safety@warrington.gov.uk)
- Compliance with statutory duties, inspections undertaken on equipment and tools, and to ensure any defects are immediately reported to the line manager. **Any defective equipment must be taken out of service, clearly marked, tagged and kept aside for repair or to be disposed of.**
- Ensuring all accidents, verbal and physical incident and safety observations are reported to their line manager for input onto the online accident report form, completed within 24 hours of the incident occurring and submitted to the corporate Health & Safety team. Where appropriate, advise the immediate supervisor of action required to prevent reoccurrence of any accident; for further advice or guidance contact the corporate Health & Safety team.
- Where their contract of employment requires them to provide their own tools, to keep those tools in a safe condition, tested, inspected and fit for purpose.
- All COSHH assessments must be task / activity based and reviewed. The hierarchy of control measures should be considered by; **Eliminating** the risk by avoiding the use of certain processes and materials; **Substituting** with less hazardous materials, processes operations or equipment; **Combating** the risk at source through engineering controls; **Controlling** the risk by using administrative controls and designing suitable safe systems of work; **Minimising** the risk by using personal protective equipment which should only be used as a last resort.
- Ensure when using equipment or exposed to environmental conditions where daily exposure action values or limits have been set to minimise the risk (i.e. noise, vibration) that the right equipment is selected, identified control measures are implemented and that daily/weekly exposure logs are completed.
- Ensure all relevant Health & Safety documentation is retained on file in line with the Councils document retention schedules.

### 13.0 RESPONSIBILITIES FOR PREMISES / BUILDING MANAGEMENT (FOR SCHOOLS, THIS MAY ALSO BE THE HEAD TEACHER / DEPUTY HEAD)

- 13.1 The Responsible Person must ensure the Council's policies and procedures; health and safety regulations and approved codes of practice are complied with by ensuring the requirements within the following [standard operating procedures](#) and relevant [guidance notes](#) are implemented for each building under their control and:
- Ensuring that services supplied to the Council and others by outside agencies are provided such that they will satisfy all current health and safety legislation, particularly in respect of equipment, its maintenance, safe systems of work, risk assessments, method statements, competency and other safety standards which may apply to work being undertaken; It is important that all outside agencies (including the Council) take ownership of the risks they create and take proportionate steps to manage those risks.
  - The Council will retain some health and safety responsibilities and cannot transfer or contract out the Councils overall health and safety duties even though the day-to-day

responsibility for the delivery of work activities and managing risks may lie with a third party.

- Ensuring that all risk assessments are undertaken by a competent person, with the involvement of employees. Ensuring the risk assessments are implemented, communicated, monitored and reviewed on a risk-based approach, for example high risks (annual reviews) for medium and low risks bi-annually these would be subject to the risk assessment process and determined at a local level.
- Ensure premises are maintained in good state of repair, carrying out periodic inspections, ensuring the Appropriate Person or Director of Childrens Services are informed of any relevant issues, especially those that have resource implications and for those that cannot be resolved at a local level.
- Maintaining a health and safety file on the premises in relation to any construction work covered by the [Construction \(Design and Management\) Regulations](#) and make this available to contractors upon request.
- Maintaining up to date management plans, ensuring the responsible person(s) who holds responsibility in relation to managing the risks from asbestos containing materials, water safety management (legionella) and Fire and Bomb Management are named within the asbestos management plan, legionella management plan and the fire safety plan and for ensuring a full review of these plans are carried out at least on an annual basis, all plans should be available on the premises and kept in the H&S File.
- Ensuring all relevant H&S documentation is retained on file in line with the Councils document retention schedules.

#### **14.0 RESPONSIBILITIES OF THE CORPORATE HEALTH & SAFETY TEAM**

14.1 The Health and Safety Advisers are appointed by the Council to ensure appropriate health and safety management policies, standard operating procedures and guidance documents are in place at a corporate level to enable the Council to meet its statutory duties.

- The expertise of the team is in relation to general health, safety and welfare compliance. The team are not subject specific experts in any one area.
- Where it is felt advice is needed beyond the competency level of the team, this will be communicated to ensure a subject specific expert is engaged where necessary.
- Assisting all levels of management to implement and comply with the requirements of the Health and Safety at Work etc. Act 1974 and other relevant safety legislation.
- Advising the Council, its employees and stakeholders on forthcoming changes and developments to health and safety legislation, relevant regulations, Approved Codes of Practice, Health and Safety Executive Guidance.
- To promote the risk assessment process for the identification of hazards, assessing risks, identifying and implementing suitable control measures to reduce risk to an acceptable level, monitoring and reviewing.
- Maintaining adequate records and statistics as required by legislation in relation to workplace accidents and issuing details of these to directorates, along with reports, to analyse trends and to tender advice on the prevention of reoccurrences.
- Developing and supporting integration of the Health and Safety Management System by conducting health and safety audits primarily within Schools to provide the Council with the necessary assurance adequate health and safety management systems are in place.
- Audits to test for compliance will also be conducted across schools including Voluntary

Aided Schools, Foundation, Academies and independent schools who have engaged the services of the Council as the Competent Advisor to the School.

- Establishing professional relationships at all levels within the Council and external organisations such as the Health and Safety Executive etc.
- Examining the working practices of all Council employees, at any time, along with those of contractors to the Council regarding health, safety and welfare.
- Investigating matters that have been reported to the Corporate Health and Safety Team related to a safety concern.

## **15.0 ROLE OF THE APPOINTED SAFETY REPRESENTATIVES**

15.1 The Regulations on Safety Representatives and Safety Committees 1977, as amended by the Management of Health and Safety at Work Regulations 1999 and the Health and Safety (Consultation with Employees) Regulations 1996 outline various functions of employee Safety Representatives, for further information see the Councils Guidance Note, [GN 27 Safety Representatives](#), these include:

- Prescribed cases in which recognised Trade Unions may appoint Safety Representatives from amongst the employees and prescribed functions of employee Safety Representatives.

15.2 In addition to their functions under Section 2(4) of the Act, in consultation with the employer under Section 2(6), each Safety Representative shall have the following functions:

- To investigate potential hazards and dangerous occurrences at the workplace (whether or not it is drawn to their attention by the employees they represent) and examine the causes of accidents at the workplace.
- To investigate complaints by any employee they represent relating to the employee's health, safety and welfare at work.
- To make representation to the employer on matters affecting the health, safety and welfare at work of employees they represent and to carry out certain inspections specified by the Regulations.
- To represent the employees they are appointed to represent, in consultation at the workplace with Inspectors of the Health and Safety Executive or any other enforcing authority and receive any information from HSE Inspectors in accordance with Section 28(8) of the Health and Safety at Work etc. Act 1974.
- To attend meetings of the Health and Safety Committee in their capacity as an appointed Safety Representative in connection with any of the above functions.
- Ensure all accidents, incidents and dangerous occurrences are reported and investigated in line with the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations and any other related health and safety legislation.

## **16.0 CONSTITUTIONAL ARRANGEMENTS FOR SAFETY REPRESENTATIVES, CORPORATE AND DIRECTORATE SAFETY COMMITTEES**

16.1 The appropriate committee that considers health and safety matters in schools must identify and implement their own terms of reference to ensure health and safety objectives are set, clear responsibilities are identified, and appropriate arrangements are implemented and monitored.

- 16.2 Within Warrington Borough Council the structure has been agreed as follows:  
The Committees shall be called Warrington Borough Council Joint Central Health and Safety Committee, hereinafter referred to as the Committee. The Committees are structured to meet at Corporate (Central Health and Safety) and Directorate level.
- 16.3 **Health and Safety joint Consultative Corporate and Directorate Committees Objectives**
- The objectives of the Committee are to consider strategic (Central) issues and Directorate issues related to health and safety and to promote co-operation between employer and employees; additionally the Committee will instigate, develop and carry out measures to ensure staff health, safety and welfare at work.
  - The Corporate and Directorate Committees shall comprise of the Chief Executive's nominated representative, a Chair from each Directorate Health, Safety and Welfare Committee (if unable to attend a Representative must attend on their behalf), in attendance (to replicate the Joint Consultative Committee) two Trade Union Safety Representatives from Unison, with one Safety Representative from each of the other recognised Trade Unions, ex-officio members, the Director of Workforce and Organisational Change and a corporate Health & Safety Adviser as required.
  - The Committees shall meet on a quarterly basis; dates being agreed in advance; however, the Chair, following consultation, may call a meeting of the Committee at any other time.
  - Copies of minutes are circulated as soon as practicable after the meeting; in addition, the Central Health and Safety Committee minutes will be available on the health and safety intranet site in order that staff who are not members of one of the Union bodies may have the opportunity to view minutes of these meetings, the Directorate Committee minutes are distributed and are not available on the intranet.
- 16.4 **Chairperson (s):**
- The Director of Corporate Services chairs the Central Health and Safety Committee acting as the nominated representative for the Chief Executive, in the event that the Director of Corporate Services is unable to attend this meeting the Lead Trade Union Representative from Unison will deputise as the Chairperson.
  - Directorate H&S groups are chaired by the appropriate Director.
  - Directors who are not the chair of a Directorate H&S Committee shall attend relevant meetings as lead Director for their own service areas and where necessary, on occasion, nominated, appropriate deputies.
- 16.5 **Secretary:**
- Support is provided via the Director of Corporate Services' Personal Assistant for the Central Health and Safety Committee meetings and the Personal Assistants to the lead Directors at the Directorate Health and Safety Committee meetings.
- 16.6 **Frequency of Meetings**
- At least 4 meetings a year (quarterly).
- 16.7 **Attendance at Meetings**
- Any member who wishes to resign must inform the Chairperson.
  - New Management and accredited Trade Union Safety Representative Members of the Committee must be notified to the Chairperson.

- Any committee member that cannot attend a meeting should identify a suitable deputy of appropriate seniority to attend in their absence.
- At the request of Committee members, the Chairperson can agree to invite someone to a meeting in order to provide information on any topic, which is to be discussed at that particular meeting.
- Dates for the following meetings are to be arranged in advance as the last item of business of the current meeting, both sides should submit to the Chairperson written details of items for inclusion not less than two weeks prior to the meeting.
- The Chairperson shall circulate the agenda and relevant papers not less than one week prior to the date of the meeting and meetings shall not be cancelled without prior consultation and agreement from both sides and any re-arranged meeting will be scheduled for as near to the original date as possible.
- Any late issue may be brought to the attention of the committee under the heading of “any other business.”

#### **16.8 Failure to agree:**

- Where a matter cannot be agreed at Directorate level, it will be referred to the Central Health and Safety Committee and in the event of a fundamental disagreement of an urgent nature the Chairperson of the Central Health and Safety Committee and the Lead Trade Union Representative shall determine the appropriate course of action with regard to the procedures to be adopted.

#### **16.9 The Committees will**

- Evaluate accident, incident, safety observations and reportable disease statistics and identify trends for consideration of remedial action.
- Approve the Health, Safety and Welfare Policy, endorse the standard operating procedures and guidance notes, and examine safety audits and inspection reports.
- Analyse information provided by enforcing authorities, including consideration of appropriate health and safety publications.
- Consider any matters which members of the Health, Safety and Welfare Committees may wish to submit and to draw attention to any unsafe conditions, materials, equipment or machinery.
- Monitor the adequacy of communication and publicity for safety aspects and to recommend any action felt desirable, including the promotion of the Council’s policies and standards.
- Consider the advice on any aspect of health, safety and welfare of employees and the public referred to the Committees and any new Health, Safety and Welfare Legislation.
- To consider reports and recommendations from the Central Health, Safety and Welfare Committees.
- To co-ordinate an effective Health and Safety audit and inspection programme in co-operation with the appointed corporate Health & Safety Advisers and Trade Unions.
- The membership of the Committee shall be communicated to all staff for their information.

#### **17.0 CONSULTATION AND EFFECTIVE COMMUNICATION**

- 17.1 The Safety Representative and Safety Committees Regulations 1977 require an employer to consult in good time with Safety Representatives on:
- The introduction of any measure at the workplace, which may substantially affect the health and safety of employees the Safety Representative represents.
  - The arrangements for appointing or, as the case may be, nominating persons in accordance with Regulation 6(1) and 7(1)(b) of the Management of Health and Safety at Work Regulations 1999.
  - Any health and safety information the employer is required to provide to the employees and their Safety Representatives by or under the relevant Statutory Provisions.
  - The planning and organisation of any health and safety training provided to employees that the Safety Representative represents, by or under the relevant Statutory Provisions.
  - The employer shall provide such facilities and assistance as Safety Representatives may reasonably require for the purpose of carrying out their functions under Section 2(4) of the Health and Safety at work etc. Act 1974.
  - Communication channels for the exchange of health and safety knowledge and information which should be formalised and structured and delivered in a range of formats (for example, verbal, paper copy, electronic or at Health and Safety Committee meetings).
  - The Council communicates with Directorates and Schools through quarterly health & safety bulletins, SOPs / GNs and any ad hoc information emails circulated when information comes to the awareness of the corporate Health & Safety Team which may be of wider interest or require specific action.

## **18.0 CHECK AND ACT (MEASURE, REVIEW AND IMPLEMENT CHANGE)**

- 18.1 Monitoring will take place corporately by the Health & Safety Team, within each Directorate and across Schools. At a corporate level, the Director of Workforce and Organisational Change will report to the Chief Executive and Senior Leadership Team. Each School following an audit receives an audit report, an assurance opinion and action plan detailing any recommended improvements, progress is monitored via the structures applicable to the individual school. A copy of the final audit report is sent to the Director of Childrens Services and Deputy Director Education and Inclusion regardless of the school's status (apart from Academies). In addition, the audit report is also sent to the chair of the Governing Body where the Council is not the employer but where the school have retained the services of the Council as the Competent Advisor. The Council will measure health and safety performance using both pro-active and reactive measures as follows:

### **18.2 Pro-active measures of performance:**

- Corporate health and safety targets and Directorate health and safety action plans.
- Improvement Recommendations and Audit Opinion arising from the school audit programme.
- School Governing Bodies / Health & Safety meetings review of the audit report and any associated improvement recommendations (progress in relation to the action plan attached to the report is monitored by the Community Safety & Resilience Team).
- Quarterly safety committee meetings and the frequency of, and attendance at, safety meetings with actions identified at committee meetings and safety meetings, being undertaken.



- The number of accidents, incidents, safety observations, RIDDOR incidents, occupational ill health reports and the number of occupational health referrals and any civil claims made against the Council (including Schools).
- Corporate health and safety arrangements, procedures and policies are being applied and adhered to and risk assessments are being developed, monitored and reviewed and accident trends are showing a continuous improvement to ensure legal compliance and best practice is achieved.

## 19.0 COMMISSIONING / CONTRACTED SERVICES

- 19.1 As the Council continually transforms, utilising different service delivery models consisting of a mixture of in-house, commissioned, partnerships and traditional client / contractor relationships and services. It is important that all organisations including the Council take ownership of the risks they create and take proportionate steps to manage those risks. The Council will retain some health and safety responsibilities and cannot transfer or contract out their overall health and safety responsibilities even though the day-to-day responsibility for the delivery of work activities and managing risks might lie with a third party.
- 19.2 The nature and extent of the Council's responsibilities will depend on the arrangements in place for each contract. When managing the health and safety risks, the Council will consider their relationship with, and responsibilities towards all other parties in the supply chain, including volunteers as well as the public and service users.
- 19.3 Commissioners and Contract Managers (inclusive of school-based staff) will be required to ensure the following stages are considered and appropriately managed:
- **Specify** – during the planning stage the appropriate health and safety requirements of the contract are specified. It is important to consider the health and safety roles and responsibilities of all parties, this includes the responsibilities for the premises if the service provider is to occupy a WBC building. If entering into any arrangements for the occupation of Council properties by a third party, **advice must be sought during this process and before any arrangement is confirmed from the Property Services Team**, whatever the nature of the agreement.
  - **Selection** - when selecting the contractor or delivery service provider, consider if the preferred bidder delivers best value and adequately addresses the real risks associated with delivery of the service - are the controls proportionate to the level of risk presented.
  - **Monitoring** – working together with contractor, service providers and partners to meet agreed health and safety standards throughout the life of the contract. It is vitally important that performance is monitored and reviewed periodically with corrective action taken where required.
- 19.4 Commissioners must ensure that Council's policies and procedures; health and safety regulations and approved codes of practice are complied with by ensuring the requirements within the guidance.

## 20.0 HEALTH AND SAFETY AUDITING / INSPECTIONS

- 20.1 The corporate Health & Safety Team undertake an annual audit programme, testing management arrangements in place across all Local Authority Maintained schools and the

Voluntary Aided and Academy schools that have chosen to engage the Council as their Competent Advisor.

20.2 The audit programme is a structured process of collecting information, analysing evidence and providing an assurance opinion on the efficiency, effectiveness and reliability of the total health and safety management system. The aim is to provide assurance to the Council of the adequacy of the systems in place or where necessary, recommendations for corrective action to ensure compliance with Health and Safety legislation and regulation. The key elements of the audit process identify and follow the requirements of HSG65 Plan, Do, Check and Act Cycle (HSE 2013).

### 20.3 **Inspection of School premises by the Appointed Safety Representative**

- Safety Representatives should submit a written request for an inspection at least 14 days prior to any proposed inspection date (including location of proposed inspection), with alternative dates, and preferably when the relevant manager is available to attend the inspection.
- The request should be forwarded to the relevant Health and Safety Committee who will ensure that other interested parties are informed of the date and time of the inspection.
- Safety Representatives should record when they have undertaken an inspection, and the report should be forwarded to the relevant Manager who will discuss the report with the Safety Representative and ensure corrective action is taken to rectify any problems identified.
- Reports should not be delayed awaiting completion of remedial work or proposed action and for any actions that may have not been resolved these can be discussed at the relevant Health and Safety Committee.

## 21.0 **USEFUL SOURCES OF REFERENCE**

HSE online - [www.hse.gov.uk](http://www.hse.gov.uk)  
HSE books - <http://books.hse.gov.uk/hse/public/home.jsf>  
Intranet - [Health and Safety](#)  
My School Services - <http://www.myschoolservices.co.uk/>

### 21.1 **INTERNAL CONTACTS**

External Email address - [health&safety@warrington.gov.uk](mailto:health&safety@warrington.gov.uk)  
Internal email address - [cexhealth&safety@warrington.gov.uk](mailto:cexhealth&safety@warrington.gov.uk)  
Director of Workforce and Organisational Change: **Tel: 01925 442701**  
Contact Centre Manager: **Tel 01925 972115**  
Health and Safety Advisers **Tel: 01925 442174/442681**

**SIGNATURES OF EXECUTIVE DIRECTORS**

The signatures of Senior Officers demonstrate a commitment to this policy and their roles & responsibilities:

**Corporate Services****Director / Section 151 Officer**

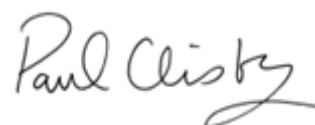
Name: Lynton Green  
Date: 7 July 2025

**Director of Workforce and Organisational Development**

Name: Gareth Hopkins  
Date: 7 July 2025

**Director of Law & Governance**

Name: Paul Clisby  
Date: 7 July 2025

**People Directorate****Director People (DASS)**

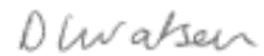
Name: Caroline Williams  
Date: 7 July 2025

**Director of Children's Services (DCS)**

Sharon Cooper (Interim)  
Date: 7 July 2025



Director of Public Health



Name: Debbie Watson

Date: 7 July 2025

Director of Place



Name: Eleanor Blackburn

Date: 7 July 2025

Director of Place

Name: Steve Hunter

Date: 7 July 2025

