



Health and Safety Update

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Health and Safety Performance 2023/24



To the year-end 2023/24, 90 accidents were recorded from all directorates and services within the council.

- 83 of these accidents were recorded as a minor injury
- 6 were reported to the HSE where working time was lost in excess of seven days.
- 1 incident was reported to the HSE as a major injury.

Health and Safety Performance 2024/25



- During the current reporting period, 01 April – 30 November 2024, **70** accidents have been recorded in total from all directorates and services within the council.
- **59** of these accidents have been recorded as a minor injury.
- **9** Incidents have resulted in working time lost in excess of seven days, 6 of these were reported to HSE (Remaining 3 were as result of RTC).
- **2** Major injury has been reported to the HSE during this period.

Health and Safety Performance 2024/25

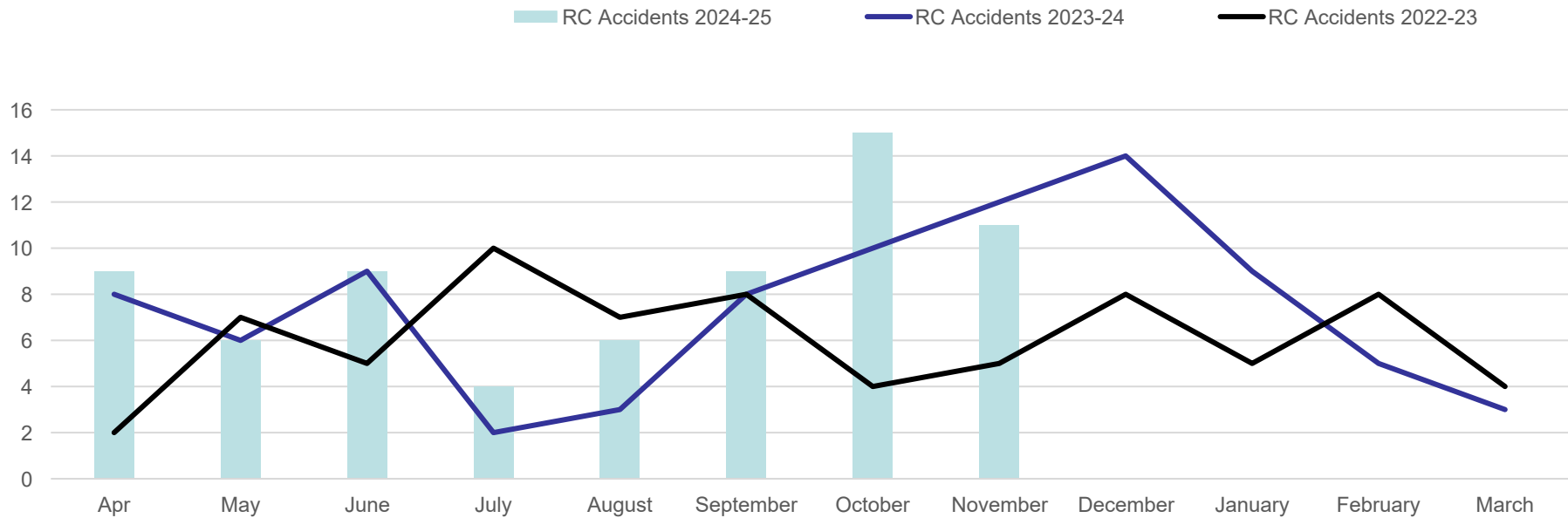


- The current figures indicate an overall increase of **9** accidents from the same period last year.
- This period has also seen increases from the previous year in major injuries (2 compared to 0) and comparable numbers of +7day reportable incidents (6 each year).
- (In the period 1st April 2023 to 30th Nov 2023 there were a total of 61 accidents recorded. 55 were recorded as minor injury. 6 were reported to the HSE where time was lost in excess of 7 days.)

Health and Safety Performance 2023/24



Monthly Accidents 2024-25



Health and Safety Performance 2023/24



Minor Injuries

	Minor				
	Q1 2023-24	Q2 2023-24	Q3 2023-24	Q4 2023-24	Total
Adults & Communities	3	3	6	0	12
Children and Families	4	3	5	0	12
Resources	2	0	0	0	2
Schools	7	5	10	0	22
Growth, Enterprise & Environment	4	5	2	0	11
Total for financial year to date	20	16	23	0	59

Health and Safety Performance 2023/24



Reportable Injuries (Major and +7day absence)

	Major Injuries / Greater than 7 day absence reported to HSE				
	Q1 2023-24	Q2 2023-24	Q3 2023-24	Q4 2023-24	Total
Adults & Communities	0	1	0	0	1
Children and Families	0	0	1	0	1
Resources	0	0	0	0	0
Schools	1	0	0	0	1
Growth, Enterprise & Environment	3	2	0	0	5
Total for financial year to date	4	4	2	0	8



Major Injuries - 2024/25

2 major injury sustained during this reporting period.

- A member of staff slipped and fell within a council building. Sustained a fracture to upper limb.
- A member of staff sustained broken ribs after being elbowed by a service user
- Both incidents were reported to HSE, no further contact from HSE.



+7-day absence - Reportable Injuries

6 Incidents have been reported to HSE due to Employee absence in excess of 7 days.

- A refuse loader who tripped on a kerb, sustaining bruising to ribs.
- A Teaching assistant who sustained damage to their knee due to a kick from an SEN pupil.
- A neighbourhood worker damaged their arm whilst moving a trade waste bin



+7-day absence - Reportable Injuries

- A Neighbourhood worker slipped whilst getting out of a vehicle, sustained ligament damage to foot.
- A Highways operative sustained injury to their hand whilst changing a road sign.
- A Handyperson sustained arm injury whilst moving a paving slab.

These incidents were all investigated and reported to HSE, no further information has been requested by HSE.



Road Traffic Collisions

Of the 70 accidents reported this period, 5 involved staff involved in Road Traffic Collisions (RTC) whilst carrying out their duties.

3 of these additional incidents have resulted in absence in excess of 7 days.

These incidents are not reportable to HSE as RTC are investigated by Police under Road Traffic Act.



Causes of Accidents

Description	Totals 2024-25	RCBC % (to date 2024/25)
Slipped, tripped or fell on same level	11	16%
Injured whilst handling, lifting or carrying	10	14%
Hit something fixed or stationary	1	1%
Physically assaulted by a person	22	31%
Hit by moving, flying or falling object or person	9	13%
Exposed to, or in contact with a harmful substance	4	6%
Hit by moving vehicle (RTC)	5	7%
Injured by an Animal	5	7%
Fell to a lower level	2	3%
Choking on food	1	1%
TOTAL	70	100%



Identified Trends

- A trend has been identified within Kirkleatham Hall School where significant numbers of incidents of staff injury caused by Physical assault (non-wilful) by pupils.
- A number of these reports do not contain any reference to an injury.
- Discussions are underway with the school to set thresholds where these incidents need to be reported and determine whether any additional control measures can be implemented to reduce these incidents.



Health and Safety Performance 2023/24

Absence due to Accidents at Work.

- In 2023/2024 there were 266 working days lost within the Council because of injuries sustained at work.
- So far this year there have been 491 working days lost due to at work injury.
- *173 days within this total are due to an accident that occurred in the previous year.

Health and Safety Performance 2023/24



Near Miss Reporting

During the period 01 April – 30 November 2024 the Health, Safety and Wellbeing team have recorded 30 near miss occurrences,

- 4 of these incidents occurred within Adults and Communities
- 9 Occurred within Children and Families
- 1 occurred within Resources
- 16 occurred in Growth, Enterprise and Environment

- In comparison 14 near miss reports were recorded during the same period 2022/23.



Health and Safety Performance 2023/24

Notification of Assault

As of 30th November 2024, the Health, Safety and Wellbeing team have recorded 17 Notification of Assaults where the incident was classified as wilful assault

- 9 of these incidents were classed as verbal assault
- 1 involved property damage
- 7 involved some element of physical assault

4 assaults were recorded in Adults and Communities

1 assault was recorded in Children's and Families.

11 assaults were recorded from Growth, Enterprise and Environment

1 assault within a school



Health and Safety Performance 2023/24

Notification of Assault

In addition to the wilful assaults reported, 26 further incidents were reported which were due to SEN behaviour within education settings and are not classed as wilful assault.

- The majority of these incidents were reported in one school area.
- Discussion with the school have revealed that some of these incidents are a SEN communication method.
- Additional work is ongoing within this area to agree points at which incidents required reporting.



Health and Safety Update

Lone Working in Libraries

Following a query raised during the previous meeting, contact was made with the Libraries Manager. He has stated that:

- Lone working is avoided wherever possible and is not undertaken at all in Redcar, Guisborough or Southbank libraries.
- A review of lone working risk assessments in all libraries has been completed.
- All lone working staff have completed lone working module on talent management.
- Lone working is restricted to suitably experienced staff.
- Additional Conflict management training is to be arranged.



Health and Safety Update

Information has been received that HSE is extending their current Asbestos management inspection programme within schools to focus on how local authorities manage asbestos within their estates.

This programme of inspections will involve Head Office visits to assess how local authorities are managing the risks from asbestos within their estate and meeting their legal 'duty to manage' Asbestos.

Further inspections will then take place at several different sites within each local authority's property portfolio. These will include schools but also other buildings containing asbestos where the LA is the duty holder and where the site is used by both employees and members of the public (e.g. libraries, leisure centres, museums etc).



Health and Safety Update

Changes to H&S Legislation

- There are no recent changes that would affect the operations of the Council.
- There are considerations for some of our larger buildings under the proposals of The Terrorism (Protection of Premises) Bill 2024 (Also known as Martyn's law).
- This legislation is currently under consideration by Parliament.
- Work is underway within our property Services team to ensure we are able to comply with the requirements of this legislation when it is introduced.



Health and Safety Training

Training remains ongoing for staff in all areas of the Council

Training courses are scheduled for 2025 in the following areas:

- Manager H&S Compliance,
- Premises Management,
- COSHH,
- Manual Handling,
- Work at Height,
- Risk Assessment,
- Reversing Assistant,
- Various Induction Training,
- Fire Safety, Responsible Person, Fire Warden,
- Asbestos Management, Asbestos Awareness,
- Evacuation Chair Operation.



Health and Safety Training

In addition to the corporate sessions arranged on Agresso the Health and Safety team are currently training staff in the following areas.

- An ongoing programme of Evac Chair refresher training for workers at Meadowgate ICC.
- A series of staff development days have been arranged for frontline services where it is impossible to free staff to attend corporate sessions. These sessions have been arranged for:
 - Waste Services
 - Highways
 - Neighbourhood Operations



Health and Safety Training

Face to face Health and Safety training has been delivered this year in the following subjects:

Course subject	Number of attendees
Manual Handling	480
COSHH	112
Fire Warden	343
Working at Height (use of stepladders and ladders)	335
Risk Assessment	182
Asbestos Awareness	94
Evac Chair Operator	78



Health and Safety Update

Any Questions?