

Derbyshire County Council

Children's Services

Health and Safety Policy Statement

Children's Services, through the Strategic Director, recognises and fully supports the principles, aims and objectives of the Authority's Corporate Health and Safety Policy. This policy complements the Corporate Policy of the County Council.

- 1 Children's Services is fully committed to meeting its statutory obligations under the terms of the Health and Safety at Work etc Act 1974 and the subsequent health and safety regulations made under it. We believe that this can best be achieved through the effective management of health and safety and the development of a health and safety culture where employees at all levels of the organisation recognise and discharge their duties under health and safety legislation. This will be achieved by managers accepting health and safety as part of their management role and staff ensuring managers are made aware of health and safety issues, so that health and safety becomes an integral part of everyone's daily activities.
- 2 To ensure effective employee wellbeing the Department will ensure that it has a Safety Champion within the Senior Management team to ensure that health and safety is considered as part of any strategic decisions and to help develop and maintain the safety culture.
- 3 Children's Services is committed to assessing and reducing significant risks to health and safety so far as it is reasonably practicable and by this process to removing preventable accidents from the workplace. By doing so the department not only safeguards the health safety and welfare of its staff but also all the children, young people and non employees who access its services. In order for this process to be effective the departmental Senior Management Team accepts that sufficient resources will need to be made available to ensure that it is able to meet its statutory obligations. By ensuring the correct and sensible application of health and safety in all its activities the department aims not only to provide a safe environment where all preventable accidents are avoided but also one where staff and young people feel secure. It is in such environments that staff can fully concentrate on the development of young people promoting their enjoyment and achievement and where young people can fully access appropriate services.
- 4 The Department is committed to ensuring that all its staff are competent to deliver their role in a safe manner, not endangering themselves, their colleagues or the young people and members of the public they interact with. The department will therefore ensure the provision of suitable information and guidance and this will be enhanced by appropriate instruction and health and safety training. This training will be organised in response to identified priorities.
- 5 Within Community and Voluntary Controlled schools the department recognises that the overall responsibility for health and safety still rests with them as the employer.

With increased delegation of funding to schools many of the functions previously administered by the Department in those schools where it is the employer have been delegated to schools. Similarly many of the functions associated with health and safety on a day to day basis have been delegated to governors and school management. These include risk assessment, accident reporting and production of a local health and safety policy. Governors should be aware that they are responsible

for ensuring that local policies are produced which require the school management to implement the objectives of this policy and for monitoring that the policy is fully implemented by the school management.

In the same way that the Department accepts that sufficient resources need to be allocated to health and safety, schools must ensure that health and safety is a consideration under their areas of delegated responsibility. Where this has resource implications then sufficient finance should be allocated by the governors.

This does not apply to Voluntary Aided and Foundation schools and Academies where the governors or the Academy board are the employer and therefore have all the legal responsibility, including developing their own health and safety policy.

- 6 All employees at any level within the organisation have a duty to safeguard their own health and safety and that of anyone they interact with. They also have a duty to comply with the employer in respect of health and safety and to point out any shortcomings in the employer's health and safety arrangements.


To implement this policy in practical terms the Department will pay particular attention to the expressed aims of the Corporate Health and Safety Policy and will produce appropriate arrangements to meet these requirements.

The Department realises that in order for the aims and objectives of the policy to be fully realised a partnership approach to health and safety is required. The partnership involves employer, employees and employees' representatives and a forum is required where the respective parties can meet to discuss and resolve health and safety issues. The Department operates a Health and Safety Sub-Committee comprising Trade Union Health and Safety Representatives and departmental officers.

The Department also realises that for the policy to be successful everyone must be aware of its existence and will therefore endeavour to ensure that it is brought to the attention of all employees. Similarly any future revisions of the policy will be brought to the attention of all employees.

The Department will strive to continually improve its health and safety performance in all areas to provide, maintain and further develop a safe working environment for staff and ensure that young people remain safe and secure when accessing our services.

The implementation of this Policy and its impact will be monitored by the department and based on the findings of this monitoring will be reviewed and amended as appropriate. It will as a minimum, be kept in line with the Derbyshire County Council Corporate Health and Safety Policy.

Signed.....
Cabinet Member for Young People
Date.....09/04/19

Signed.....
Strategic Director
Date.....31/4/19