

Risk Identifier	CR-07
Risk Title	Health and Safety


Risk Description
 Failure to manage the health and safety and welfare of staff and visitors to Council operated sites visitors due to UDC not meeting its statutory duties and organisational responsibilities. Should the Council fail to develop , implement, or achieve compliance with corporate health and safety policies it may lead to harm to staff / service users and subsequently if found to be in breach of legislation, prosecution and significant fines. Reputational damage would also result.

Risk Owner
 Simone Russell

Directorate Responsible
 Housing, Health, Environment & Communities

Original Risk		
Likelihood	Impact	Score
2	4	8

Residual Risk		
Likelihood	Impact	Score
1	4	4

Risk direction
 Stable 

Cabinet Member
 Councillor Lees

Key Dates	
Date Registered	22nd May 2024
Last update	3rd Oct 2024

Background

Service Area Affected
 All

Triggers
 Indicators are numbers of Accidents /near miss , staff sickness, issues of concern being raised by staff / member of the public. Formal service complaints.

Risk Type
 Threat

Risk Response Category
 Reduce

Risk Response	Risk Response Actionee	RAG Status	Progress Update	Next Scheduled Update
Have in place a fit for purpose policy, based on HSE guidance and best practice.	Ben Brown	Green	Policy in place, last reviewed in Dec 2023. Available on the intranet	Dec-24
Have in place fit for purpose health and safety policies covering landlord responsibilities, based on statutory obligations , HSE guidance and best practice.	Simone Russell	Amber	Policies have been developed by Housing team and undergone legal review. Awaiting final amendments and upload to intranet health and safety pages	Oct-24

Have in place up to date risk assessments/safe systems of works, all regularly updated and easily accessible by staff.	Ben Brown	Green	Review is nearing completion 157 Risk assessments have been identified of which 3 are still awaiting review/ completion. These being vehicular / pedestrian interaction at Little Canfield and two within community services. 72 Safe systems of works were identified and are complete . Staff accessibility is provided for via the Intranet or hard copy at the depot. EFDC are engaged to carry out a mutual peer review of assessments.	Reviews will be scheduled 2025 to 2026 and monitored vis index document
Have in place appropriate governance including which provides regular reporting, escalation of risks and issues and provides the opportunity for service managers to contribute to the development of improved practices.	Ben Brown	Green	All significant matters are reported into CHAST UDC Health and Safety Committee will capture operational level issues Communication between the two forums facilitated by the Corporate Health and Safety Team. Review continues as to how best maximise other communication incl staff briefing notes , staff conference and h&S support into service level team meetings.	2025
Have in place regular training, appropriate to staff roles.	Ben Brown	Amber	This remains under review and alternative delivery platforms are being considered. The most effective Interim measures to ensure that any training risk gap is addressed remain under consideration and will necessitate the corporate health and safety team ensuring engagement of service managers. High risk service areas such as Environmental services have training in place as part of induction processes as well as refresher sessions where required.	2025
Have in place robust systems for emergency planning/dealing with critical incidents.	Ben Brown	Amber	New EP officer is in place and is supported by the SLA with Epping Forest District Council. All existing Emergency response and business continuity policies, including the main UDC response plan , rest centre agreements and a new Mass evacuation plan , remain under review .	2025

Key for RAG status of risk response	
R	Control is not in place or working or progress has slipped
A	Control is not working efficiently and some challenges remain
G	Control is working or predominantly in hand or completed