



Wednesday, 24 September 2025

Report of Councillor Phillip Knowles
Cabinet Member for Corporate Governance and Licensing

Annual Health and Safety Report 2024/25

Report Author

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Purpose of Report

This report presents the annual Health and Safety Report for 2024/25. It provides an overview of South Kesteven District Council's management of health and safety. It summarises progress made, highlights areas for improvements, and identifies accident rates for the period 2024/25

Recommendations

The Committee is recommended to:

1. Note the attached Health and Safety report for the period 2024/25.
2. Provide comments or feedback to assist with maintaining the effectiveness of the Council's health and safety arrangements.

Decision Information

Does the report contain any exempt or confidential information not for publication?

No

What are the relevant corporate priorities?

Connecting communities
Sustainable South Kesteven
Enabling economic opportunities
Housing
Effective council

Which wards are impacted?

(All Wards);

1. Implications

Taking into consideration implications relating to finance and procurement, legal and governance, risk and mitigation, health and safety, diversity and inclusion, safeguarding, staffing, community safety, mental health and wellbeing and the impact on the Council's declaration of a climate change emergency, the following implications have been identified:

Finance and Procurement

- 1.1 There are no specific financial implications associated with this report. The Council has in place budgets to support Health and Safety compliance and training.

Completed by: David Scott – Assistant Director of Finance and Deputy s151 Officer

Legal and Governance

- 1.2 This is a look back at 2024/2025 and is for the information of members. There are no additional governance implications.

Completed by: James Welbourn, Democratic Services Manager

Risk and Mitigation

- 1.3 Failure to comply with Health and Safety could have significant reputational and financial impact should an incident occur, and a claim is made against the Council. Having robust health and safety measures in place will protect the employees, and members of the public, and provide strong mitigation in the event of a claim.

Completed by: Tracey Elliott, Governance & Risk Officer

Mental Health and Emotional Wellbeing

- 1.4 The annual Health and Safety report holds significant implications for Human Resources. There is an intrinsic link with employee wellbeing and ensuring our people have the right working environment that does not jeopardise their physical or mental wellbeing. There are also links with employment laws, employee productivity, absenteeism, and employee satisfaction. Furthermore, insights derived in the report inform our training and development plan enabling the Council to address specific skills gaps and ensure our employees are adequately equipped in health and safety.

Completed by: Sam Fitt, Senior Human Resources Officer

2. Background to the Report

- 2.1. The Health and Safety Annual report 2024/25 (attached at Appendix A) demonstrates that the Council's commitment to health and safety and its performance have been strong in this period. It is important that the Council continues to review systems and improve them where practical, as well as actively monitoring behaviours and trends in safety compliance. Members will be aware the Council provides a varied range of services, some of which present a higher risk due to the nature of works and the frequency with which they are undertaken.
- 2.2 The annual report identifies that the Council has seen a significant increase in the number of accidents/incidents when compared to the previous year. The Health and Safety team provides both operational and technical support to the Council and also undertakes reviews and audits into the use of and adherence to guidance and best practice.
- 2.3 The annual report also provides an update on Business Continuity and Emergency Planning action for 2024-25. For the second year SKDC faced unprecedented and record-breaking river water levels/extremes of weather and the subsequent impact on the fluvial system. The Council again provided support to the affected communities both in response and through recovery.

3. Key Considerations

- 3.1. This report invites feedback from the Members of the Governance and Audit Committee.

4. Other Options Considered

- 4.1 There are no other options. This report is provided annually for Members

5. Reasons for the Recommendations

- 5.1. The Management of Health and Safety is a legal requirement, and the Council holds a moral obligation to safety. Failure to monitor, review and effectively manage matters of safety could lead to individuals being exposed to injury or ill health. Any failure in this duty would also leave the Council exposed to financial and reputational risks from both Civil and Criminal cases.

6. Appendices

- 6.1. Annual Health and Safety Report 2024/25