Norfolk County Council

Health and Safety – Our Commitments P611a

Norfolk County Council's ambition is to help make Norfolk to be the best it can, where people can live productive, independent lives, safely and in good health, for as long as they can.

Our strategic and interlinking priorities are: a vibrant, clean and sustainable economy; better opportunities for children and young people; healthy, fulfilling and independent lives; strong, engaged and inclusive communities; and a greener, more resilient future.

Effective health and safety management is integral to delivering our ambition and to our performance. Our overall objective is to provide and maintain a safe and healthy environment for our employees, the people we work with and those that access our services, as well as providing an environment that encourages and supports employees to maximise their health and well-being.

We will achieve this by:

- developing and maintaining a positive health and safety culture with an emphasis on continually improving our performance, taking into account human and cultural factors
- ensuring that health and safety management and consideration of employee well-being is an integral part of decision making and organisational processes
- adopting a sensible and proportionate approach to managing risks, with well-informed decision-making processes for higher risk activities and ensuring a disproportionate amount of time is not spent on trivial or everyday risks
- working with our diverse range of partner and commissioned and contracted organisations to ensure consistent and comparable health and safety standards
- providing a safe and healthy working environment for our employees that also encourages and supports personal well-being
- ensuring safe working methods are in place and providing safe equipment
- communicating and consulting with employees and their trade union representatives
- complying with statutory requirements and where possible industry best practice
- investigating and learning the lessons from accidents and work-related ill health incidents
- providing effective information, instruction and training to enable employees to be competent in their roles
- monitoring and reviewing systems and preventative measures, including those of our partners and commissioned and contracted organisations, to make sure they are suitable, sufficient and effective
- ensuring adequate resources are made available to fulfil our health, safety and well- being responsibilities and objectives

We recognise that overall responsibility for health, safety and well-being lies with all levels of management having direct responsibility for activities, employees, and commissioned and contracted service under their control. For these commitments to be effective, employees throughout the organisation must play their part in creating and sustaining a positive health and safety culture and must take responsibility for their own well-being with the encouragement and support of their managers.

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	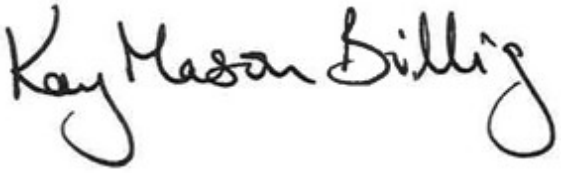
Tom McCabe Chief Executive	Kay Mason Billig **Leader of Norfolk County Council**

September 2024