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Date: 26th June 2017

Dear Sir/Madam,

A meeting of the **Corporate Health and Safety Committee** will be held in the **Sirhowy Room, Penallta House, Tredomen, Ystrad Mynach** on **Monday, 3rd July, 2017** at **10.00 am** to consider the matters contained in the following agenda.

Yours faithfully,

A handwritten signature in blue ink that reads 'Chris Burns'.

Chris Burns
INTERIM CHIEF EXECUTIVE

AGENDA

	Pages
1 To elect a Chair and Vice Chair for the ensuing year.	
2 To receive apologies for absence.	
3 Declarations of Interest.	

Councillors and Officers are reminded of their personal responsibility to declare any personal and/or prejudicial interest(s) in respect of any item of business on this agenda in accordance with the Local Government Act 2000, the Council's Constitution and the Code of Conduct for both Councillors and Officers.

A greener place Man gwyrddach



To approve and sign the following minutes:-

- | | | |
|---|---|-------|
| 4 | Corporate Health and Safety Committee held on the 1st March 2017. | 1 - 4 |
|---|---|-------|

To receive and consider the following report(s):-

- | | | |
|---|--|-------|
| 5 | Health and Safety Sentencing Guidelines, A Year On: Peter Bennet, Dolmans Solicitors - Presentation. | |
| 6 | Interim Health and Safety Performance Report 16/17. | 5 - 8 |
| 7 | Health and Safety Enforcement - Verbal Update. | |

To receive and consider the following information item(s)*:-

- | | | |
|---|--|---------|
| 8 | Accident Statistics Report for January - March 2017. | 9 - 16 |
| 9 | Recent HSE Updates. | 17 - 20 |

** If a member of the Committee wishes for either of the above information items to be brought forward for discussion at the meeting please contact Amy Dredge, Tel. 01443 863100 by 10.00 am on Friday 30th June 2017.*

Circulation:

Councillors M.A. Adams, P.J. Bevan, D.T. Hardacre, D. Havard, A.G. Higgs, S. Kent and W. Williams

Trade Union Representatives.

And Appropriate Officers



CORPORATE HEALTH AND SAFETY COMMITTEE

**MINUTES OF THE MEETING HELD AT PENALLTA HOUSE, TREDOMEN ON
WEDNESDAY, 1ST MARCH 2017 AT 10 A.M.**

PRESENT:

Councillor D. Havard (Chair)
Councillor M. Adams (Vice-Chair)

Councillors:

P.J. Bevan, C. Forehead, D.T. Hardacre, A G Higgs, S. Kent.

Together with:

K. Evans (Occupational Health and Wellbeing Manager), P. James (Health and Safety Manager), R. Phillips (Asbestos Officer), T. Phillips (Health and Safety Manager), E. Townsend (Deputy Health and Safety Manager), C. Edwards (Environmental Health Manager), C. Jones (Head of Property Services), S. Richards (Interim Head of Service – Education, Planning and Strategy), A. Dredge (Committee Services Officer).

Trade Union Representatives:

N. Funnell (GMB), J. A. Garcia (UNISON).

1. APOLOGIES FOR ABSENCE

Apologies for absence had been received from Councillor G.J. Hughes, D. Beecham (Electoral Services Manager), L. Donovan (Acting Head of Human Resources and Organisational Development), D Jones (Service Manager, Health Safety and Welfare), Mark Williams (Head of Community and Leisure), T. Hearne (GMB).

2. DECLARATIONS OF INTEREST

There were no declarations of interest made at the commencement or during the course of the meeting.

3. MINUTES – 21ST NOVEMBER 2016

RESOLVED that the minutes of the Corporate Health and Safety Committee held on Wednesday, 1st March 2017 be approved as a correct record and signed by the Chair.

4. MATTERS ARISING

Possible Listeria cases in Schools – Minute No. 8

By way of an update, Ms Ceri Edwards, Environmental Health Manager reminded the Committee of the incident that occurred on the 9th November 2016, whereby kitchen staff at a school had noted an odour was present on opening a pre-packed ready to serve chicken product. The cook removed the product from the menu and reported the problem to catering services. Following this incident the same issue was reported by two further schools in quick succession. Catering Services staff immediately telephoned all schools that were due to serve the product that day in order to ascertain if others had experienced the same problem. Catering Services then informed Environmental Health. Environmental Health gave the instruction to remove all chicken products from service, to double bag it and place it on hold. Unfortunately as the issue had only been spotted just prior to the point of serving, by the time the removal notice for the product had been issued to all schools some had been served to pupils. Those that served the product had not detected an odour. It was reported that some cooks had detected an odour and had used discretion to remove the product from service. Environmental Health Officers were sent out to the initial three reporting schools as soon as the issue became apparent and they removed the entire product and sent it for testing. Over the following days, additional sampling was undertaken on product from other schools. Initial testing had shown Listeria was present in some samples and further batch testing was then undertaken, the results of which are expected shortly. The Officer confirmed that the Food Standards Agency is the enforcing authority for standards in the production factory and a joint investigation is on-going. Letters have been sent to parents informing them of the potential for illness, however with an incubation period of between 3-70 days it will be difficult to know the true extent of any possible infection for some time.

In terms of infection it was noted that symptoms were very similar to that of colds and flu and given the time of year it would be difficult to differentiate between the two. Symptoms also include fever and muscle aches, sometimes with diarrhoea and vomiting and again due to the time of year the symptoms could be confused with other community acquired infections. The Officer confirmed that listeria was more dangerous to the most vulnerable, the very young, very old or women in the early stages of pregnancy. The risk of a normal healthy child becoming seriously ill was remote. She confirmed that discussions had taken place with some parents and everything that could have been done was done in a timely manner. Parents with concerns were recommended to contact their General Practitioner.

Ms Edwards was pleased to report that the incubation period has elapsed, during which time there had been no reported cases of human infection associated with the Caerphilly Schools.

The Chair thanked the Officer for the update.

REPORTS OF OFFICERS

Consideration was given to the following reports:

5. AGEING WORKFORCE – IMPLICATIONS AND OPPORTUNITIES

The Occupational Health and Wellbeing Manager introduced the report that was provided in response to a union request. The report considers the implications of an ageing workforce, in particular front line staff who are undertaking physical roles. The report provides an overview of the issues which are likely to affect work as well as some options to consider in supporting an ageing workforce.

Reference was made to the challenges of an ageing workforce, combined with shrinking pools from which to draw new workers. This has been particularly apparent in the public sector as well as other industries. Organisations are facing a number of issues associated with this trend. In response, they are attempting to extend the working career of their employees through alternative work arrangements, preserve organisational memory and balance the work/life needs of multiple generations within the employee population. Details of the health challenges of an ageing workforce, the positive aspects of employing older people and some options in supporting more experienced employees, were set out in the report.

She also delivered a presentation that set out the biological effects of ageing. In terms of functional Impairment, reference was made to the available evidence relating to hearing, eye sight, muscle strength and cognitive function. Comparisons were made within different age groups.

Clarification was sought in relation to eye site tests for employees who frequently use PC's. It was explained that Display Screen Equipment (DSE) users are entitled to vouchers for site tests. Occupational Health always recommends that staff have regular site tests. A Member queried if there have been any reported problems with children using whiteboards as part of the digital curriculum within schools. The Committee were advised that no research has been undertaken as yet. If children complain of headaches, they should be taken to an optician. This would need to be clarified by Welsh Government as this is not a requirement of the Local Authority as this does not fall within DSE.

The Committee queried the position in terms of age related cognitive decline and if offering alternative duties to employees is an option. It was explained that the Council will look at service areas as a whole and would always look at opportunities to allow staff to continue in their employment. Evidence suggests that any marked decrease in cognitive performance doesn't show until after seventy years of age. Before that any deterioration is not likely to affect performance as other attributes i.e. experience, education, motivation, better judgement and job knowledge are likely to compensate. Members discussed the option of employees being offered lower grade posts as an alternative. It was explained that some employees have been on protected salaries for an 18 month period however, this is not carte blanche. A representative from the Trade Unions confirmed that they have worked with Councils, where staff have been medically redeployed, staff can elect to accept positions for 2 grades lower with the 18 month salary protection. A Member queried what the situation would be if an individual's job had contributed to their condition and it was explained that statutory mandatory training is clamping down now to help staff prior to reaching the condition that affects them in their work.

The Chair thanked the Occupational Health and Wellbeing Manager for delivering the detailed report and presentation and for Officers responding to questions raised during the course of the debate.

It was moved and seconded that subject to a copy of the minutes of this meeting be sent to the HR Strategy Group, the recommendation in the report be approved. This was unanimously agreed.

RESOLVED that:

- (i) the Corporate Health and Safety Committee note the content of the report;
- (ii) a copy of the minutes from this meeting be sent to the HR Strategy Group.

6. STATUTORY MAINTENANCE UPDATE

This item was deferred to a future meeting.

7. HSE INVOLVEMENT

This item was deferred to a future meeting.

8. INFORMATION ITEMS

The Committee noted the following items for information, full details of which were included in the Officer's Reports:

1. Accident Statistics Report for October – December 2016.
2. Recent HSE Updates.

The meeting closed at 11.15 am.

Approved as a correct record and subject to any amendments or corrections agreed and recorded in the minutes of the meeting held on 3rd July 2017, they were signed by the Chair.

CHAIR



CORPORATE HEALTH AND SAFETY COMMITTEE - 3RD JULY 2017

SUBJECT: INTERIM HEALTH AND SAFETY PERFORMANCE REPORT 16/17

REPORT BY: INTERIM CHIEF EXECUTIVE

1. PURPOSE OF REPORT

- 1.1 The purpose of the report is to advise Health and Safety Committee Members of the performance of health and safety during 2016/17. This report provides an interim statement, the full annual report will be issued prior to the next meeting of the Committee.

2. BACKGROUND

- 2.1 Health and Safety currently have 29 full time equivalent officers covering the full range of health and safety and occupational health services. The service generates an annual income of over 400K, which financially supports the services delivered. The Service undertakes all Fire Risk Assessments for Council Premises in line with the Regulatory (Fire Safety) Reform Order 2005. Assessments of fire risk are undertaken on a rolling programme by ex. South Wales Fire and Rescue Service Safety Officers. Asbestos in Council premises is also managed by Health and Safety, undertaking asbestos surveys, managing a permit to work system for at risk buildings, monitoring deterioration and development and maintenance of the Corporate and Domestic Asbestos Management Plans in compliance with Control of Asbestos at Work 2012. The Health and Safety Executive expect, reports to be published annually to advise on the health and safety performance of the organisation, the following report provides an interim position prior to the full report which will be published within the next few months.

3. LINKS TO STRATEGY

- 3.1 The report links to the Authority's statutory duties in relation to management of health and safety and is in line with the Council's Corporate Health and Safety Policy.

4. REPORT

- 4.1 The following statistics are provided as a snapshot of health and safety performance for 2016/17. The full report will provide a comparison on performance against previous years to ensure standards are maintained and improved where possible.

4.2 Occupational Health

The Service supports staff to be fit for work, providing Dr, nurse and Physiotherapy clinics, the following appointments were delivered in 2016/17.

Appointment	No. Attended	DNA
Pre-Employment Consultation	36	4
Pre-Employment – Full Medical (At Risk Posts)	225	9
Pre-Placement Telephone Consultation	74	4
Asbestos Medicals	17	
Audiometry	185	24
Blood Pressure check	8	
Medical Case Conference	4	
Driver Medicals	16	
DSE – Medical Assessment	1	
Full General Medical	202	16
HAVS Initial Assessment	24	1
HAVS Review	68	4
HAVS Tier 3 Assessment	8	1
HGV Medical	15	
Lone Worker Medical Assessment	4	
Night Worker Medical Assessment	6	
Skin Check	12	2
Spirometry	31	
Vision Test	2	
Physio Initial Assessment	164	9
Physio Follow Up	195	15
Sickness Absence:	386	
Initial Review 250		11
Follow-up 135		19
Telephone Consultation 1		
Totals	1695	119

Missed Appointments have significantly reduced in number since the introduction of an appointment texting service, this number will hopefully reduce further this year.

4.3 Health and Safety Support

Provision of Health and Safety support to Corporate Services as well as a fully income funded service providing specific health and safety support to the 90 schools within the Borough.

In the past year this service has undertaken a range of work including:

Investigation of 48 reportable accidents from a total of 254 accidents reported during the year.

- 90 Inspections of schools were undertaken
- 600 contractors were safety vetted
- 29 Wellbeing assessments were undertaken, reviewing stress at work
- 300 Violence at work incidents were reported, resulting in investigations and inputting details of members of the public into the Employee Protection Register, where required.

4.4 Asbestos and Fire Risk Assessment Service

Asbestos and Fire Risk Assessment Services have now merged, the service covers all corporate buildings, schools and areas of Social Housing. Over the past year officers have provided the following services:-

- 36 Asbestos surveys of Council premises.
- 141 Fire Risk Assessments of Council Premises
- 28 Asbestos removal projects undertaken across 21 schools.

The asbestos removal projects brings to a close the three year asbestos removal project in schools, which has resulted in amosite asbestos products being removed across 37 affected schools, costing 800K. The resulting position is that there is no amosite asbestos product (brown asbestos) within occupied areas of Caerphilly schools. This reduces the risk from accidental damage as well as reduces the cost of maintenance for schools. It is intended to publish the content of asbestos in all schools on the Council's website to inform and reassure parents and staff.

4.5 Health and Safety Training

This is a fully income funded Health and Safety Training Service, providing national accredited courses to employees across the Authority as well as our contractor network and neighbouring authorities.

Last year 2932 Council employees attended health and safety training sessions and 1002 school based staff.

5. EQUALITIES IMPLICATIONS

5.1 There are no significant implications associated with this report.

6. FINANCIAL IMPLICATIONS

6.1 The cost of health surveillance is covered by the Service areas affected.

7. PERSONNEL IMPLICATIONS

7.1 There are no personnel implications associated with this report.

8. CONSULTATIONS

8.1 The report content has been shared with relevant officers.

9. RECOMMENDATIONS

9.1 The contents of this report are noted.

10. REASONS FOR THE RECOMMENDATIONS

10.1 To ensure the Authority meets its statutory responsibilities with regards to annual reporting on health and safety performance.

Author: Donna Jones, Service Manager, Safety, Safety and Welfare
Consultees: Paul James, Health and Safety Manager
Kathryn Evans, Occupational Health and Wellbeing Manager
Terry Phillips, H&S Manager
Emma Townsend, H&S Manager
Richard Phillips, Asbestos Team Manager



CORPORATE HEALTH AND SAFETY COMMITTEE - 3RD JULY 2017

SUBJECT: ACCIDENT STATISTICS REPORT FOR JANUARY – MARCH 2017

REPORT BY: INTERIM CHIEF EXECUTIVE

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to inform Members, Management and Trade Union Safety Representatives of the numbers and types of work related accidents/incidents that occurred during the period of January to March 2017.

2. SUMMARY

- 2.1 The following report provides accident statistics for January to March 2017. Accident statistics are produced for each quarter and presented to the members of the Health and Safety Committee for information.

3. LINKS TO STRATEGY

- 3.1 The recording and reporting of accidents is in line with the Council's H&S Policy.
- 3.2 The Local Authority under legislation is responsible for the reporting of injuries, diseases and dangerous occurrences to the HSE as well as implementing preventative and protective measures to prevent foreseeable workplace accidents occurring.

4. THE REPORT

- 4.1 The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) require accidents which arise as a result of, or in connection with, work to be categorised as follows and reported to the Health and Safety Executive (HSE):
- Fatal accidents
 - 'Specified injury' - including a fracture other than to fingers, thumbs and toes; amputation of an arm, hand, finger, thumb, leg, foot or toe; permanent loss or reduction of sight; crush injuries leading to internal organ damage; serious burns (covering more than 10% of the body, or damaging the eyes, respiratory system or other vital organs); scalpings (separation of skin from the head) which require hospital treatment; unconsciousness caused by head injury or asphyxia; and any other injury arising from working in an enclosed space, which leads to hypothermia, heat-induced illness or requires resuscitation or admittance to hospital for more than 24 hours.
 - Accidents which cause an employee to be away from work or unable to perform their normal work duties for more than seven consecutive days (not counting the day of the accident).

- Work-related accidents involving members of the public or people who are not at work (including pupils) if the injured person is taken from the scene of the accident to hospital for treatment to that injury.

4.2 The term 'non reportable' accident or incident refers to any accident or incident that is not included in point 4.1 and therefore is not reportable to the Health and Safety Executive. Most of these accidents result in minor injuries. Accidents in this classification are reported to the Health and Safety Division only if they affect:

- Employees while they are at work.
- Pupils, clients and members of the public who are injured as a result of a work activity while they are on Council premises or using the facilities.
- Any persons who are injured as a result of any work activity carried out by or on behalf of the Authority.

4.3 Appendix 1 provides details on all of the accidents for the Authority that have been reported to the Health and Safety Division between January and March 2017. These are categorised by accident type and by type of incident, e.g. non-reportable, over seven days' lost time or restricted duties, and specified injury.

4.4 Appendix 2 details the RIDDOR-Reportable Accidents Per Directorate between January and March 2017.

4.5 There were fourteen accidents that were RIDDOR-reportable in total, accounting for 29% of all accidents recorded – five within the Chief Executive's Directorate, one within Social Services and Corporate Services respectively, and seven within Communities. Each had a separate causal factor, as shown in Appendix 2. Of these, five accidents were reportable as they caused the employees concerned to be away from work or unable to perform their normal work duties for more than seven consecutive days, four due to 'specified injuries' (see point 4.1 above), three due to school pupils sustaining an injury during supervised play periods that required them to be directly taken to hospital for medical treatment, and two incidents involving members of the public that required them to be directly taken to hospital for medical treatment.

4.6 For the purposes of reporting, staff who are working for the Authority via an agency are treated as employees.

5. EQUALITIES IMPLICATIONS

5.1 There are no equalities implications.

6. FINANCIAL IMPLICATIONS

6.1 There are no financial implications contained in the report.

7. PERSONNEL IMPLICATIONS

7.1 There are no personnel implications contained in the report.

8. CONSULTATIONS

8.1 All comments from consultees have been included in the report.

9. RECOMMENDATIONS

9.1 That members note the contents of the report.

10. REASONS FOR THE RECOMMENDATIONS

10.1 To keep members informed of the accident statistics on a quarterly basis.

11. STATUTORY POWER

11.1 Not applicable to the content of the report.

Author: Andrew Wigley, Senior Health and Safety Officer
Consultees: Chris Burns, Interim Chief Executive
Cllr C. Forehead, Cabinet Member for Human Resources and Governance /
Business Manager
Donna Jones, Service Manager, Health, Safety and Welfare

Appendices:

Appendix 1 - All accidents by Type for the Authority between January and March 2017

Appendix 2 - Reportable accidents by Type and Directorate between January and March 2017

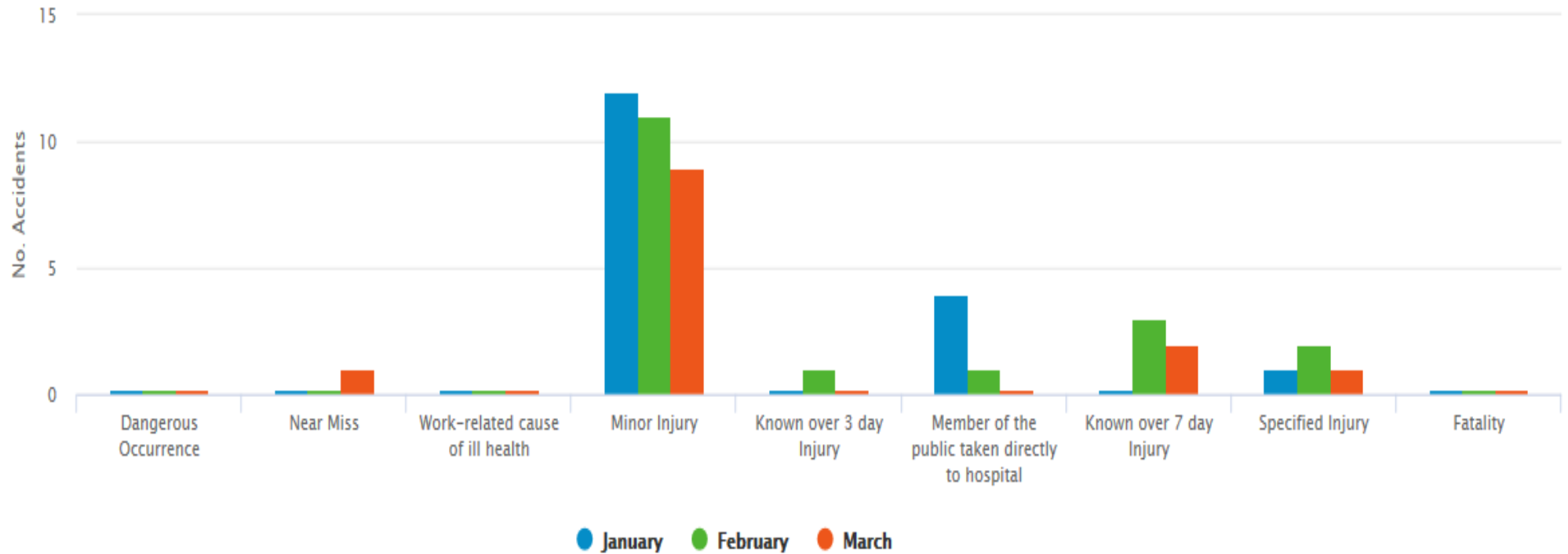
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Appendix 1 - All accidents by Type for the Authority between January and March 2017

All Accidents by Type for the Authority

January to March - 2017

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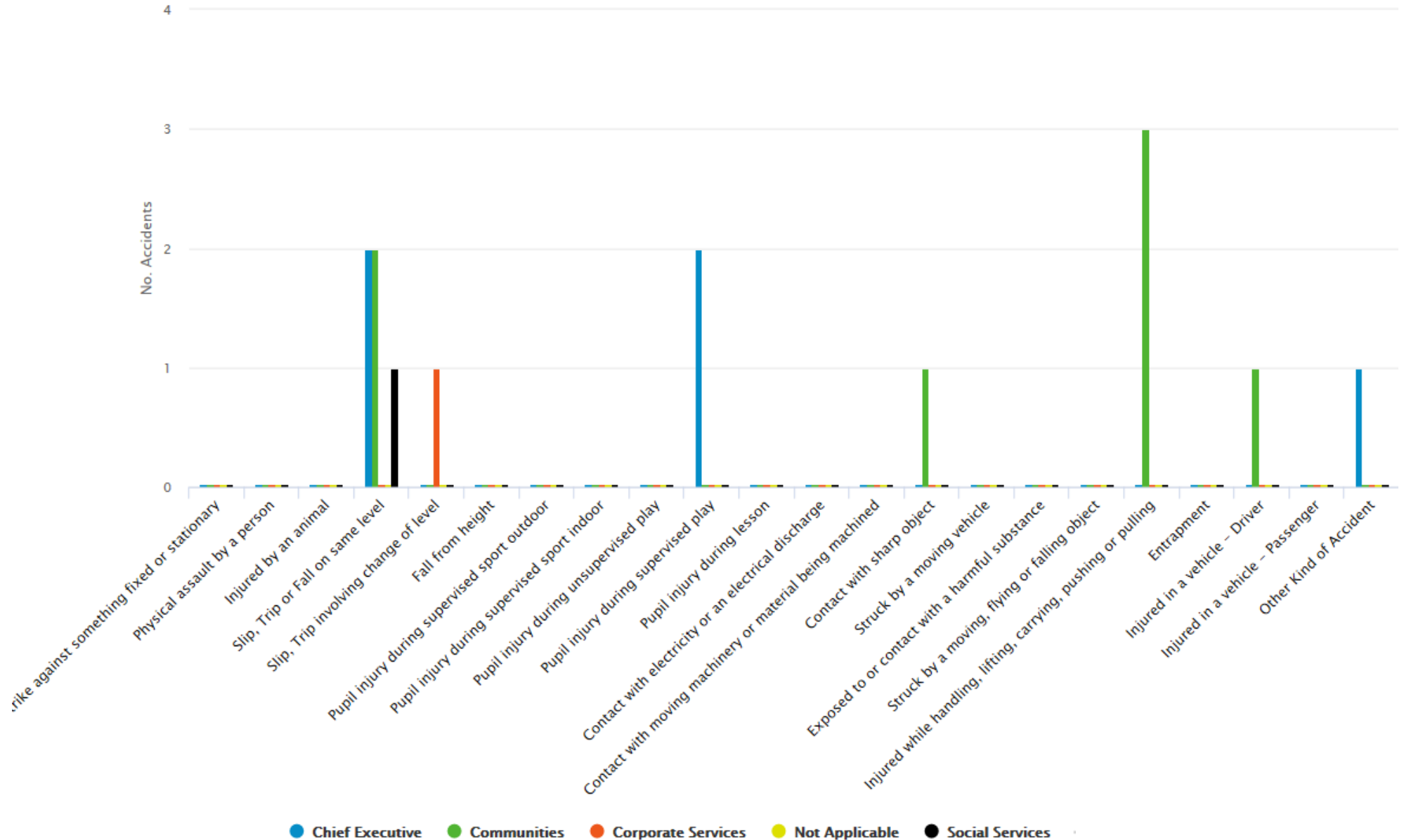
Appendix 2 – Reportable accidents by Type and Directorate between January and March 2017

RIDDOR Repo

Directorate

Between 01/01/2017 and 31/03/2017

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CORPORATE HEALTH AND SAFETY COMMITTEE - 3RD JULY 2017

SUBJECT: RECENT HSE UPDATES

REPORT BY: INTERIM CHIEF EXECUTIVE

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to inform Members, Management and Trade Union Safety Representatives of recent updates in Health and Safety information, advice and guidance.

2. SUMMARY

- 2.1 The following report is provided as information for members of the Committee, to ensure they are kept informed of changes to health and safety legislation and approved codes of practice which will affect the Council, as well as advising of any relevant accidents, incidents and prosecutions.

3. LINKS TO STRATEGY

- 3.1 The report is provided as information to Members of the Health and Safety Committee in line with the Council's Health and Safety Policy.

4. THE REPORT

- 4.1 Nottinghamshire County Council has been fined £1m after one of its workers drove into a disabled member of the public in Rufford Abbey Country Park on 1 June 2015.

The 71-year-old man sustained serious bruising and injuries to his arms, legs and head.

Nottingham Crown Court was told that the employee was operating a tractor fitted with a mounted grab attachment to collect branches for burning.

The disabled man was on a guided walk in the park. The council worker did not see him and ran into him.

The Health and Safety Executive (HSE) found the council had not given its workers sufficient training to safely operate mounted grabs or act as banksmen. It had put its own staff and the public at risk by failing to segregate vehicles and pedestrians, and not adequately planning or supervising the work.

The HSE also said the tractor was unsuitable for transporting the branches long distances.

Nottinghamshire County Council pleaded guilty to breaching ss 2(1) and 3(1) of the Health and Safety at Work Act and must pay £10,270 costs.

- 4.2 Islington Borough Council has been fined £200,000 and ordered to pay full costs of £19,865 after admitting a role in an incident at a London school where a pupil was left with serious hand injuries.

Southwark Crown Court heard that on 25 March 2014, a twelve year old pupil was in a design and technology class making animal shapes out of plywood. The pupils used hand saws and some were using a belt sanding machine.

The court heard the schoolboy was using the machine for the first time, along with fellow pupils. They were shown how to use it by a fellow pupil and none knew the purpose of the metal guard for the sanding belt which was in a raised position.

When the schoolboy put the shape to the belt, it flipped downwards into a gap, pulling his left hand forward and trapping it between the shape and the belt. The top of the boy's left hand middle finger had to be amputated down to knuckle and he was absent from school for several weeks.

The Health and Safety Executive (HSE) said the teacher had not received adequate training to recognise that the machine was in an unsafe condition or recognise the risk of allowing pupils to use the machinery unsupervised and without suitable training. The design and technology class had been without a technician for 8 weeks prior to the incident; and on the day of the incident the teacher was supervising the class alone.

London Borough of Islington pleaded guilty to breaches of Section 3 of the Health and Safety at Work etc Act 1974.

- 4.3 A girls' school has been fined after a teacher fell from a stepladder, lost consciousness and suffered multiple fractures to the skull, wrist and elbow as a result of the impact.

Westminster Magistrates' Court heard that on 9 May 2016 a teacher was conducting rigging and adjustments to spotlights and cabling in the school drama studio when he fell from the ladder. A fellow teacher present in the room turned to find her colleague had fallen.

The court was also told that the defendant, Queen Elizabeth's Girls' School of Barnet, North London, had inadequately risk assessed work at height in its Drama Studio and had failed to provide the teachers conducting the work with sufficient training for work at height, despite these matters being requirements in its own health and safety policy. The school also had a health and safety e-learning tool available for teachers and other staff to use, which included a module on work at height, but this was only made mandatory after the incident.

Queen Elizabeth's Girls' School, the legal entity controlling the Academy converter school, pleaded guilty to a breach of Regulation 6(3) of The Work at Height Regulations 2005, was fined £2,000 and ordered to pay full prosecution costs.

- 4.4 A former care worker of a Day Centre has been sentenced after the death of service user.

Nottingham Crown Court heard how a group of service users from the day centre had been on a trip to a reservoir.

The care worker was supposed to be providing one to one supervision of the service user, but lost sight of them. The service user drowned when he suffered an epileptic seizure around the time that he fell into the reservoir.

A joint investigation by the Health and Safety Executive (HSE) and Nottinghamshire Police found that the care worker had spent a significant amount of time on her mobile phone instead of giving her full attention to the service user while walking with him around the reservoir.

The care worker pleaded guilty to breaching section 7(a) of the Health and Safety at Work Act 1974 and has been sentenced to four months imprisonment.

- 4.5 Nottingham City Council has been fined £33,000 and ordered to pay costs of £12,000 after an apprentice suffered serious hand injuries.

Nottingham Crown Court heard how the 22-year-old was working at a primary school when the lawnmower he was using became blocked. The court heard how the apprentice was trying to unblock the machinery when his hand came into contact with the rotating blade. His right index finger was severed and he also suffered serious cuts and ligament damage to other fingers on his right hand.

An investigation by the Health and Safety Executive (HSE) found the council had removed some of the manufacturer's safety measures of the machinery, and replaced it with its own design which was not to the required safety standard.

The council failed to suitably control the risks posed by the physical equipment in use and also didn't fully consider training needs of the employees to operate the machinery in a safe and appropriate manner. Failures were also identified in the levels of supervision provided for the lawn mowing activity by apprentices.

Nottingham City Council pleaded guilty to breaching Section 2(2)(a) of the Health and Safety At Work Act 1974, Section 9(1) of the Provision and Use of Work Equipment 1998 and Sections 3(1) and 5(1) of the Management of Health and Safety at Work Regulations 1999.

- 4.6 Pupil mishaps, including a blindfolded child running into a goalpost and a pupil hit by a cricket ball, have cost schools £7m in three years, figures obtained by the BBC reveal. This is an apparent doubling in school payouts from £1.65m in 2014 to £3.45m in 2016.

The Campaign for Real Education says some teachers are now "terrified" of being sued and so "fed up" with paperwork they did not take children on school trips.

The responses from more than 50 local education authorities reveal accidents involving everything from belt sanders, to children tripping over coats to a teacher accidentally spilling boiling water over a pupil.

The total sum paid out - which does not include free schools or academies, which manage their own insurance, or four education authorities which refused to answer the information request - was £7.25m over three years, enough to fund the annual salaries of more than 320 newly qualified teachers for a year.

The biggest single compensation payout in the last three years was made by Essex County Council to a former pupil who almost drowned during a school swimming lesson in Basildon in 2000. The former pupil continues to suffer memory problems, fatigue and poor balance and is unable to work.

Local authority compensation payouts include:

- £20,000 paid after a child was struck on the head by a cricket ball in Northamptonshire
- £35,000 paid after a number of children injured when a heating duct fell from the ceiling in the school hall in Kent
- £2,475 paid in the case of a child who "collided with a post while blindfolded" in Nottinghamshire
- £11,500 after a pupil in Norfolk fell off tables
- £11,500 paid after a trampoline accident in Central Bedfordshire
- £6,600 paid after a Calderdale pupil injured in a vaulting horse accident
- £15,150 paid after Norfolk pupil injured by a whiteboard
- Wandsworth paid out £12,220 after a teacher spilt a cup of boiling water over a pupil in class.

5. EQUALITIES IMPLICATIONS

5.1 There are no equalities implications.

6. FINANCIAL IMPLICATIONS

6.1 There are no financial implications.

7. PERSONNEL IMPLICATIONS

7.1 There are no personnel implications.

8. CONSULTATIONS

8.1 All comments from consultees have been included in the report.

9. RECOMMENDATIONS

9.1 That the contents of the report be noted.

10. REASONS FOR THE RECOMMENDATIONS

10.1 For information only.

11. STATUTORY POWER

11.1 Not applicable to this report.

Author: Andrew Wigley, Senior Health and Safety Officer, wiglea@caerphilly.gov.uk
Consultees: Chris Burns, Interim Chief Executive, burnsc1@caerphilly.gov.uk
Cllr C. Forehead, Cabinet Member for Human Resources and Governance /
Business Manager, forehc@caerphilly.gov.uk
Donna Jones, Service Manager, Health, Safety and Welfare,
jonesd7@caerphilly.gov.uk