

Note to Compliance Board

Appointment of Health and Safety Lead

Under the Social Housing (Regulation) Act 2023 there is a requirement for registered providers to appoint a health and safety lead as below.

- *Every registered provider will have to appoint a health and safety lead. The role will be taken up by one of the organisation's current staff members as long as it employs more than 15.*
- *The health and safety lead will monitor whether the landlord is complying with health and safety rules and assess whether it is at risk of non-compliance. The health and safety lead will then notify the regulator of any risks and failures to comply.*
- *The role will also involve advising the regulator on how these risks and failures can be addressed.*
- *The social landlord will have to make sure its employee has enough authority and time to carry out its duties.*
- *If the organisation does not have a health and safety lead in place or cannot carry out its duties, it could receive a fine or be subject to enforcement action.*

Within the Compliance Policy currently being drafted jointly with Pennington, there is a need to identify the person appointed for this purpose.

Advice from Pennington on the role and competencies required is as follows:

The health and safety lead must:

1. *Monitor compliance with health and safety requirements.*
2. *Assess risks of failure to comply with health and safety requirements.*
3. *Notify Warwick DC Councillors of the risks assessed and any material failures to comply with health and safety requirements.*
4. *Provide advice to Councillors as to how Warwick DC should address associated risks and failures.*

Warwick DC must also ensure that the health and safety lead:

- *has sufficient authority within the organisation.*
- *can devote sufficient time to the functions of the health and safety lead,*
- *provide the health and safety lead with the resources needed to carry out those functions.*

There are no specific competencies defined within the legislation, therefore, it will be for Warwick to decide, based on the above, who should fulfil this role.

At this stage, as a name was needed for documents, I have asked Pennington to name me as the health and safety lead, but this clearly needs corporate agreement if it is to be my post, or another Senior post within the Council.

Senior Leadership Team has accepted the contents of this report. Compliance Board is asked for its endorsement.

Steve Partner

Head of Neighbourhood and Assets

29 April 2024