Lancashire County Council

Health and Safety Policy
general statement of intent: health, safety and welfare

(This document is related to, and intended to be read in conjunction with, appendices A to C; organisation structure, health and safety responsibilities and overview of arrangements)

General Statement of Intent
Lancashire County Council is committed to achieving the highest standards of health, safety and wellbeing for all its employees and for others who may be affected by its activities, including pupils, service users, contractors and members of the public.

The council delivers a wide range of complex services and recognises that effective health and safety management is essential to protecting people, supporting service delivery and delivering value for money for the people of Lancashire.

Our commitment
The council will, so far as is reasonably practicable:

- provide safe and healthy working conditions to prevent work-related injury and ill health
- comply with all relevant health and safety legislation and other applicable requirements
- identify and manage occupational health and safety risks proportionate to the nature of our activities
- continually improve health and safety performance as part of effective corporate management
- actively consult employees and their recognised representatives and meaningfully involve them in health and safety arrangements and decisions

This commitment is delivered through an Occupational Health and Safety Management System aligned with the Health and Safety Executive's Plan, Do, Check, Act model (HSG65), ensuring a systematic, risk-based and proportionate approach integrated with wider corporate management arrangements, including the Leading Lancashire Framework.

Governance and leadership
Health and safety governance is embedded within the council's corporate governance framework, with clear leadership, accountability and assurance arrangements.

The **Chief Executive** has overall accountability for health and safety and provides strategic leadership, ensuring that appropriate governance arrangements, competent advice and sufficient resources are in place.

Executive Directors and Directors are responsible for implementing this policy within their services, managing risks, monitoring performance and providing assurance through established reporting and review mechanisms.

Employees and their recognised representatives are actively consulted and meaningfully involved in health, safety and wellbeing arrangements and decisions, reflecting the council's commitment to effective worker engagement as a key element of strong leadership and good health and safety performance.

Integration with corporate priorities

Health and safety is an integral part of day-to-day management and decision-making and receives the same priority as other core managerial functions. The policy supports the council's wider vision to make Lancashire a safe, healthy and sustainable place to live, work and visit by:

- improving efficiency and effectiveness
- delivering high-quality, customer-focused services
- ensuring flexibility and fitness for purpose
- demonstrating responsible use of public resources

Communication and review

This policy statement is communicated to all employees, including those seconded to other organisations, and to relevant interested parties through local service arrangements. It is supported by detailed responsibilities and arrangements set out in the policy appendices and is reviewed regularly to ensure it remains current, effective and proportionate.



Dated: 13 May 2026

Signed:
Mark Wynn, Chief Executive