

Report Title	Health and Safety Annual Report 2025/26
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Accountable Director	Executive Director of Quality and Chief Paramedic
Lead Board Committee	People Committee
Previous groups	People Committee Trust Executive Group
Recommended action	Assurance
Purpose of the paper	To present the 2025/26 Health and Safety Annual and provide assurance regarding the effectiveness of the Trust's health and safety management arrangements, principal areas of risk, and the improvement priorities established for 2026/27.

Executive Summary

The Health and Safety Annual Report provides the Trust Board with an overview of the Trust's health and safety performance, governance arrangements and principal areas of risk during 2025/26. The report has previously been received and considered by the Trust Executive Group and People Committee, providing executive and committee-level scrutiny prior to its presentation to the Board.

The Trust maintained the core components of its health and safety management system during the year. Most key performance indicators were achieved, including quarterly reporting, risk register reviews, and completion of the annual reporting cycle. Health and safety training also progressed, with 52 members of staff completing IOSH-accredited courses, although the full programme was not delivered and training gaps remain, particularly for 999 Team Leaders and managers responsible for undertaking risk assessments.

The principal staff safety incident themes remain violence and aggression, moving and handling, and infection prevention and control. Moving and handling continues to present a significant risk of staff harm, while the overall level of staff-affected health and safety incident reporting increased during the year. Further investigation and analysis are required to understand the causes of these changes and ensure that improvement activity is appropriately targeted.

The report identifies several areas requiring further improvement. These include the timeliness of statutory RIDDOR reporting, completion and governance of health and safety risk assessments, delivery of training to managers and team leaders, and development of an organisational approach to the assessment and prevention of work-related stress. During 2025/26, 62 RIDDOR reports were submitted, all relating to staff, with the majority not reported within the required timescales. Improvement work is planned to strengthen incident identification, management oversight and reporting arrangements.

In recognition of these challenges and the increasing complexity of the Trust's health and safety responsibilities, the Trust Executive Group has agreed to strengthen the department's leadership and specialist capacity during 2026/27. This includes the introduction of a dedicated Head of Health and Safety role to provide senior professional leadership, guidance and direction, alongside additional Health and Safety Manager roles to provide dedicated support to operational areas and local managers. The strengthened resource will support improved compliance, investigation, learning and integration of health and safety across the Trust's activities.

Alongside this investment, work is underway to strengthen key components of the Trust's health and safety management system. This includes improving risk assessment processes and documentation, introducing standardised forms and digital storage, addressing outstanding internal audit actions, and establishing Trust-wide hazard and legal compliance registers for health and safety. These measures are intended to provide clearer oversight of organisational hazards, statutory responsibilities and compliance, while supporting more consistent and proactive management of health and safety risks.

Priorities for 2026/27 also include completing an organisational stress risk assessment, continuing the IOSH training programme, addressing the recurrent gap in training for 999 Team Leaders, progressing moving and handling injury-reduction work, improving the RIDDOR reporting process, and completing recruitment to the strengthened Health and Safety Team.

Overall, the report provides assurance that the Trust has maintained its core health and safety governance arrangements, has identified the principal areas requiring further action and has established a clear improvement programme for 2026/27. Continued oversight will be required through the established governance routes, with particular attention to statutory reporting compliance, risk assessment capability, delivery of training, staff injury reduction and successful implementation of the strengthened leadership and specialist resource.

Recommendation(s)	The Trust Board is asked to take assurance on the progress made from the 2025/26 Health and Safety Annual Report; note that it has previously been received and considered by the Trust Executive Group and People Committee.
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Link to Board Assurance Framework Risks (board and board assurance committees only)	7. Support staff health and well-being effectively. 3. Deliver quality for patients.
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