

Meeting	SPA Board Meeting
Date	24 September 2019
Location	Falkirk Town Hall Theatre, Falkirk
Title of Paper	Health and Safety
Presented By	Jude Helliker – Director of People and Development
Recommendation to Members	For Discussion
Appendix Attached	None

Purpose

The purpose of this report is to provide a strategic overview in relation to Health & Safety within the Scottish Police Authority and Police Scotland.

The Chief Constable and Scottish Police Authority have joint responsibility as “duty holders” in many areas and this responsibility is then discharged through the Police Scotland National Health and Safety Board. Matters are currently escalated via Executive Members to the SPA Board.

Members are invited to discuss the content.

1. BACKGROUND

- 1.1 The Health & Safety Team currently comprises a Health & Safety Manager, 9 Safety Advisors and 1 Safety Assistant who are based across the country and operate in support of the command structure within the North, East and West. Team members have references covering all areas of policing including all specialist areas. Decisions in relation to Health & Safety are made through a network of local Health & Safety committees within SPA and Police Scotland with national decisions made at the Health & Safety Board which is held quarterly. The team work closely with Wellbeing colleagues.
- 1.2 The Health & Safety Manager is the legally “competent person” for Police Scotland and SPA providing a joined up approach to all aspects of Health & Safety. This joined up approach is crucial at operational incidents. We operate to the Health & Safety Executive HSG65 standard and the Health & Safety Manager reports directly to the DCC Designate in respect of all Health & Safety and Fire Safety matters.
- 1.3 It is important to note that significant progress has been made in terms of Health & Safety however, we do recognise that many years of work are required in what is a very large and a relatively new organisation. The Health & Safety Manager also represents the organisation at a UK national level with both the Association of Police Safety Advisors and the Health & Safety Group of the National Police Chiefs Council. These groups allow for the sharing of best practice across the country.
- 1.4 Please note that the Health & Safety Action Log will normally be updated and circulated to Board Members on a quarterly basis.

2. FURTHER DETAIL ON THE REPORT TOPIC

2.1 Performance Report

- 2.1.1 The purpose of this section of the report is to give Board Members information on the number of accidents and injuries sustained by Police Officers, Police Staff and 3rd parties within both SPA and Police Scotland.

2.1.2 Police Scotland only – Q1 figures 2018/19 & 2019/20

TABLE 1				
Accident Type	2018/19 Q1	2019/20 Q1		Increase / Decrease
Assault	427	563		Increased by 136 (32%)
Injured During Arrest	162	186		Increased by 24 (15%)
Manual Handling	15	21		Increased by 6 (40%)
Slips Trips and Falls	51	54		Increased by 3 (6%)
Others	164	123		Reduced by 41 (25%)
Training Accidents	20	23		Increased by 3 (15%)
RTC Injuries	33	32		Reduced by 1 (3%)
Near Miss	215	250		Increased by 35 (16%)
TOTAL REPORTS	1087	1252		Increased by 165 (15%)
RAG KEY				
Increase of greater than 10%				
Increase of less than 10%				
Static or reduced				

RIDDORS (included in above figures)

	2018/19 Q1	2019/20 Q1	RAG	COMMENTS
RIDDORS	37	49		Increased by 12 (32%)

2.1.3 Police Scotland Q1 narrative

In Table 1, the total number of accident/incident reports for Police Scotland only for Q1 2019/20 was 1252, an increase of 165 (15%) when compared with Q1 of the previous year.

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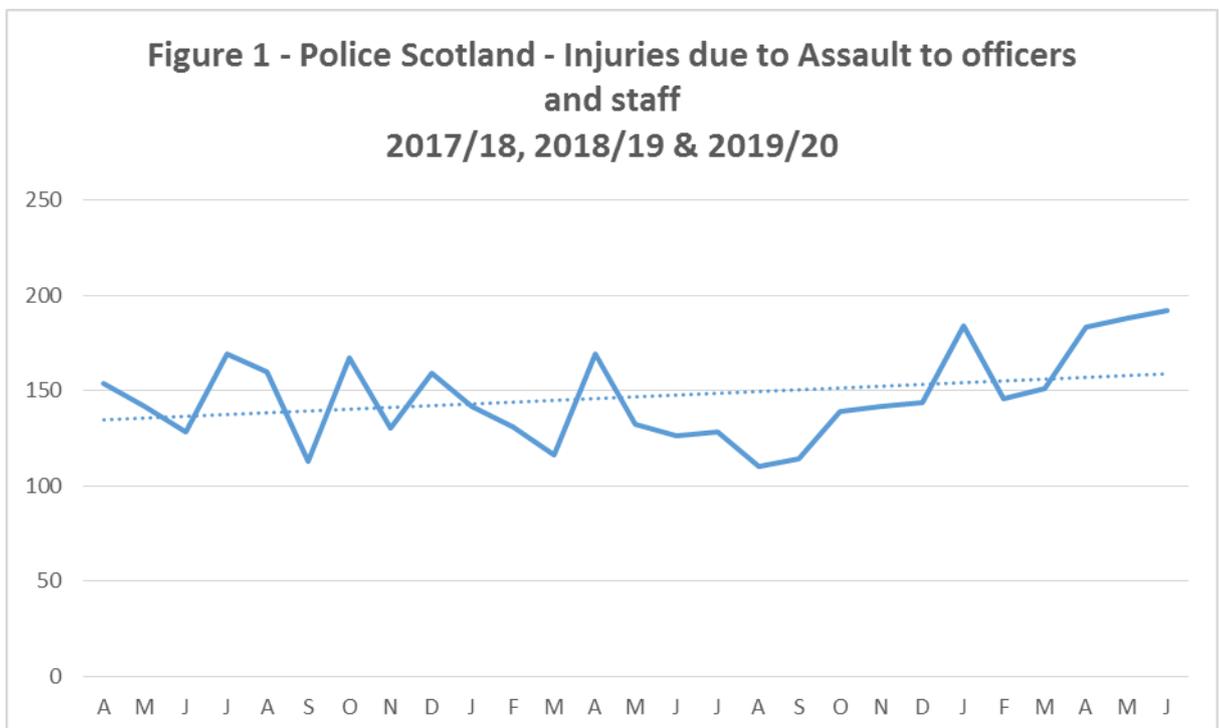
The 3 highest accident types for Q1 for Police Scotland only 2019/20 were injured due to assault, injured during arrest and near miss.

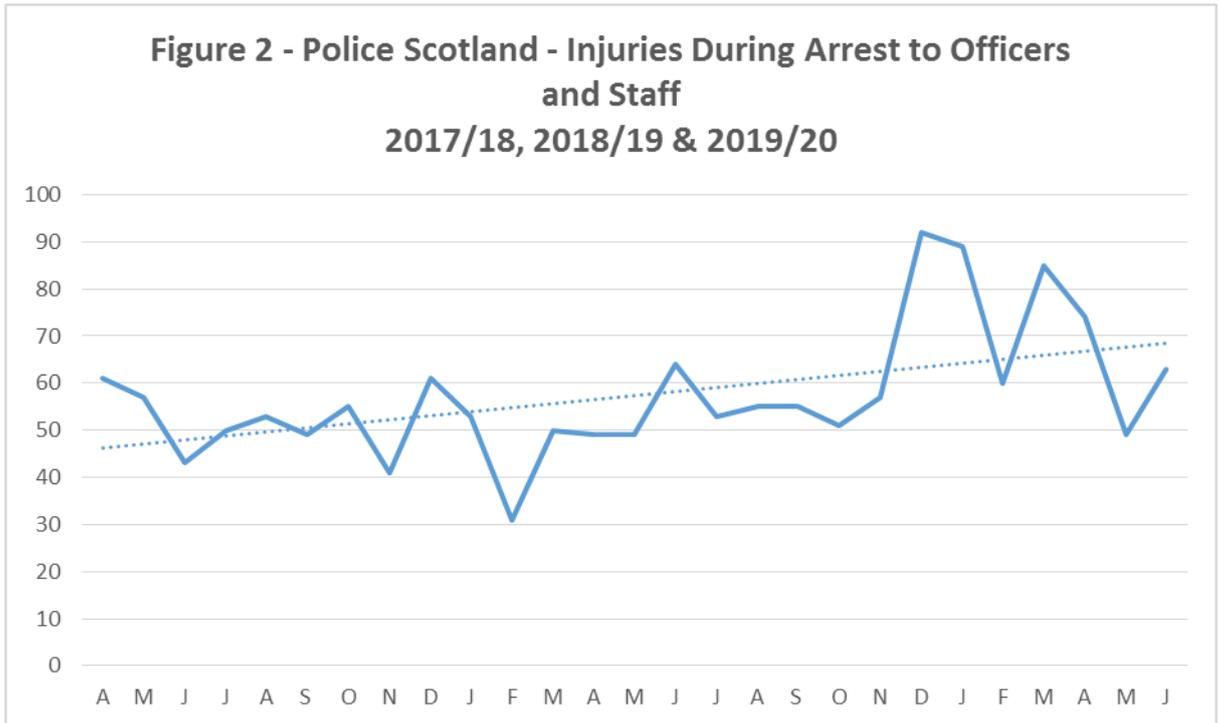
When compared with Q1 2018/19, increases of greater than 10% are evident for:

- Assault (32%)
- Injured During Arrest (15%)
- Manual Handling (40%)
- Training (15%)
- Near Miss (16%)
- Total reports (15%)
- RIDDORS (32%)

The reason for these increases are not discernible from this data alone and may be due to common variation, operational factors and/or efforts to improve reporting across divisions/departments.

Assaults and injuries sustained during arrest have increased in Q1 when compared with Q1 of the previous year by 32% and 15% respectively. Assaults and injuries sustained during arrest are displayed in the trend lines below from Apr 2017 until the end of June 2019. Both data sets show an upward trend, more notably for Injuries During Arrest.





These trends will be closely monitored throughout 2019/20. Additional detail has been provided by Analysis and Performance at paragraph 2.7.

It is noteworthy that manual handling and training accident numbers do not constitute a significant proportion of the total amount of reports submitted. Increases in already lower numbers more readily results in a red 'RAG'. In addition, training accidents are low overall when compared to the number of officers trained in OST alone each year.

Manual Handling accident data includes injuries sustained during forced entry to premises, lifting persons and also lifting inanimate objects. The manual handling training course has been reviewed in order to streamline and simplify the content and ensure the content reflects current guidance and best practice.

RIDDOR numbers are monitored by the H&S team on a weekly basis and work continues to keep these figures as low as possible. Further detail is at 2.6.2.

2.1.4 SPA – Corporate & Forensic Services Q1 figures 2018/19 & 2019/20)

TABLE 2			
Accident Type	2018/19 Q1	2019/20 Q1	Increase / Decrease
Assault	0	0	Static
Injured During Arrest	0	0	Static
Manual Handling	0	1	Increased by 1
Slips Trips and Falls	0	1	Increased by 1
Others	7	3	Reduced by 4
Training Accidents	0	0	Static
RTC Injuries	1	2	Increased by 1
Near Miss	13	2	Reduced by 11
TOTAL REPORTS	21	9	Reduced by 12

RIDDORS (included in above figures)

	2018/19 Q1	2019/20 Q1	RAG	COMMENTS
RIDDORS	0	0		Static

2.1.5 SPA Q1 YTD narrative

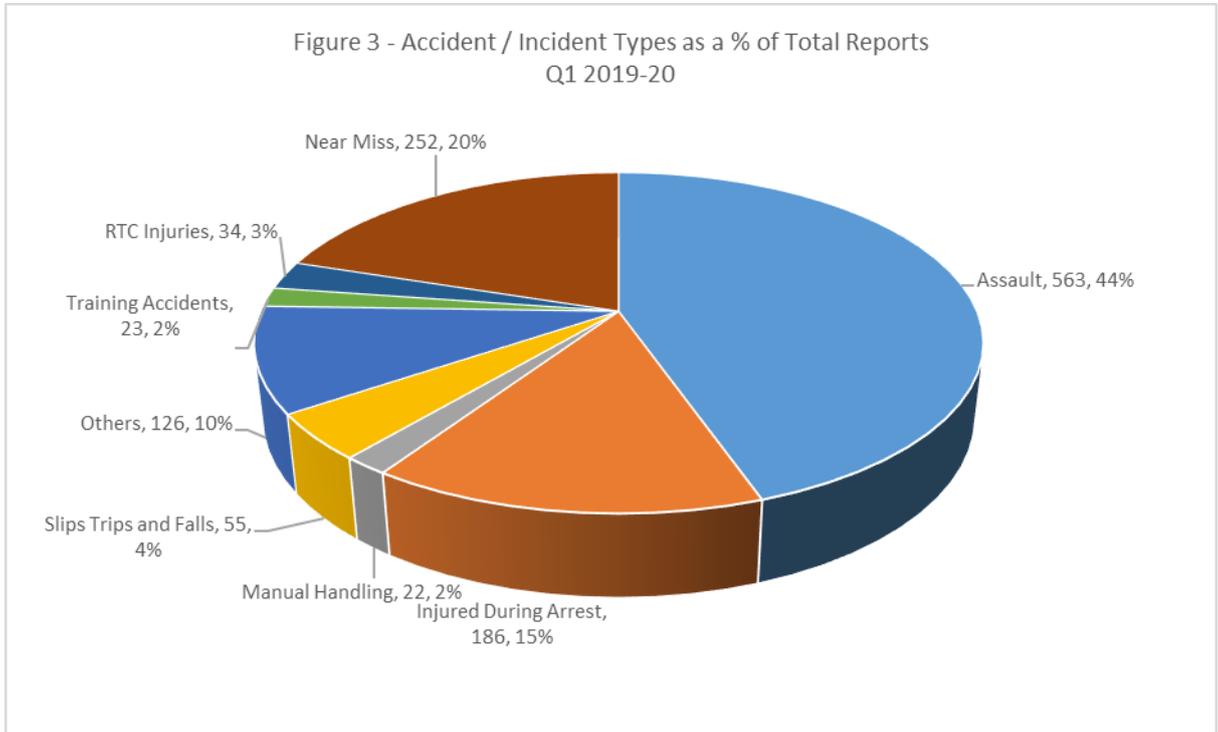
In Table 2 for SPA only, in Q1 2019/20, 9 reports were submitted. This shows a reduction of 12 (57%) when compared to Q1 of the previous year. The highest category is Others such as cuts and grazes, etc. Slight increases (from 0 to 1) are noted in Manual Handling and Slip Trip Fall. 1 additional RTC was also reported. No RIDDOR reports were submitted for SPA in Q1 of both years.

2.1.6 POLICE SCOTLAND AND SPA COMBINED

2.1.6.1 Accident / incident types PS and SPA combined Q1 2019/20

Figure 1 below displays the number of scope accident and incident reports submitted for each accident type for Police Scotland and

SPA combined for Q1 2019/20. The data is also displayed as a percentage of the total number of reports. The total number of accident/incident reports for Q1 2019/20 was **1261**. The 3 highest accident types were Assault, Near Miss and Injured During Arrest respectively.



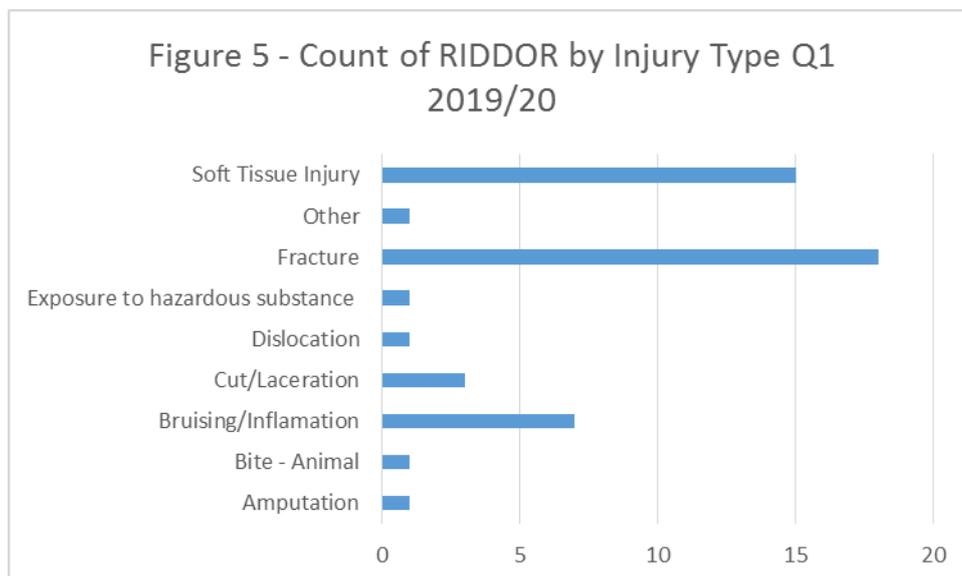
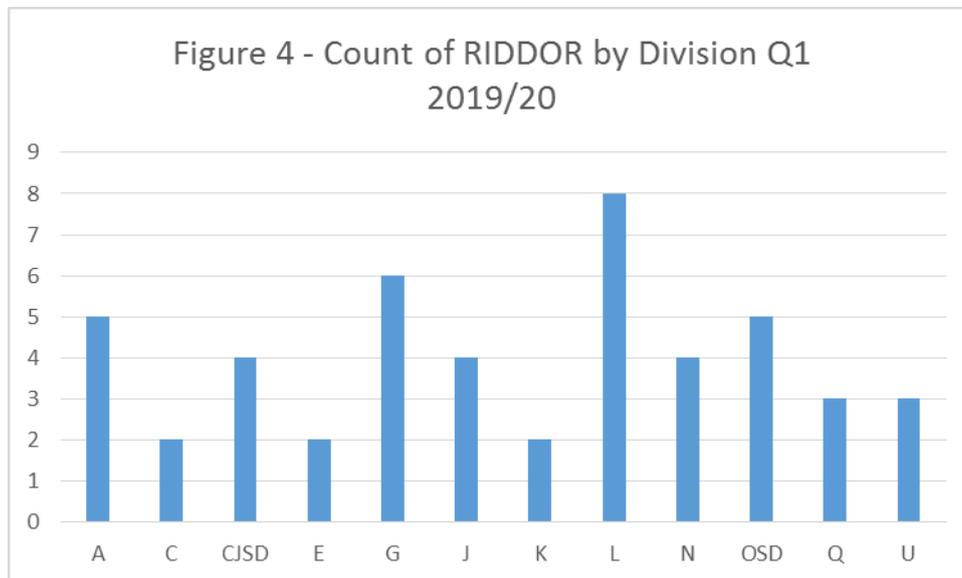
2.1.6.2 Percentage Increase in RIDDOR Reports

	2018/19 Q1	2019/20 Q1	RAG	COMMENTS
RIDDORS	37	49		Increased by 12 (32%)

The number of RIDDOR reports submitted in Q1 2019/20 was 49, an increase of 32% compared with Q1 of the previous year. The low proportion of RIDDOR reportable accidents (when compared with the total number of reports) is worthy of note. Of the 1261 scope reports submitted in throughout Q1, only 4% resulted in significant injury or absence, triggering the need for a RIDDOR report.

However, as detailed above this increase will continue to be monitored closely over the coming weeks in order to determine whether there are trends that can be addressed.

The raw RIDDOR figures are included in further detail below – by division and also injury type. L, G, OSD and A Divisions reported the highest numbers of RIDDOR reports in Q1 2019/20. Soft tissue injuries, fractures and bruising are the 3 highest injury types within the RIDDOR reports for Q1.



The Health & Safety Team continue to pay close attention to statistics and will continue to develop their approach to accident reduction.

2.1.7 Analysis and Performance – Further Detail

This section contains a summary of additional statistical analyses conducted by Analysis and Performance. Crime figures were reviewed in addition to examining injury data recorded on Scope.

- 2.1.7.1 As a comparator, reporting by Police Forces across the UK was examined. This highlighted a comparable increase in the numbers of assaults (both with and without injury) during 2018/19. Figures published by the Office of National Statistics for 2018/19 reported that there had been a 13% increase in the number of “assault without injury on a constable” recorded across all Forces (including the British Transport Police) compared with the previous year. The increase for crimes of “assault with injury on a constable” increased by 27% over the same period.

Analysis of Police Scotland Crime figures

- 2.1.7.2 The volume of recorded assaults on the police has increased significantly over the past five years. In Q1 there were 1,837 assaults reported, an increase of 167 (10%) from the previous year and 281 (18%) higher than the five year mean. These figures are in stark contrast to the number of recorded accidents (*on Scope*) linked to assault (563). Work is ongoing to fully ascertain the reasons for the difference in figures. This could indicate possible under reporting but could also reflect the fact that the Health & Safety statistics only capture injuries while the crime assault category includes different types of data e.g. a punch directed to a police officer that does not connect can still be recorded as an assault in legal terms.

This level of increase is significantly higher than that recorded for overall violent crime (including police assaults) which increased by only 1.0% from 2018/19 and 1.8% against the five year mean.

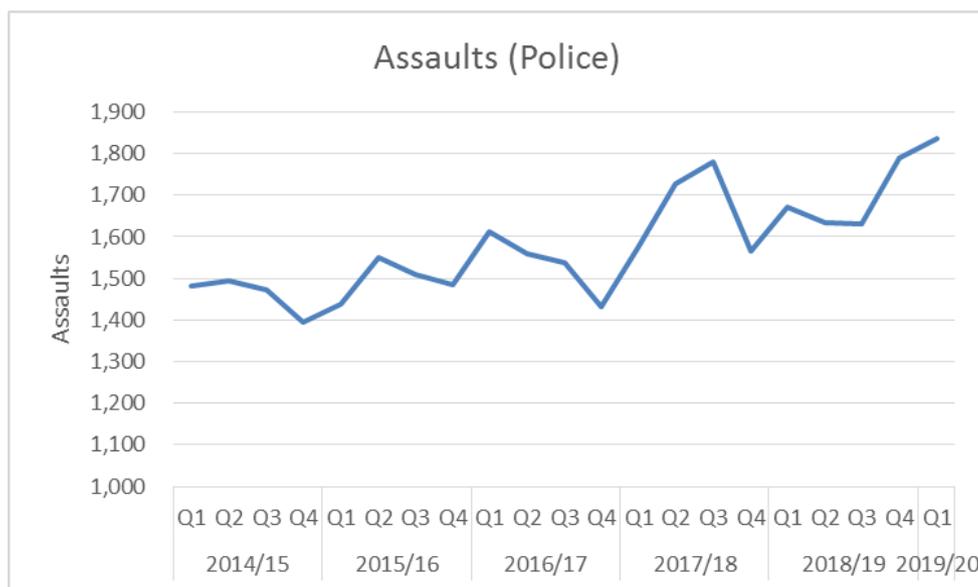


Figure 2.7a: Assault of police officer by quarter
Source: ScOMIS

Police Assaults by Month and Year (from 1 April 2014 - 30 June 2019)						
	2014	2015	2016	2017	2018	2019
January		473	541	473	544	619
February		440	474	461	479	543
March		482	471	498	542	629
April	519	516	523	533	566	585
May	470	480	570	533	574	609
June	493	442	520	513	530	643
July	537	545	575	590	606	
August	473	591	511	619	519	
September	484	413	475	517	508	
October	485	475	515	602	521	
November	538	505	446	543	481	
December	448	530	576	636	629	
Total	4,447	5,892	6,197	6,518	6,499	3,628

Table 2.7b: Assault of police officer by month
Source: ScOMIS

	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Serious Assault	0.1% (2)	0.2% (3)	0.3% (4)	0.5% (8)	0.5% (8)	0.4% (7)
Common Assault	99.9% (1,402)	99.8% (1,331)	99.7% (1,492)	99.5% (1454)	99.5% (1,545)	99.6% (1,698)

Table 2.7c: Police Assault by Crime Classification (Excluding N Division)

Source: ScOMIS

2.1.1.7.3 The number of serious assaults towards officers over the past three years has remained steady whereas the number of common assaults has increased year on year.

There is no obvious seasonal variation, apart from December being the worst month in each of the past three years. It is of concern that for calendar year 2019, in each of the past six months, there has been an increase when compared to the first six months for each of the last five years.

Nature of injury

2.1.1.7.4 The most frequent methods used to injure officers during an assault were kicking, followed by punching and biting. The most frequent method injuring officers during arrest were pulling / struggling and manual handling (person). Further work is required to understand which of these MOs are covered in Operational Safety Training (OST) or manual handling training.

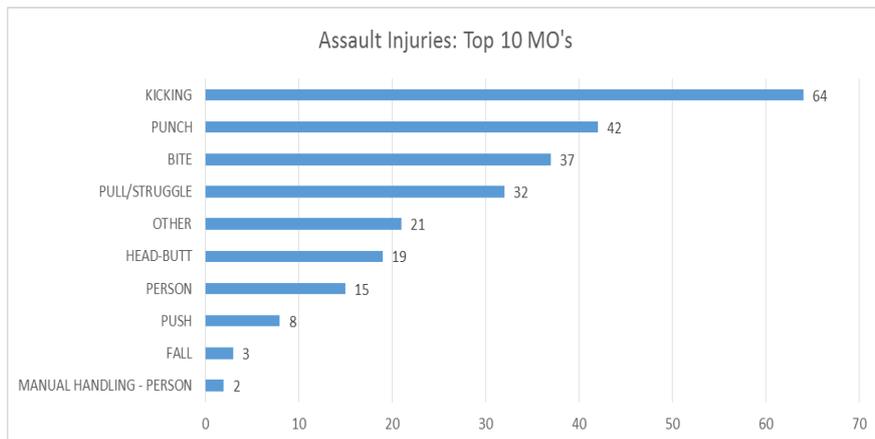


Figure 2.7d: Assault Injury top 10 MO (Q1 2019/20)
Source: Health & Safety

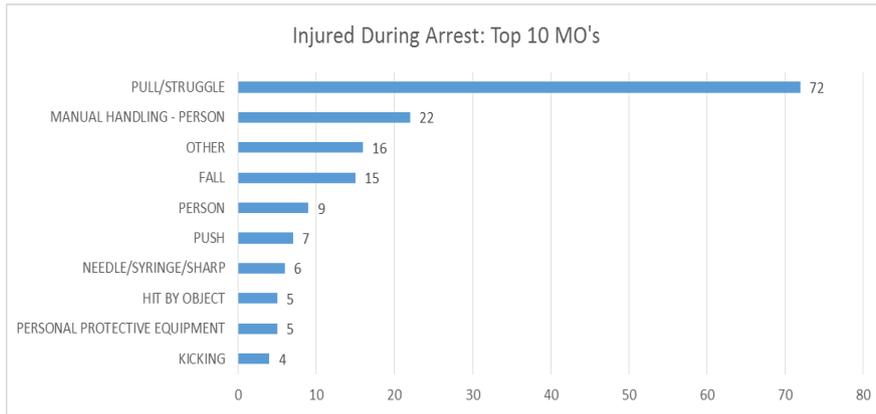


Figure 2.7e: Assault Injury top 10 MO (Q1 2019/20)
Source: Health & Safety

In terms of injuries and RIDDORS, both Police Officers and members of Police Staff reported injuries in the execution of their duties. Police officers reported nearly all injuries (97% of the total) with staff members reporting the other (3%).

Analytical Baseline

2.1.7.5 In order for Police Scotland to have a clearer understanding of the scale and impact of police violence on health and wellbeing, it is vital that a baseline position be established. In undertaking this analysis, issues did arise due to fragmented data recording across the different recording systems, presenting some data quality challenges. However, the research conducted by Analysis and Performance now provides an insight into the current position, with work ongoing to fully interpret the output to inform further analysis.

2.2 Further Information – Health & Safety

2.2.1 Event Headsets

Last month we reported that Police Scotland had taken delivery of 60 new event headsets for Police Officers and staff to wear when working at concerts and other very noisy events. This is part of a much larger piece of work on the Control of Noise at Work and the Health & Safety Manager attended Summer Sessions, Bellahouston Park, Glasgow where these were used. There has been very positive feedback in relation to these Headsets which not only protected hearing but allowed Airwave messages to be heard over the noise of the music. These headsets have been seen by officers as a very significant step forward in terms of Health & Safety and Health & Safety Advisors will continue to develop this area of work with

further work on-going around discrete hearing protection for Response Officers.

2.2.2 **Network Rail**

Safety Advisors continue to work with Network Rail in relation to occasions where Police Officers and Police Staff require to access the railway line or other railway infrastructure. Network Rail note that Health & Safety Team campaigns have significantly reduced the number of issues arising from our work activities. We have been doing a similar piece of work around incidents with "bridge strikes" by members of the public involved in road traffic collisions and the speed of notification call from Police to Network Rail as this is always critical information that Network Rail require.

2.2.3 **Safety Camera Vans**

Health & Safety Advisors have been involved in assisting colleagues who staff the Safety Camera vans with new risk assessments and also with inspections of vehicles and the manual handling of the cameras within the units. It is hoped that this work will reduce manual handling injuries.

2.2.4 **Glasgow Marches**

The Health & Safety Manager attended at the Events Room in Govan on 07 September to observe the Public Order operation around the marches in Glasgow City Centre. One Police Officer was struck with a pyrotechnic device during the march. Health & Safety Advisors are involved in investigating this incident and this work will be taken forward in conjunction with Public Order Commanders.

2.2.5 **Air Accident Course**

The Health & Safety Manager and 4 Safety Advisors have undertaken a course with Cranfield University around aircraft accident scenes and are now accredited to be able to manage the safety of such scenes and able to work alongside Air Accident Investigation Branch staff. Although these incidents are rare, Safety Advisors have, over the years attended a number of similar scenes. This course will allow them to better provide advice and guidance at any air related scene ranging from the most minor incident. Health & Safety Advisors always work closely with Police Scotland's Air Accident Incident Advisors.

2.2.6 Provision of Health & Safety advice at scenes/events

Safety Advisors have been requested to assist with the following:

- Cannabis Cultivation within an industrial unit which had gone on fire.
- Search for evidence within disused quarry near Inverness involving a multi-agency approach taking into account a number of significant hazards.
- Advice and guidance in respect of a fire in Kilsyth involving Asbestos.
- Advice and guidance in respect of an incident in Helensburgh where officers required to force entry to a property and found the door had an internal Asbestos lining.
- Support in relation to Operation Apex.
- Support in relation to Operation Summer City.
- Support in relation to Summer Sessions in Glasgow.
- Support continues in relation to Brexit.

2.2.7 Recent Communications Activity

No Safety Alerts have been issued this month.

3. FINANCIAL IMPLICATIONS

- 3.1 There will be financial implications from on-going Estates works including Fire Safety actions. There are also financial savings to be made from improved accident prevention where we can reduce claims and cut the number of lost days. The interest from Board Members is noted in this area and further work will continue to be done to develop this area.

4. PERSONNEL IMPLICATIONS

- 4.1 There may be issues in relation to Human Resources such as the link between RIDDORs and the number of lost working days.

5. LEGAL IMPLICATIONS

- 5.1 There are legal implications associated with this paper. Police Scotland requires to be compliant with the Health & Safety at Work etc. Act 1974 and Fire (Scotland) Act 2005. Failure to ensure compliance both in terms of our Estates and working practices may lead to enforcement action against SPA/Police Scotland by the Health & Safety Executive and/or the Scottish Fire & Rescue Service. The Health & Safety Executive also charge a "fee for

intervention” on an hourly basis should they have to come into the organisation to investigate a breach.

6. REPUTATIONAL IMPLICATIONS

6.1 There are reputational implications associated with this paper. The potential for enforcement action by the Health & Safety Executive and/or the Scottish Fire and Rescue Service due to unsafe working practices and/or breaches of legislation leaves SPA/Police Scotland exposed to reputational harm. In particular the Health & Safety Executive have the power to issue publicity orders to highlight any breaches found.

7. SOCIAL IMPLICATIONS

7.1 There are no currently no social implications.

8. COMMUNITY IMPACT

8.1 There are no current implications for community impact.

9. EQUALITIES IMPLICATIONS

9.1 There are no current implications for equalities.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no current implications for environmental impact.

Recommendations

Members are invited to discuss the information contained within this report.