



**Report of the Chief Constable to the Chair and Members of the Audit Committee
24th June 2021.**

Executive & Presenting Officer: Assistant Chief Constable Steve Graham

Status: For information

Health and Safety and Fire Safety Annual Report 2020-21

1. Purpose of the report

- 1.1 To provide Members with an annual report in regard to health and safety and fire safety within Cleveland Police for the period 1st April 2020 to 31st March 2021.

2. Recommendations

- 2.1 Members are asked to note the content of the report.

3. Background

3.1 SARS-CoV-2 (Covid-19)

The overriding challenge to the organisation, policing and indeed to the entire world has been the global pandemic commonly identified as *Covid-19*. This virus has dominated the background in which the Force has been required to deliver its operations since March of last year. Whilst the word 'unprecedented' has been widely and frequently used, the pandemic has placed pressures and challenges on the Force never experienced during peacetime. The impact has been equally felt within the Specialist Support and Planning Unit given the demands to respond to, implement and adapt Regulations and directives driven by Her Majesty's Government through the Home Office, Ministry of Justice, Public Health England, World Health Organisation etc. Many of these have been cascaded via the National Police Chiefs' Council through the National Police Co-ordination Centre and have been subject to frequent change. As well as dominating health and safety policy and practice, this network has also generated an entirely new mechanism for such issues as reporting Covid-19 sickness and self-isolation numbers within forces, to the demand for the supply of personal protective equipment (PPE) on a huge scale.

Compliance with Government guidance has necessitated the production of a suite of risk assessments dedicated to workplace safety and the protection of Force employees. This duty of care is extended to all those other than employees who may be affected by our acts or omissions- effectively the whole of society. New Covid-19 aligned risk assessments have therefore been written to cover all aspects of policing operations, from office-based duties, patrol duties, custody, practical and classroom-based training and driving, to cleaning regimes and Force Control Room operations, a total of twelve main assessment documents in all. Each of these has required to be

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reviewed and the content updated in response to changing scientific advice and corresponding versions of Government guidance and Regulation. The delivery of these functions has on occasion brought the Force under the scrutiny of the Health and Safety Executive.

Health and Safety Executive Investigations

Members will be aware of my report and Action Plan disseminated on 12th November 2020 following a Health and Safety Executive (HSE) investigation concerning the Force Control Room (FCR). On Wednesday 6th January 2021, ACC Graham and the Specialist Support and Planning Unit were again contacted via email by Victoria Crofton, an Inspector with the HSE. Ms Crofton was the Inspector who conducted the inspection of the Community Safety Hub (CSH) on Tuesday 6th October 2020. The outcome of that inspection and ensuing Action Plan was a raft of additional control measures to further enhance Covid-19 security arrangements within the FCR and across the wider Cleveland Police estate. These were duly put in place and have been subject to regular monitoring since.

The second contact to the Force by Ms Crofton was in response to a catalogue of some 12 additional anonymous complaints reported to the HSE and levelled against the effective management of Covid-19 security within the FCR and CSH. These were alleged to have occurred from mid-December into early January. A prominent theme running through the complaints was a challenge to planned implementation of a new shift pattern, to be introduced from 25th January 2021. This was also the case in the previous complaints made to the HSE in October 2020. Each allegation was passed to the Force by Ms Crofton and a response elicited. A detailed report addressing each allegation in turn, together with supporting documentation, was compiled and sent to the HSE. The outcome was that the HSE confirmed on Monday 10th May 2021 that the Force had no case to answer and that the allegations were inaccurate, unfounded or untrue.

On Tuesday 22nd December 2020, the Specialist Support and Planning Unit was contacted by Ms Stephanie Shirlow, another HSE Inspector, regarding an anonymous complaint of breaches of Covid-19 guidelines during a first aid course. This course was delivered to police staff by a third party provider at an outside venue (Norton Cricket Club). On 4th January 2021 the site was visited by the author of this report and a colleague, pending any further training taking place. A report was compiled, including photographic evidence, measurements providing dimensions of rooms and distancing, and a copy of the first aid provider's detailed risk assessment. On receipt of the report on 5th January the HSE immediately lifted the threat of a Prohibition Notice and discontinued their investigation.

- 3.2 The Specialist Support and Planning Unit (SSPU) retains responsibility to be the lead on health and safety matters for both Cleveland Police and the combined Cleveland and Durham Specialist Operations Unit (CDSOU). This includes the development and monitoring of the arrangements for health and safety and fire safety. It is possible that by the time of this report's circulation that these arrangements may have changed.

3.3 Competent Persons

The SSPU provides a central health and safety and fire safety resource, comprising of two full-time Operational Planning and Safety Officers and an Operational Planning and Safety Manager who together act as the Force competent persons, as required by the Management of Health and Safety at Work Regulations 1999 (amended 2003). This places a legal duty to assist in the development and implementation of measures necessary to comply with the requirements and prohibitions imposed by relevant statutory provisions. The Unit currently also employs two Operational Planning

and Safety Officers on part-time working conditions who together contribute a further full-time post.

- 3.4 The Head of the SSPU also has responsibility for emergency planning, counter terrorism related planning (including Sea Ports operations and UAV-drone counter-measures), search capability, Chemical, Biological, Radiological and Nuclear (CBRN) capability, dog support, football intelligence, operational resourcing, specialist support and operational planning functions on behalf of the Force, supported by five full- time management posts. In 2020 the establishment of the SSPU increased by the addition of a uniformed Inspector to the team.

3.5 Health and Safety Consultation

The Force Health and Safety Policy has been reviewed to reflect changes to the organisational structure and Executive team over the last twelve months. This document is jointly owned by the Chief Constable and the Police and Crime Commissioner. To that end, following the PCC Elections of May 2021 it will be necessary to obtain confirmation from the new office holder that they are both aware of and in agreement with the contents of the document.

Quarterly Health and Safety meetings have remained in abeyance as a result of Covid-19 restrictions. A priority for the present year is their re-instigation, either in person or via Microsoft Teams as access to this programme is rolled out across the Force. During the interim, any identified health and safety matters have been raised through contact with individual managers and teams or with support through Corporate Communications and the use of 'Operational News' and 'Force Notices'. This system has worked well, particularly in the dynamically changing area of Covid-19 Regulations and guidance.

- 3.6 Once re-instated, each Command Health and Safety meeting will continue to review injuries and/or incidents and consider the findings from local property inspections and hazard notifications. It will also afford full engagement by members of recognized trades unions, legally required under the Safety Representatives and Safety Committee Regulations 1977. Support will continue to be provided to these groups by members of the SSPU, the Corporate Estates Team and in the case of PFI buildings, by Tascor and at the TTC by Engie. Since 30th September 2020 the Corporate Estates team, along with all staff formerly employed by Sopra Steria, have re-joined the Force as Cleveland Police staff. This has already proved advantageous when undertaking cross-departmental working, including building modifications and signage.

- 3.7 Throughout this period the maintenance of local police premises, periodic health and safety inspections and the testing of the fire alarms in police occupied premises remained the responsibility of the Corporate Estates team. Annual inspections and fire risk assessments remained the responsibility of the SSPU. The unoccupied Thornaby police office was planned to be sold and the site re-developed. This has now fallen through and the police building is to be utilised as a central storage facility once security measures have been upgraded. Operational staff moved out of the site in February 2019 and have since operated from a shared facility at Thornaby Community Fire Station.

3.8 Fire Safety

Fire safety risk assessments are conducted by the SSPU on a planned cyclical basis and to a recognised standard, namely Publicly Available Standard 79 (PAS: 79) developed by the British Standards Institute. The assessments ensure compliance with current statute (The Regulatory Reform (Fire Safety) Order 2005) and embrace all premises in which Police Officers and Staff are located, including premises owned, leased or rented by the Police and Crime Commissioner. Inspections during the first quarter of 2020-21 were disrupted during Covid-19 lockdown. Since then they were re-instated and a revised inspection programme put in place. Further disruption

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occurred during the second period of lockdown, however only four out of a total of twenty eight inspections were not completed in 2020 and have been prioritised during the first quarter of 2021. The number of inspections exceeds the number of premises as some sites are subject to multiple reports. For example, Middlehaven attracts three inspections and six reports (plus individual Action Plans) for the main building, custody suite and property store respectively. Work is presently underway to restore the capability of Hartlepool Custody Suite to Home Office standards and thus provide increased resilience and capacity.

The table below reflects the assessments/re-assessments undertaken this period. This total is the same as for 2019-20:

Tenure of Premises	Number
Owned	15
Leased/Partnership/PFI etc	10
Total	25

- 3.9 Whilst common defects and contraventions found across the estate continue to be dominated by poor housekeeping and the use/misuse of unauthorised electrical equipment, another dominant factor during inspections has been Covid-19 compliance. Findings have been recorded and brought to the attention of supervisors but also reported through the Force weekly Covid-19 Silver group. Where issues have involved not wearing facemasks, lack of adherence to social distancing, failing to abide by one way systems etc, these have been addressed with the members of staff concerned at the time of inspection. This has on occasion brought members of the SSPU into conflict with some of our warranted officer and staff colleagues. This has been managed through dialogue at the time of the event, either with the individual concerned or with their supervision.

Since the exceptions report on the poor condition of the fabric in some compartments and overcrowding within the LDC in February last year, conditions have improved. With the easing of lockdown restrictions it is recognised however that occupancy will be an issue moving forward, as the number of courses and students will continue to exceed the capacity of the building. At the request of the Head of Learning and Development, SSPU has agreed to work with the Training department and Corporate Estates to quantify future needs in respect of accommodation and facilities. This will be affected by factors including future recruitment numbers and course allocation within the LDC.

- 3.10 The respective Commanders, Local Police Managers and Corporate Estates Manager have been provided with action plans which reflect the remedial actions required and time scales for completion. Follow-up visits continue to be programmed and conducted to ensure compliance.

3.11 Health and Safety Training

A programme of health and safety training has been established to ensure that all personnel receive appropriate training commensurate with their role and responsibilities. A wide range of safety-based operational training is offered by professionally qualified staff from within the SSPU on a thematic or bespoke basis. Although subject to Covid-19 disruption, this has continued either via through face-to-face teaching, MS Teams or online coursework.

- 3.12 The table below reflects the number and diversity of training courses delivered during 2020-21 (2019-20 figures are in brackets):

Course Title	Number of Courses delivered 2020-21
Individual Assessments – Display Screen Equipment workstations	12 (32)
Operational Risk Assessments	9 (9)

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Dynamic Risk Assessment (number of courses - Police Officers, Specials and PCSO's)	9 (11) (Total of 148 Officers)
Airwave Communications Training (number of courses)	2 (1)
Control Room Major Incident Training	3 (3)
Cleveland Fire Brigade Watch Manager Managing Incidents	1 (3)
Cleveland Fire Brigade Crew Manager Managing Incidents	3 (3)
Public Services Major Incident Training (number of courses)	1 (1)
Student Officer Cohort Major Incident Awareness Training	2 (8) (Total of 36 Officers)
Mercury Database Awareness Training (number of courses)	9 (10)
General Health and Safety to new Force Control Room (FCR) staff	2 (0)
Mutual Aid Request Training to Force Incident Managers (FIM's)	1 (0)
Emergency Evacuation from FCR Training to FIM's	1 (0)
Site Incident Controller Training for Industry Courses	1 (1)
Site Main Controller Training for Industry Courses	1 (1)
Total Number of Courses/ Assessments Delivered	57 (83)

3.13 Cleveland Police continues to use the externally provided *Managing Safely* e-learning course supported by Learning4Business Ltd which is assessed and accredited by the Institute of Occupational Safety and Health (IOSH).

3.14 The College of Policing has recently refreshed and upgraded its suite of available on-line courses, providing a wide range of subjects from office safety and fire safety to lone working. Staff are directed to this site as part of guidance issued by the SSPU.

3.15 Bespoke dynamic risk assessment training has been given to specialist functions- including in March of this year to a new course of Licensed Search Officers and forms a part of Joint Emergency Services Inter-operability Principles (JESIP) within application of the Joint Decision Model (JDM).

3.16 Tactical Advice and Operational Support

The SSPU has supported Commands and Specialist Teams with health and safety and tactical advice in a number of operational activities. The reporting period has seen complex and protracted challenges which have been met and managed by the Unit.

3.17 The Covid-19 pandemic has dramatically effected the number of crowded places and spaces events, public military events, protected persons/VIP visits, ceremonial and civic events taking place across the country. Within Cleveland's force area this has impacted on everything from Remembrance Day parades, Christmas markets and professional football, to a concert by the rock band *the Killers* planned to have taken place at Middlesbrough Football Club on June 13th 2020. Extensive plans for the commemoration of VE Day on 8th May were likewise curtailed. Despite this, the licensed Counter Terrorism Security Co-ordinators (CT SecCo's) within the Unit, (now increased to three), have undertaken a range of assessments, including for the visits of the Prime Minister to the area, the use of Teesside Combined Courts for counter-terrorism trials and the opening of mass vaccination centres. A total of 15 assessments were conducted over the reporting period, the outcome of each being presented to the responsible Gold Commander.

3.18 Health and Safety Inspections

Planned health and safety and property inspections were re-arranged and undertaken locally throughout the period April 2020 until March 2021 by the SSPU, in conjunction with the Corporate Estates team. These were conducted whilst adhering to social distancing and other restrictions across the Force estate. Although building occupancy has been greatly reduced by many staff working from home, evacuation drills were placed on hold to avoid unnecessary personal contact

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and footfall through premises. These have gradually been re-instated across our largest buildings during periods when infection rates nationally and locally have been recorded as low.

- 3.19 Planned annual health and safety of the workplace inspections are conducted by the SSPU to ensure compliance with the provisions of the Workplace (Health, Safety and Welfare) Regulations 1992 (amended 2002) and the Regulatory Reform (Fire Safety) Order 2005.

The table below reflects the inspections undertaken in this period (2019-20 figures are in brackets):

Tenure of Premises	Number of Inspections
Owned	15 (14)
Leased/Partnership/PFI etc	10 (10)
Drop-in Centres	0*(5)
Total	25 (29)

* Due to Covid-19, and the closure of all local authority and private community venues, there have been no Neighbourhood Policing surgeries and therefore no drop-in centre venue inspections during 2020-21.

- 3.20 The premises which were inspected were considered as presenting largely 'normal' risk with commonly recurring issues including poor housekeeping, obvious tripping hazards, dirty microwave ovens and refrigerators and random portable appliance testing.

- 3.21 The respective Commander, Local Police Managers and the Corporate Estates Manager have been provided with action plans which reflect the remedial actions required and time scales for completion. Follow-up visits have been made to ensure compliance with the applicable statutes.

- 3.22 Injuries on Duty

In his report 'Common Sense, Common Safety', published in October 2010, Lord Young proposed amendments to Regulation 3(2) of the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).

- 3.23 The period of incapacitation after which an injury to a person at work must be reported to the Health and Safety Executive (HSE) is over seven days, not including the date the injury occurred. Reporting requirements also demand notification to the HSE of those individuals who were 'restricted' by nature of their injuries at work from performing their normal work routines e.g. a Police Officer returning to work and being unable to perform frontline operational patrol duties i.e. recuperative or restricted duties.

- 3.24 During 2020-21 this figure has risen from 19 to 26. This is below the seven year average of 33.

- 3.25 An updated and refined Injury on Duty (A09-03) template has been produced and introduced across the Force. From 14th April 2020 it also became the mechanism through which likely or confirmed exposure to Covid-19, or infection by the virus in a work setting is captured and recorded. The updated A09-03 template is now consistent with the current Force organisational structure and data have been captured to reflect this. As a result, previous Command and departmental headings have been replaced with those presently in existence. The latest template also records incidences where lone working may have been a causational factor in the occurrence of the injury. At the request of the Wellbeing team, the report also signposts staff to Trauma Risk Management (TRiM) mental health support services following their injury, co-ordinated under the

guidance of Inspector Phil Spencer. Several managers within the SSPU have completed the Mental Health First Aid course, with more due to attend during 2021-22.

- 3.26 Appendix 1 below provides an illustration of trends¹ in the number of injuries sustained per annum over the past 7 financial years and the agent or factor leading to injury. Of particular note again in the 2020-21 statistics is the increased establishment number, with the continuation in recruitment of warranted full-time Officers, PCSO's and Special Constables. The impact of this rise is especially noticeable in the Incidence Rate for injuries.

The following summary is provided for information:

- The number of injuries sustained per financial year:
 - Injuries on duty reported to the HSE under RIDDOR have seen an increase during the 2020-21 period of 36.8% (26 incidents).
 - HSE RIDDOR reportable injuries are generally more serious and result in incapacitation for more than 7 days.
 - These RIDDOR reports together accounted for only 10.8% of the total injuries recorded.
 - HSE reportable injuries include those where Police Officers and Police Staff return to work but are not fit for operational or their normal work activities and are therefore re-assigned to restricted or recuperative duties.
- The agent or factor leading to injury:
 - The statistics reflect that the two primary causes of injury to police personnel remain as being assaulted and injured whilst restraining violent persons.
 - Injuries incurred whilst restraining a person have increased from 75 to 80 reported incidents
 - Injuries incurred as a result of being assaulted whilst on duty have decreased from 83 to 58.
 - The top 2 highly reported categories (see Table 6 below) have together accounted for some 54.9% of the total injuries sustained.

3.27 Risk Assessment

The SSPU manages a database of generic and specific role related risk assessments. They are available to all the Commands and specialist departments who are also encouraged to produce local risk assessments and publish them on their respective share point web pages. A continual review of these risk assessments is carried out by SSPU in consultation with the respective managers and amendments made where necessary. The reviews also consider any trends in related injuries, changes in applicable legislation, operational training, equipment and best practice contained within relevant publications such as those produced by the National Police Chiefs' Council, the Home Office and the National College of Policing. Operational risk assessments reviewed or re-written during this reporting period include for Police Search Operations, Custody Duties, Driver Training, Special Branch Ports Operations and Dog Support Unit Operations.

- 3.28 A number of risk assessments have also been carried out in support of specific police operations. These have been both planned and spontaneous and have included Crime Operations and site searches on behalf of Police Search Advisors (PoISA), Firearms and Dog Support Unit covering third

¹ Data is valid at the date of this report and may be subject to alteration due to delays in injury reports being received.

party owned venues. One such deployment involved a ground assessment of a former scrap metal yard and surrounding terrain at Grangefield Road, Stockton prior to commencement of a PolSA-led search for a male missing and believed to possibly have been murdered.

3.29 Assessments have also been conducted which relate to the use of third party premises for dynamic training purposes. These assessments include use of both buildings and open ground. For example, the offices, former police stable block and kennels at Ormesby Hall, together with sites at the former Lackenby Steel works were assessed and used for the training of Licensed Search Officers during 2021.

3.30 Hazards associated with these assessments may include the presence of chemicals, asbestos, electricity, biological agents, structural integrity, transport hazards, confined spaces and working at height which may have an impact on Police Officers and in some cases public safety.

3.31 Links with the Health and Safety Executive

The HSE is the enforcing authority for health and safety legislation within the Police Service.

3.32 During the year 2020-21 the SSPU has continued to maintain contact for information and advice with the HSE Regional Inspectors who have responsibility for the Police Service.

3.33 During this reporting period the SSPU has continued to utilise the HSE RIDDOR electronic incident reporting system- form 'A2508' under its statutory duty to report certain 'notifiable' injuries, diseases or dangerous occurrences (see 3.31 above).

3.34 Throughout the reporting period Cleveland Police has been subject to three investigations by the HSE (please see 3.1 above). The outcome of the first was the issuing of a *Letter of Contraventions*, amounting to one step below formal enforcement action. This was promptly and rigorously dealt with to the satisfaction of the HSE. A further two investigations were closed by the HSE with no further action.

3.35 The SSPU has continued to work closely with Cleveland Fire Brigade and other partner agencies through the Local Resilience Forum, both through emergency planning and multi-agency exercise functions. During lockdown this has been by way of virtual table top exercises to test the on and off-site plans of sites regulated under the Control of Major Accident Hazard Regulations (COMAH).

4. Implications

4.1 Finance

The ultimate aim of a pro-active health and safety and fire safety management regime is to aid the reduction of injuries and subsequent sickness absence and lost time, damage to property and equipment thereby reducing the associated human and financial cost. This includes defending civil litigation.

4.2 Diversity and equality opportunities

The consideration of the diverse needs of people is included in the production of suitable and sufficient health and safety and fire safety risk assessments which may include Personal Emergency Escape Plans (PEEP's) and the installation of appropriate information and warning systems in the Force premises. During the reporting period a review was conducted across the Force of those staff presently subject to PEEP's. As a result, additional training has taken place in the concept of protected escape routes and the practical deployment of evacuation chairs.

4.3 Human Rights Act 1998

There are no Human Rights Act implications arising from this report.

4.4 Sustainability

The prevention of injury and damage or loss to property and equipment is an essential element of proactive management at all levels and a reflection of safe working and risk management.

4.5 Risk

Accurate management information presented in this and future reports will deliver the assurances which both the Chief Constable and the Police and Crime Commissioner require in terms of health and safety and fire safety governance.

5. Conclusion

- 5.1 2020-21 saw the overall number of injuries on duty sustained by Police Officers and Police Staff, including PCSOs and Special Constables, fall from 276 to 251. This represents a decrease of 9.1%.

The Force continues to operate a zero tolerance approach to assaults on its Officers and staff. To reinforce this it utilises the *Seven Point Plan*. This requires that whenever an assault takes place that an Injury on Duty Report is submitted. Given control measures such as extensive personal safety training, the wearing of PPE and carrying of defensive tools including batons, rigid handcuffs, Pava incapacitant and more increasingly Taser, the severity of injuries sustained is thankfully often mitigated. This in no way detracts from the inherent dangers of operational policing (see 5.2 below).

- 5.2 The highest volume of injuries continues to be the outcome of two causational factors. Across the reporting period the Force saw a substantial decrease of 30.1% in the number of Officers being assaulted whilst on duty. The period also saw a small increase of 6.7% in the number of those injured whilst restraining persons prior to arrest. These figures are set against the backdrop of Covid-19. Whilst the temporary closure of the hospitality sector, (particularly night time economy), non-attendance of crowds at professional football and shut-down of retail have contributed to a reduction in crime, policing the Covid-19 Regulations has placed considerable challenges on front-line officers and staff. They have also been expected to enforce the Regulations whilst retaining public consent, and in so doing protect themselves and everyone with which they have come into contact from infection. This has necessitated a professional and consistent approach, but also the application of frequent sanitising measures and the wearing of additional PPE.

Table 6 in the Appendix to this report displays the categories of recorded injuries in numerical order.

Steve Walton
Operational Planning and Safety Manager

H and S Report Statistics 2020-21

The following tables are for information and the purposes of illustration of trends and causational factors. The overall data is compared over the recent 7 year period. More specific data is compared over a 3 year period. Table 4- Injuries by Unit/Department has been sub-divided into two. This corresponds to the changes to the A09-03 Injury on Duty reporting template introduced from 1st January 2021.

Key to Tables	
	Indicates an increase from the previous period
	Indicates no deviation from previous period
	Indicates a decrease from the previous period

Table 1: Reported Injuries on Duty by Year

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Year	Number	Moving Mean	Incidence Rate	Disposition
2014 / 2015	320	342	220	1455
2015 / 2016	289	304	203	1424
2016 / 2017	249	280	168	1486
2017 / 2018	243	253	162	1500
2018 / 2019	260	260	150	1737
2019 / 2020	276	257	125	2201
2020 / 2021	251	258	106	2370

(*Disposition figure for reporting purposes is given as the number of warranted Police Officers, PCSO's and Special Constables.)

Table 2: Injuries Reportable to the HSE

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Year	HSE (RIDDOR)	% of Total Injuries	Incidence Rate	Disposition
2014 / 2015	36	11	25	1455
2015 / 2016	37	15	26	1424
2016 / 2017	36	14	24	1486
2017 / 2018	36	15	24	1500
2018 / 2019	38	15	22	1737
2019 / 2020	19	7	9	2201
2020 / 2021	26	10	11	2370

Table 3: Injuries by Status (7 year Comparison)

Table 3: Injuries by Status						
Year	PCSO	Police Officer	Police Staff	Specials	Volunteer	Totals
2014 / 2015	15	287	12	6	0	320
2015 / 2016	17	260	8	4	0	289
2016 / 2017	17	217	11	4	0	249
2017 / 2018	9	233	1	0	0	243
2018 / 2019	16	230	9	4	1	260
2019 / 2020	11	251	14	0	0	276
2020 / 2021	5	232	12	2	0	251

Table 4: Injuries by Unit/ Department

Table 4: Injuries by Unit / Department				
	From	01/04/2018	01/04/2019	01/04/2020
	To	31/03/2019	31/03/2020	31/03/2021
Service Unit		Y1	Y3	Y3
BTU		0	1	0
CDET		1	1	0
CDSOU		22	11	4
Custody		8	5	7
Dog Section		5	2	0
Executive		0	0	0
Federation		2	0	0
Finance		1	0	0
HR		0	3	2
HUB - Control Room		2	2	3
HUB - Intelligence		1	6	2
INT North (H Crime)		0	0	0
INT North (H Neighbourhoods)		6	4	3
INT North (S Crime)		0	1	6
INT North (S Neighbourhoods)		15	5	4
INT South (M Crime)		0	1	0
INT South (M Neighbourhoods)		11	12	5
INT South (R Crime)		0	0	1
INT South (R Neighbourhoods)		16	4	6
INT Volume (Communities)		1	0	0
INT Volume (Crime Support)		0	0	0
IRT North (Hartlepool)		15	17	21
IRT North (Stockton)		35	55	27
IRT South (Middlesbrough)		43	62	37
IRT South (R&C)		21	27	24
Legal Services		0	0	0
Major Crime		4	4	3
NERSOU		0	0	1
NESOCU		0	5	1
Ops Support (OSU, Dogs, SSU, Licensing)		25	32	37
PHT		1	2	0
Professional Standards		1	0	0
PVP		6	3	3
Seconded		1	0	1
Special Constabulary		1	0	0
Specialist Crime		13	11	5
TCP		3	0	2
Totals		260	276	205

Table 4: Injuries by NEW Unit / Department	
From	01/04/2020
To	31/03/2021
Service Unit	Y3
AO/Covert Standards:	0
CAVA/CHUB:	0
CDSOU:	5
CET:	0
CID North:	1
CID South:	1
Civil Contingencies:	0
CNYMIT:	0
Communities and Partnerships:	1
Control Room:	2
Coroners:	0
Corporate Services:	1
Crime Scene Inv:	1
Criminal Justice:	0
Custody:	0
Digital Forensics:	0
Domestic Abuse/DASH:	0
Duty Mgt and Planning:	0
ECU/Cyber Crime:	0
Engagemnt Team:	0
Exec Support:	0
Finance Team:	0
Firearms Licensing:	0
Health and Safety:	0
Historic Inv Unit:	0
HR / People Services:	0
Intel Analysis:	0
Intelligence:	1
IOM and YOT:	1
IRT North:	9
IRT South:	18
LDC:	0
Legal Services:	0
NERSOU:	0
NHP Hartlepool:	0
NHP Middlesbrough:	0
NHP R&C:	2
NHP Stockton:	3
Organised Crime:	0
OSU:	0
PHT:	0
POLIT:	0
Procurement and Fleet:	0
Scientific Support:	0
Service Improvement:	0
SOMU:	0
Source Unit:	0
Special Branch:	0
Specialist Support:	0
Standards and Ethics:	0
Totals	46

*As stated above, many of these units and departments have now been re-aligned. Table 4 has therefore been sub-divided into the former organisational structure (quarters 1-3) and the latest structure as it operates today (quarter 4).

Table 5: Causational Agent or Factor (3 year comparison)

Table 5: Causational Agent or Factor (3 year comparison)				
	From	01/04/2018	01/04/2019	01/04/2020
	To	31/03/2019	31/03/2020	31/03/2021
Agent/Factor	Y1	Y2	Y3	
Body armour complaint	1	0	0	
Contact with a firearm	0	1	0	
Contact with a fixed or stationary object	6	2	7	
Contact with a moving vehicle	5	1	11	
Contact with a moving, flying or falling object	5	5	5	
Contact with an edged weapon/hypo needle	4	3	0	
Electrocution	0	0	1	
Exposed to a harmful substance	5	5	4	
Exposed to PAVA incapacitant	1	0	0	
Fall from chair	1	2	0	
Fall from height	7	4	1	
Getting into/out of vehicle	2	1	3	
Injured as a result of suffering burns	1	1	3	
Injured by an animal	7	9	6	
Injured in PVI	14	14	4	
Injured whilst climbing	2	3	1	
Injured whilst deploying stinger	1	1	1	
Injured whilst driver training	0	1	0	
Injured whilst driving whilst at work	1	0	0	
Injured whilst firearms training	0	0	0	
Injured whilst forcing entry to premises	3	6	6	
Injured whilst handling, lifting or carrying	8	8	14	
Injured whilst in foot pursuit	21	12	13	
Injured whilst involved in T-PAC manoeuvre	4	1	2	
Injured whilst MOE training	0	0	0	
Injured whilst PST training	11	13	2	
Injured whilst PSU training	4	1	1	
Injured whilst receiving physiotherapy	0	0	0	
Injured whilst restraining a person	61	75	80	
Injured whilst riding a motorcycle/pedal cycle	1	1	2	
Injured whilst running	0	2	2	
Insect bite	0	0	0	
Not Entered	0	1	0	
Physically assaulted by a person	59	83	58	
Slipped, tripped or fell on same level	15	12	21	
Stress induced illness	9	8	3	
Working at a VDU workstation	1	0	0	
Totals	260	276	251	

Table 6: Main Agent or Factor

Table 6: Causational Agent or Factor - In Order (3 year comparison)	
From	01/04/2020
To	31/03/2021
Agent/Factor	Y3
Injured whilst restraining a person	80
Physically assaulted by a person	58
Slipped, tripped or fell on same level	21
Injured whilst handling, lifting or carrying	14
Injured whilst in foot pursuit	13
Contact with a moving vehicle	11
Contact with a fixed or stationary object	7
Injured by an animal	6
Injured whilst forcing entry to premises	6
Contact with a moving, flying or falling object	5
Exposed to a harmful substance	4
Injured in PVI	4
Getting into/out of vehicle	3
Injured as a result of suffering burns	3
Stress induced illness	3
Injured whilst involved in T-PAC manoeuvre	2
Injured whilst PST training	2
Injured whilst riding a motorcycle/pedal cycle	2
Injured whilst running	2
Electrocution	1
Fall from height	1
Injured whilst climbing	1
Injured whilst deploying stinger	1
Injured whilst PSU training	1
Body armour complaint	0
Contact with a firearm	0
Contact with an edged weapon/hypo needle	0
Exposed to PAVA incapacitant	0
Fall from chair	0
Injured whilst driver training	0
Injured whilst driving whilst at work	0
Injured whilst firearms training	0
Injured whilst MOE training	0
Injured whilst receiving physiotherapy	0
Insect bite	0
Not Entered	0
Working at a VDU workstation	0
Totals	251