



Annual Health & Safety Report April 2025/26

Author: C6519 N Sutton. Health & Safety Manager.

Date: 16th April 2026



Contents	Page
1. Introduction.	2
2. Executive Summary.	2
3. Injuries on Duty	4
4. Estate Building Inspections	4
5. Risk Assessment.	5
6. Training.	5
7. Cleveland Fire and Rescue Service Peer Review	5
8. Health & Safety Consultation	6
9. Wellbeing.	6
10. Conclusion.	7
11. Appendix 1.	8

1. Introduction

This report has been prepared for the information of the Joint Audit Committee to inform on Health & Safety provision within Cleveland Police, as required under *The Health & Safety at Work Act 1974*, *The Management of Health & Safety Regulations 1999*, *The Police (Health and Safety) Act 1997* and all associated regulations.

The above legislation sets out legal requirements and responsibilities for all organisations with regards to their staff and those affected by their actions. Cleveland Police is fully committed to the management and discharge of our responsibilities as employers under the above legislation and other relevant statutory provisions and codes of practice.

2. Executive Summary

This report covers the financial year 2025/26. During this reporting period the Cleveland Police Health and Safety Department comprised of one Health and Safety Manager. This has since increased to one Health and Safety Manager and one Health and Safety Advisor and operates as an advisory service to the Force.

The Health and Safety Manager, fulfils the role of the Force's 'competent person' in accordance with *Regulation 7(1) of the Management of Health and Safety at Work Regulations 1999*. The Manager is a standing member and advisor at all quarterly Force Tactical Health and Safety Boards and provides professional advice at a range of governance forums, including:

- Command Senior Leadership Team (SLT) meetings
- Quarterly Custody Management Meetings
- Quarterly Property Management Meetings

- Quarterly Dress and Appearance Group Meetings
- Quarterly Civilians in Policing Meetings

Health and Safety is a standing agenda item at all command levels, with update reports provided as required. Formal H&S update reports are also submitted to each quarterly Executive Management Board meeting.

The Health and Safety Department collates and reviews all reports of injuries sustained by officers and staff whilst on duty. The department liaises with line managers to ensure incidents are suitably investigated and reports incidents to the Health and Safety Executive (HSE) where required under *The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013* (RIDDOR). The department also undertakes data analysis to identify trends and forwards findings to relevant departments for review and action.

The department is responsible for undertaking Health and Safety Assessments and Fire Risk Assessments across the Cleveland Police estate. During this reporting period, the estate comprised of sixteen premises owned, leased or occupied by Cleveland Police; five premises owned and managed by Tascor Facilities Management Ltd; one premises owned and managed by Equans UK Facilities Management Ltd; and one privately owned building managed by Cleveland Police. Inspection frequencies range from biannual to biennial depending on assessed risk, with additional quarterly inspections carried out by the Estates Department.

Under *Regulation 3(1) of the Management of Health and Safety at Work Regulations 1999*, suitable and sufficient risk assessments are a legal requirement. Line managers are responsible for ensuring risk assessments are in place for routine and specialist activities, with advice and guidance provided by the Health and Safety Department as required.

Health and Safety awareness training is delivered face to face to all new entrants to Cleveland Police. Additional specialist training is provided via College of Policing eLearning packages accessed through College Learn. Completion rates are monitored through a Power BI dashboard and reported to the quarterly Tactical Health and Safety Board.

The Cleveland Fire and Rescue Service Peer Review (2024) produced forty-four recommendations for improvement over a five-year implementation period. These have been RAG-rated: nine Red (six completed), fourteen Amber (one completed), eighteen Green (seven completed), and three rejected as having been implemented prior to receipt of the review.

The Health and Safety Department maintains regular engagement with staff representative bodies, consulting with them during investigations where appropriate and sharing injury-on-duty data with the consent of the affected individual. Representatives are entitled to attend command meetings to raise health and safety concerns.

3. Injuries on Duty

Reported injuries on duty have stabilised at between the mid- to high-400s over the last two reporting years. This is considered to represent a more accurate reflection of injury rates and is likely attributable to a simplified reporting process and improved managerial awareness of reporting requirements. As a consequence, the “moving mean” may fluctuate over the coming years until reporting levels fully stabilise.

Incidence rate data indicates that, while overall injury risk is reducing, the risk of serious injury remains unchanged from the previous year.

Uniformed Constables, deployed within the Local Policing command, continue to represent the group at greatest risk, accounting for 410 injuries during this reporting period.

There has been a notable increase in injuries sustained during Public and Personal Safety Training (PPST). This is likely linked to the introduction of a more realistic, scenario-based training model designed to reflect operational environments more accurately. Changes to PPST attendance requirements for the 2026/27 reporting period, introduced in response to staffing pressures and fully authorised by the College of Policing, may result in a reduction in reported injuries in the forthcoming year. (See Appendix 1)

4. Estate Building Inspections

The Cleveland Police estate comprises twenty-three premises that are either permanently (24-hour) or temporarily staffed by Cleveland Police and partner agencies. Health and Safety inspections and Fire Risk Assessments were completed on a rolling programme throughout the 2025/26 financial year by the Health and Safety Department.

These inspections produce detailed assessment reports and action plans, which are shared with building managers, the Estates Manager, and relevant Command SLTs. Findings are also reviewed at the quarterly Force Tactical Health and Safety Board to ensure senior oversight and compliance with recommended actions.

The inspection regime ensures compliance with the *Workplace (Health, Safety and Welfare) Regulations 1992 (as amended)* and the *Regulatory Reform (Fire Safety) Order 2005*.

Fire evacuation drills, fire alarm testing and the recertification of fire extinguishers remain the responsibility of the Estates Department. Evacuation drills are conducted biannually, fire alarms tested weekly, and fire extinguishers recertified biennially by a competent contractor. Compliance with these arrangements is monitored during Fire Risk Assessment reviews.

During summer 2025, significant structural repairs were completed to the roof of the Learning and Development Centre, Grangetown, addressing long-standing water ingress. The building is now fully suitable for occupation.

Concerns remain regarding Billingham Police Office, located in a mixed ownership building within Billingham town centre. Following engagement with the local authority, remedial measures have been undertaken, including the boarding of rear upper-floor windows. The premises is currently subject to a Gold Group review, led by a senior police staff member, to ensure the ongoing safety of officers, staff and visitors.

5. Risk Assessment

In accordance with *Regulation 3(1) of the Management of Health and Safety at Work Regulations 1999*, Cleveland Police is required to undertake suitable and sufficient assessments of risks to employees and others.

Line managers are responsible for identifying and assessing risks within their areas of responsibility. Completed risk assessments are held on the Force Risk Assessment Register and made available to staff via the Health and Safety SharePoint site.

The Health and Safety Department provides advice and support to managers in the development and review of risk assessments. Assessments are formally reviewed following incidents, changes to working practices or where they are no longer considered valid.

Managers are responsible for ensuring that staff are informed of relevant risk assessments and comply with all identified control measures.

6. Training

Initial Health and Safety awareness training is delivered face to face by the Health and Safety Manager to all new entrants, including police officers, PCSOs, Force Control Room staff, Special Constables and police staff.

In addition, all employees are required to complete the mandatory College of Policing eLearning package on Health and Safety Risks in Policing. All supervisors must also complete the mandatory Principles of Risk Assessment eLearning package. A range of advisory eLearning modules is available, and the Health and Safety Department provides guidance on those most relevant to specific operational and support roles.

7. Cleveland Fire and Rescue Service Peer Review 2024

The Cleveland Fire and Rescue Service Peer Review conducted in 2024 provided a comprehensive independent assessment of Health and Safety arrangements within Cleveland Police. The review generated forty-four recommendations to be implemented over a five-year period.

These recommendations have been RAG-rated: nine Red (six completed), fourteen Amber (one completed), and eighteen Green (seven completed). Three recommendations were rejected on the basis that they had been fully implemented prior to receipt of the review.

While full implementation is dependent on available resources, the review identified no breaches of health and safety legislation.

8. Health and Safety Consultation

Health and Safety is a standing agenda item at all Command Senior Leadership Team meetings, which are held monthly. Issues are addressed initially at command level, with unresolved matters escalated to the quarterly Force Tactical Health and Safety Board, chaired by a Chief Superintendent. Matters that cannot be resolved at this level are escalated to the Executive Management Board. Urgent issues may be addressed by the on-call executive officer or tabled at the weekly Chief Officer Team meeting.

In accordance with the *Health and Safety (Consultation with Employees) Regulations 1996* and the *Safety Representatives and Safety Committees Regulations 1977*, officers and staff may attend Force Tactical Health and Safety Board meetings or be represented by Federation or Unison representatives. Staff representatives may also raise concerns directly with the Health and Safety Department.

Near misses, lessons learned and injury-on-duty reports are routinely discussed at these meetings, with actions recorded and monitored to completion. Reporting of injuries on duty, near misses and causes for concern is undertaken via the H&S SharePoint site and overseen by the Health and Safety Department.

9. Wellbeing.

Cleveland Police recognises that its greatest asset is its people and is committed to ensuring that individual needs are appropriately considered by managers. Reasonable adjustments will be implemented where necessary to ensure that no individual is disadvantaged or subjected to discrimination in the workplace. This commitment applies to all employees, including trainees, contract workers, business partners, and visitors.

As part of the production of health and safety and fire safety risk assessments, managers are required to develop Personal Emergency Evacuation Plans (PEEPs) where appropriate. These plans may include the use of protected escape routes and evacuation chairs to support individuals with mobility impairments during an emergency evacuation. Training in the use of evacuation chairs is provided by the Estates Department to all staff who require it.

In accordance with the *Health and Safety (Display Screen Equipment) Regulations 1992*, staff who use display screen equipment (DSE) for more than one hour continuously are provided with access to guidance on workstation set-up via the Health and Safety Department and the Health and Safety SharePoint site. Where this guidance does not adequately address individual concerns, a personalised DSE assessment may be arranged through a line manager referral to the Wellbeing Department and will be conducted by a qualified physiotherapist.

In line with the requirements of the *Blue Light Wellbeing Framework*, departments and roles identified as having a higher risk of stress-related ill health are required to ensure staff complete an annual wellbeing questionnaire. Supervisors within these areas are responsible for ensuring that stress is identified as a hazard within departmental risk assessments and that appropriate control measures are implemented in accordance with the *Health and Safety Executive (HSE) Management Standards*. Furthermore,

stress and sexual harassment are designated hazards that must be addressed in all departmental risk assessments. Guidance on suitable control measures is provided within the risk assessment template and via a separate guidance document.

10. Conclusion

This report demonstrates that Cleveland Police continue to take its statutory duties under health and safety legislation seriously and maintains a structured and proportionate approach to the management of health, safety and wellbeing across the organisation. Clear governance arrangements are in place, with health and safety embedded within command-level decision-making processes and supported by regular reporting through tactical and executive forums.

Despite the limited size of the Health and Safety Department, effective arrangements remain in place for incident reporting, investigation, statutory notification, risk assessment, training delivery, estate inspections and consultation with representative bodies. Improvements to reporting mechanisms and management understanding have contributed to more accurate injury on duty data, allowing for meaningful trend analysis and targeted intervention. Whilst injuries on duty remain highest within frontline local policing roles, incidence rates indicate no deterioration in overall risk and continued monitoring remains in place.

The maintenance of the police estate continues to present challenges, particularly in relation to older buildings and third-party ownership; however, these issues are being actively managed through inspection regimes, escalation processes and, where necessary, Gold Group oversight. Recent investment in key buildings, such as the Learning and Development Centre, has delivered tangible improvements to working conditions and safety.

The Cleveland Fire and Rescue Service Peer Review has provided a valuable independent assessment of current arrangements. Although full implementation of all recommendations is resource dependent, significant progress has already been made, and no breaches of health and safety legislation were identified. The remaining actions are subject to ongoing governance and prioritisation through existing forums.

The force continues to strengthen its approach to wellbeing, stress management and the prevention of sexual harassment, ensuring alignment with evolving legislative requirements and national best practice. Risk assessment processes, training provision and consultation mechanisms support a proactive and preventative approach to protecting officers, staff and others affected by Cleveland Police activities. Overall, Cleveland Police can provide assurance to the Joint Audit Committee that appropriate systems and processes are in place to manage health and safety risks, that continuous improvement remains a priority, and that emerging risks are identified, escalated and addressed through established governance arrangements.

Nick Sutton C6519

Health & Safety Manager

Appendix 1:

Key to Tables	
	Indicates an increase from the previous period
	Indicates no deviation from previous period
	Indicates an improvement from the previous period
* (Moving Mean= Sum of previous 5 yearly numbers divided by the number of years.	
** (Disposition figure is the total of Police Officers, PCSOs, Special Constabulary and Police Staff.	
*** (Incidence rate = Injuries/Disposition x 1000)	

Table1: Reported Injuries on Duty (5-year comparison).

Year	Number	Moving Mean*	Disposition**	Incidence Rate/1000***
2021/22	179	242	2436	73
2022/23	196	232	2514	78
2023/24	276	235	2577	107
2024/25	466	274	2596	179
2025/26	460	315	2650	174

Table 2: Injuries on Duty reportable to HSE under RIDDOR (5-year comparison).

Year	HSE (RIDDOR)	% of Total Injuries	Disposition*	Incidence Rate/1000
2021/22	25	14%	2436	10
2022/23	24	12%	2514	9
2023/24	30	11%	2577	12
2024/25	25	5%	2596	10
2025/26	27	6%	2650	10

Table 3: Injuries by status (5-year comparison, RIDDOR shown in brackets)

Year	PCSO	Police Officer	Police Staff	Special Constabulary	DO's	Other	Total
2021/22	4	165	9	1			179
2022/23	13(0)	161(23)	22(1)	0			196
2023/24	13(2)	244(25)	16(1)	3(2)			276
2024/25	9(0)	418(22)	25(2)	14(1)			466
2025/26	11(3)	410(24)	21(0)	8(0)	8(0)	2(0)	460

Table 4: Main Causation Factors (Injury on Duty).

Causation Factor	2025/26	2024/25	2023/24
Assaults-Injury	107	125	74
Injuries sustained whilst restraining a violent offender.	95	83	52
Slips, trips and falls.	54	40	29
RTC.	22	25	12
Stress related illness.	13	17	12
PPST training	39	14	5
Other	73	83	92
Assaults-No Injury (new metric for 2025)	57		
Total	460	387	276
RIDDOR reports	27	25	30
Late RIDDOR	3	1	1