

Staff Governance Health & Safety Report

Quarter 3 2024/2025 (Oct 24 to Dec 24)

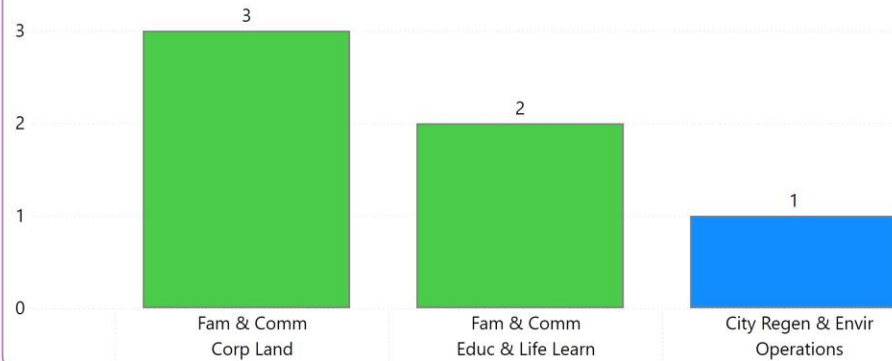
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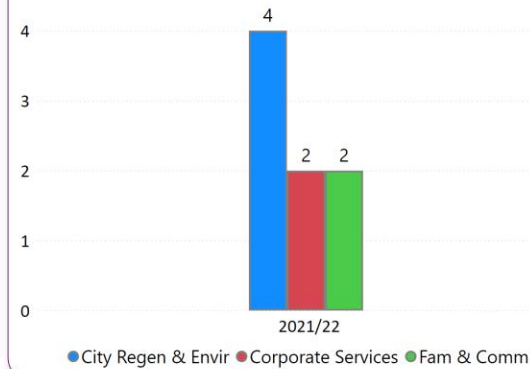
Reported H&S Incidents (Employee) Between Oct to Dec 2024

The following tables give breakdown of all employee incidents across all Functions and Clusters in Aberdeen City Council. The tables on the left initially show the number of incidents for each Cluster this reporting period with those tables on the right giving a quarter 3 comparison for each Function from 2021/22 to 2023/24 where applicable.

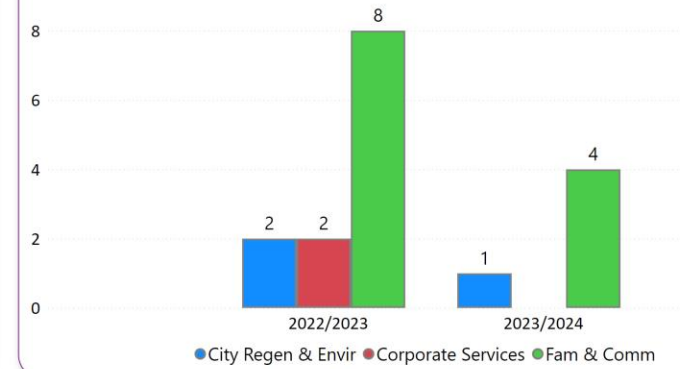
RIDDOR Reportable Employee



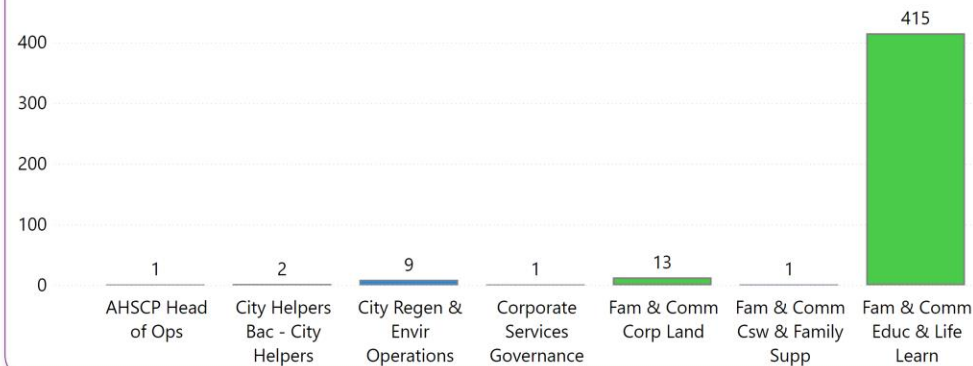
RIDDOR Reportable Employee 2021/22 & 2022/23 (Comparison)



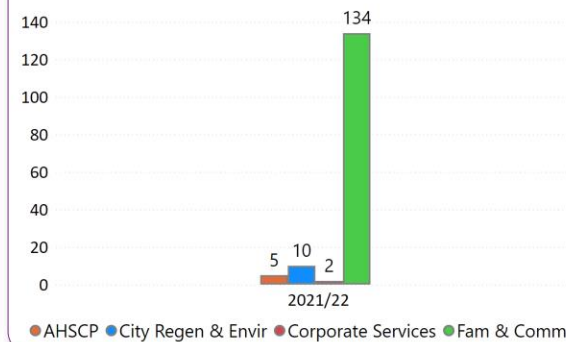
RIDDOR Reportable Employee 2023/24 (Comparison)



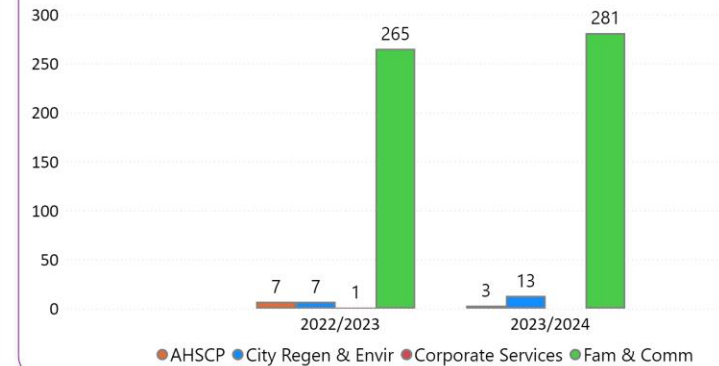
Non RIDDOR Reportable Employee



Non RIDDOR Reportable Employee 2021/22 & 2022/23 (Comparison)



Non RIDDOR Reportable Employee 2023/24 (Comparison)



Employee Incident Information

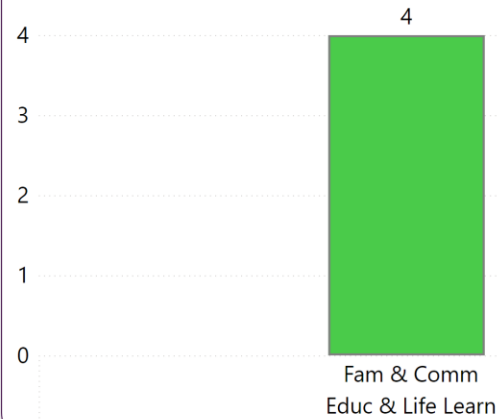
The number of incidents in Education has increased year on year with the main causes being physical injury and violence, externalising behaviour and unacceptable behaviour. These increases are potentially down to the work done by senior management and Trade Unions to encourage reporting, an actual increase in the level of incidents or a mix of both reasons.

On page 11 of the report a line graph is detailed to show the levels of reporting at points throughout the year. They detail the different levels of reporting for primary and secondary education. The red boxes highlight the dates for school holidays and in most cases the levels of reporting is much lower. There is a trend of the first week of holidays showing a rise and this is most likely due to managers reporting during the first few days of holidays.

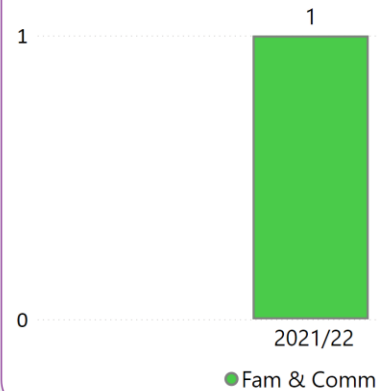
Reported H&S Incidents (Third Party) Between Oct to Dec 2024

The tables below give information on those non-employee incidents which happened across all Functions and Clusters. Again the tables on the left show the current period for each Cluster, with those tables on the right giving a quarter 3 comparison for each function from 2021/22 to 2023/24 where applicable.

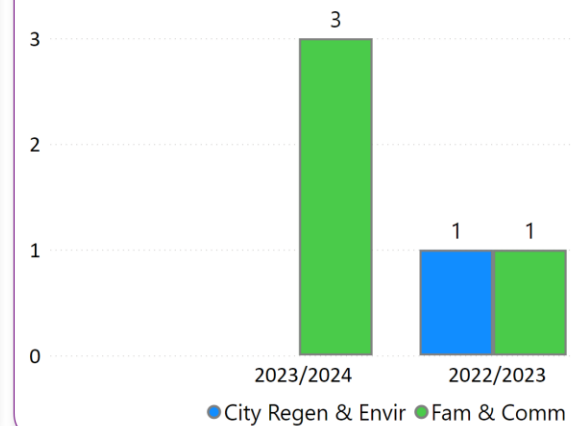
RIDDOR Reportable Non Employee



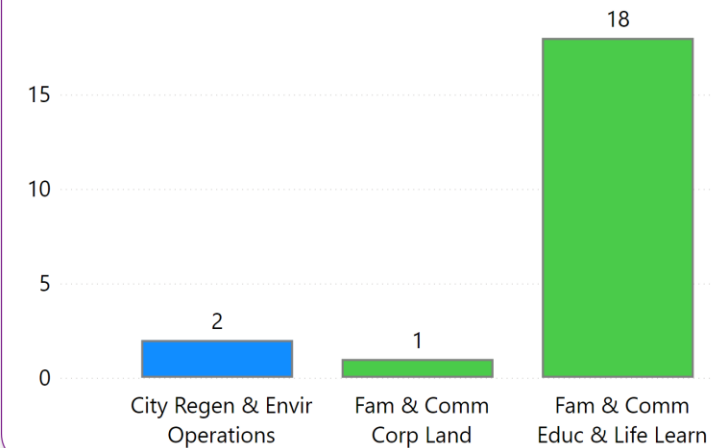
RIDDOR Reportable Non Employee 2021/22 & 2022/23 (Comparison)



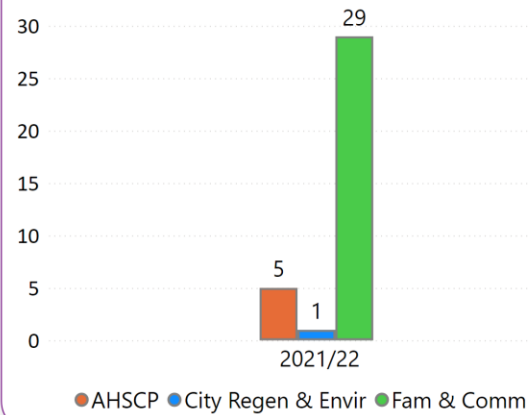
RIDDOR Reportable Non Employee 2023/24 (Comparison)



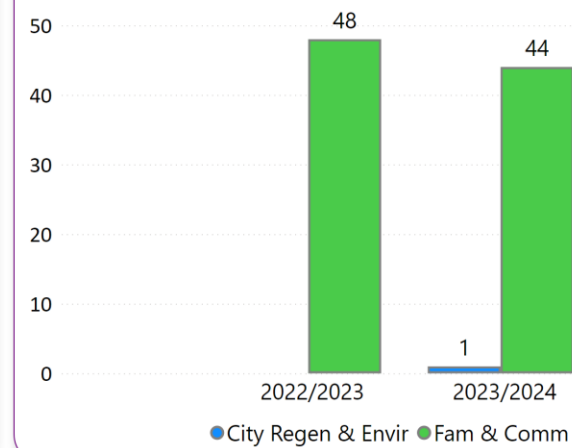
Non RIDDOR Reportable Non Employee



Non RIDDOR Reportable Non Employee 2021/22 & 2022/23 (Comparison)

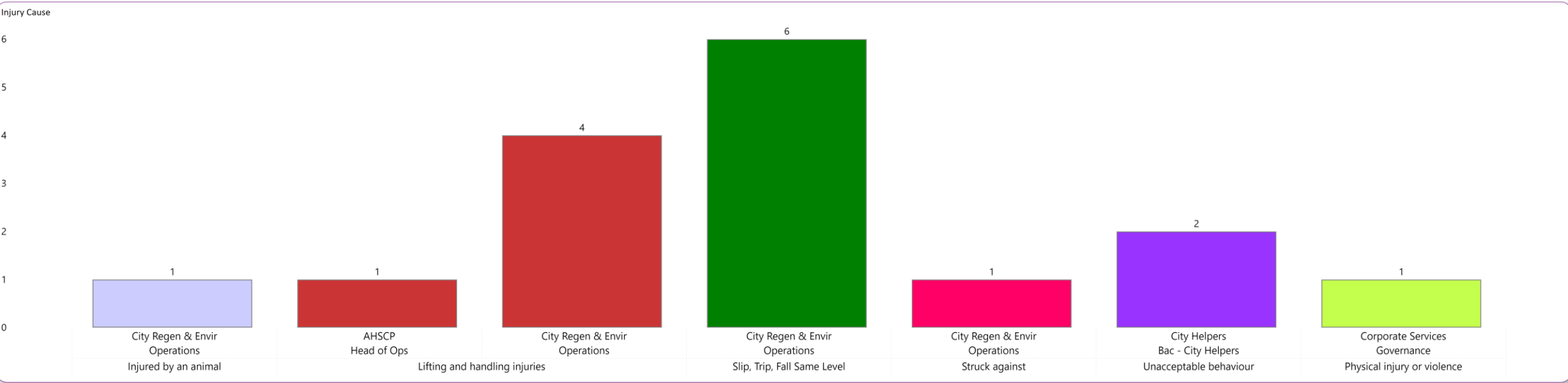


Non RIDDOR Reportable Non Employee 2023/24 (Comparison)



H&S Incident Causation
Reported between Oct to Dec 2024

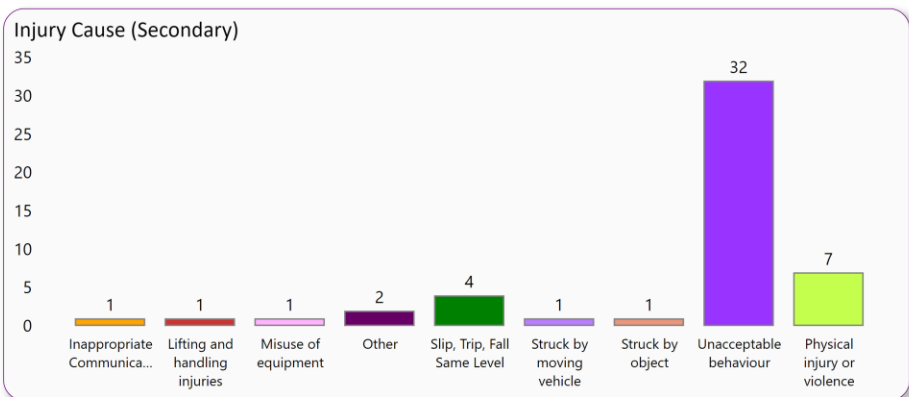
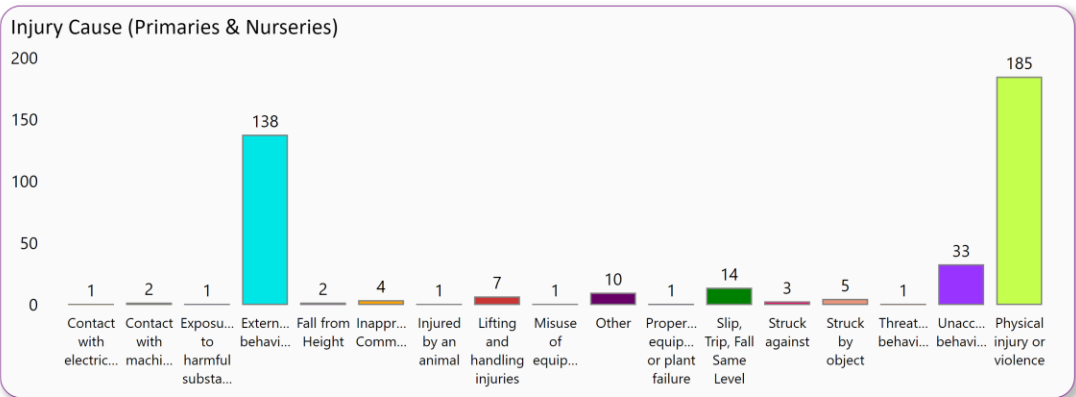
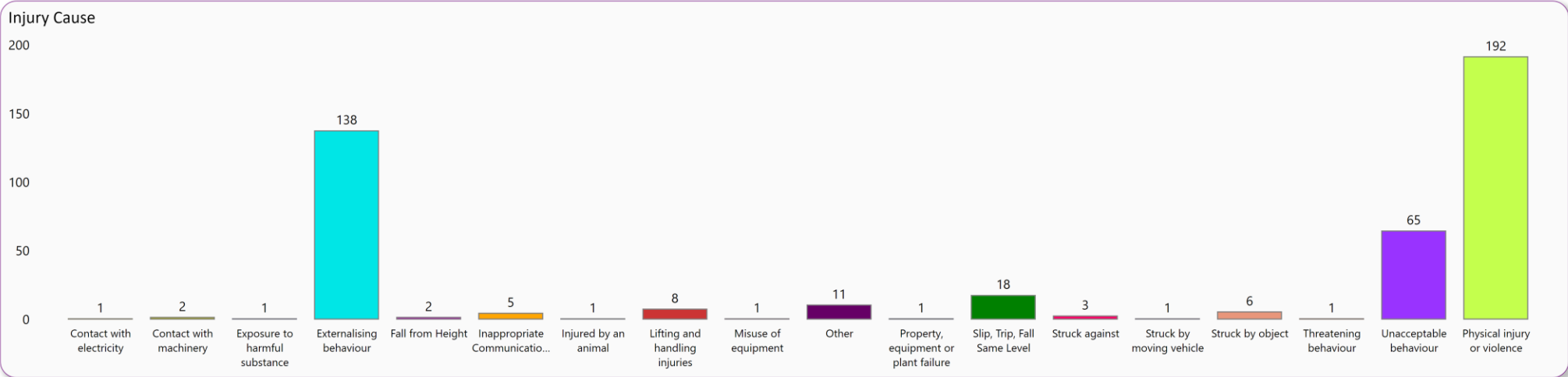
The table shows incident causation for each Cluster for this reporting period apart from Families & Communities, which is covered in the next page.



Injury Cause						
Injured by an animal	Lifting and handling injuries	Physical injury or violence	Slip, Trip, Fall Same Level	Struck against	Unacceptable behaviour	Total
1	5	1	6	1	2	16

Families & Communities reported H&S Incidents
Between Oct to Dec 2024

The following tables give a breakdown of Families & Communities Incidents.

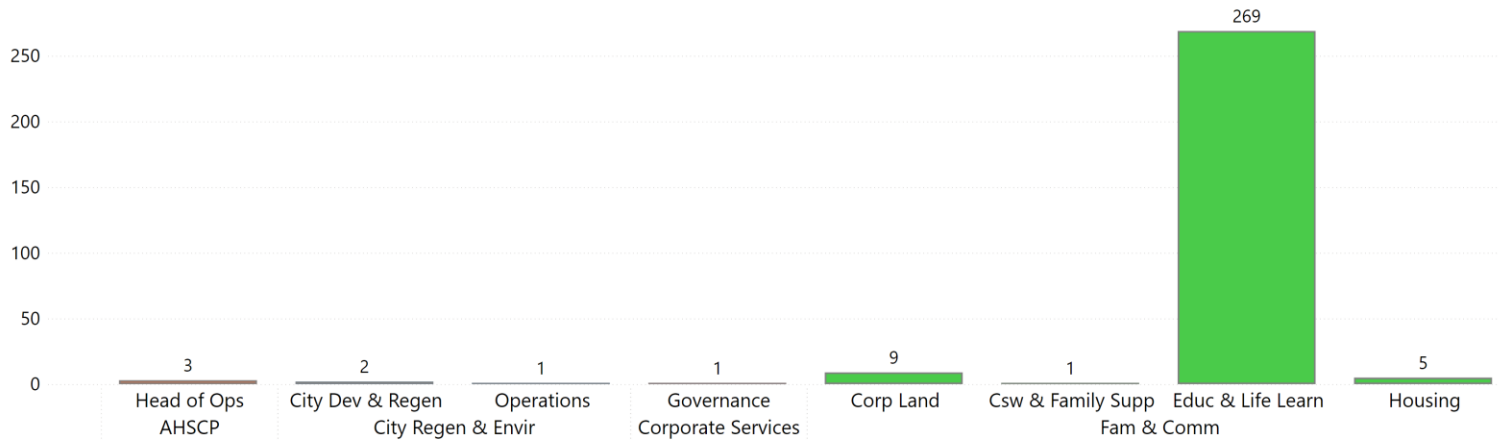


Injury Cause																		
Contact with electricity	Contact with machinery	Exposure to harmful substance	Externalisin g behaviour	Fall from Height	Inappropriate Communication/ abuse	Injured by an animal	Lifting and handling injuries	Misuse of equipment	Other	Physical injury or violence	Property, equipment or plant failure	Slip, Trip, Fall Same Level	Struck against	Struck by moving vehicle	Struck by object	Threatening behaviour	Unacceptable behaviour	Total
1	2	1	138	2	5	1	8	1	11	192	1	18	3	1	6	1	65	457

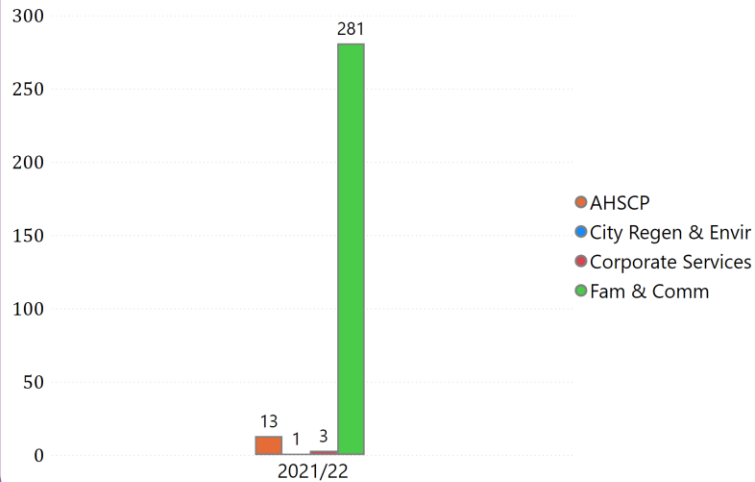
Reported H&S Near Miss
Between Oct to Dec 2024

The tables below show information in relation to employee and non-employee Near Misses.
Top table: Total Near Misses for this reporting period for each Cluster. Bottom tables: quarter 3 comparison of Near Misses for each Function from 2021/22 to 2023/24.

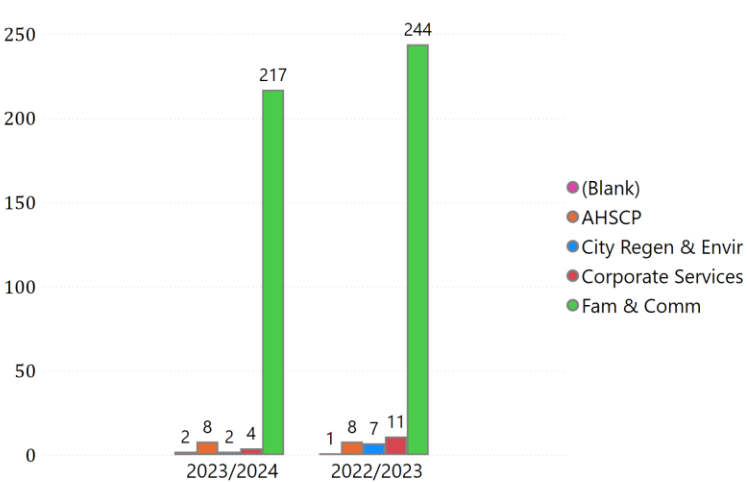
No. of Near Miss



No. of Near Miss 2021/22 & 2022/23 (Comparison)

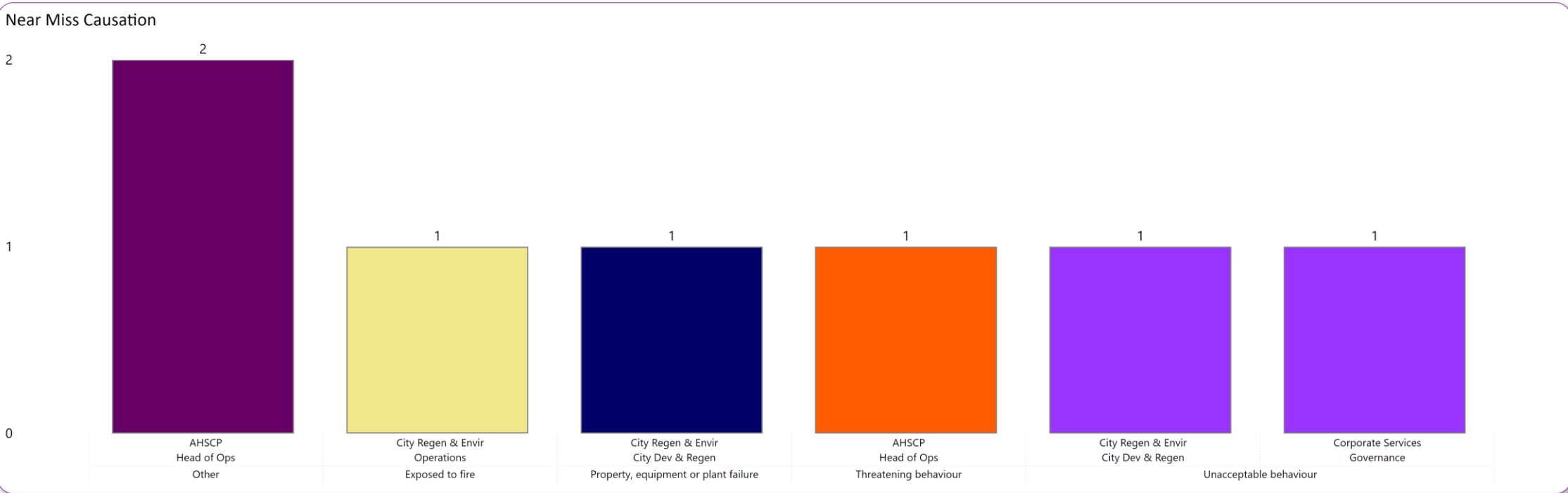


No. of Near Miss 2023/24 (Comparison)



Reported H&S Near Miss (Causation)
Between Oct to Dec 2024

The table below shows information to a Function and Cluster level for employee and non-employee Near Misses apart from Families & Communities, which is covered in the next page.

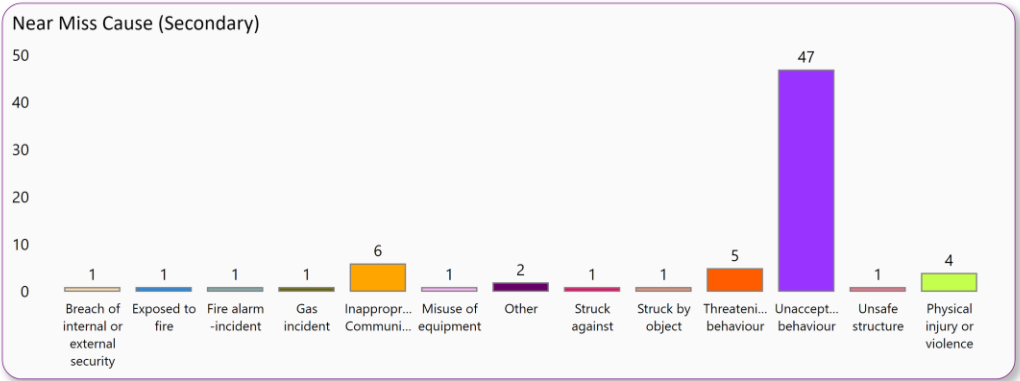
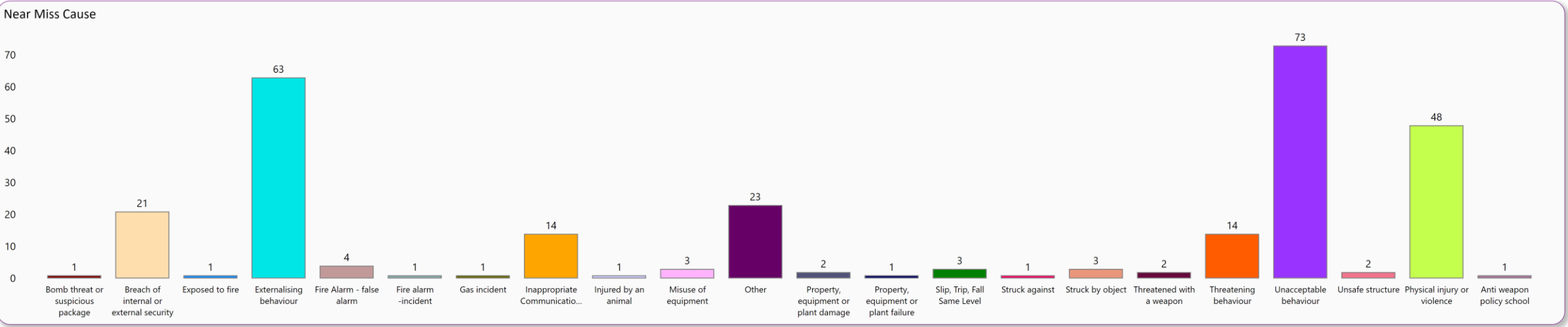


Near Miss Cause					
Exposed to fire	Other	Property, equipment or plant failure	Threatening behaviour	Unacceptable behaviour	Total
1	2	1	1	2	7

Near Miss
In the near miss category the increase is lower in Education but causation still sits largely within the same 3 categories as incidents. Other areas show a slight drop from last year.

Families & Communities reported H&S Near Miss
Between Oct to Dec 2024

The following tables give a breakdown of Families & Communities Near Miss.

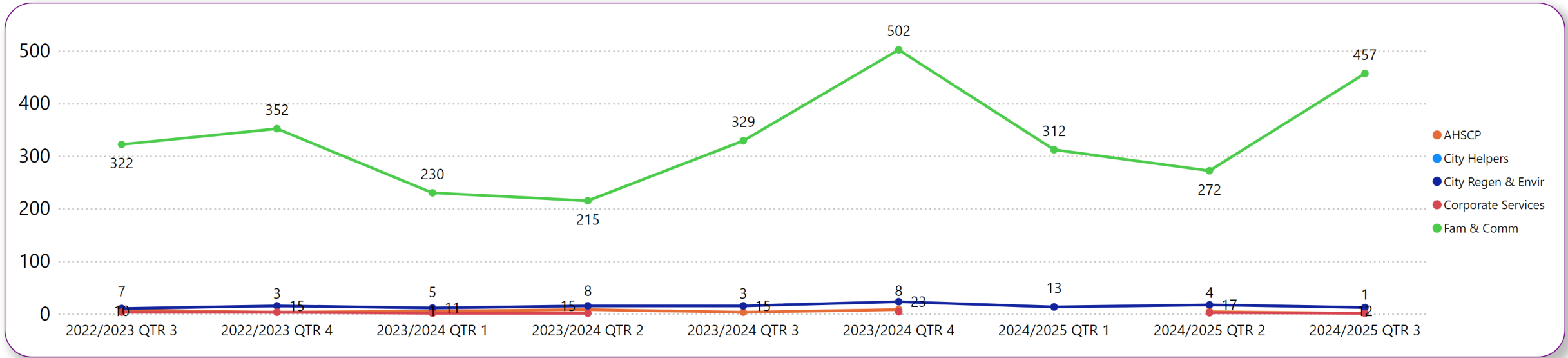
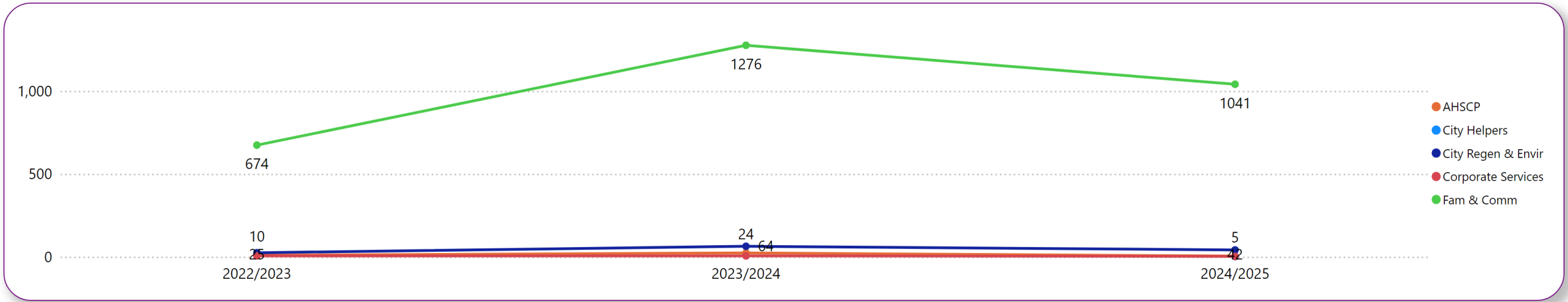


Near Miss Cause																							
anti weapon policy school	Bomb threat or suspicious package	Breach of internal or external security	Exposed to fire	Externalising behaviour	Fire Alarm - false alarm	Fire alarm -incident	Gas incident	Inappropriate Communication /abuse	Injured by an animal	Medication Error	Misuse of equipment	Other	Physical injury or violence	Property, equipment or plant damage	Property, equipment or plant failure	Slip, Trip, Fall Same Level	Struck against	Struck by object	Threatened with a weapon	Threatening behaviour	Unacceptable behaviour	Unsafe structure	Total
1	1	21	1	63	4	1	1	14	1	1	3	23	48	2	1	3	1	3	2	14	73	2	284

Reported Incidents

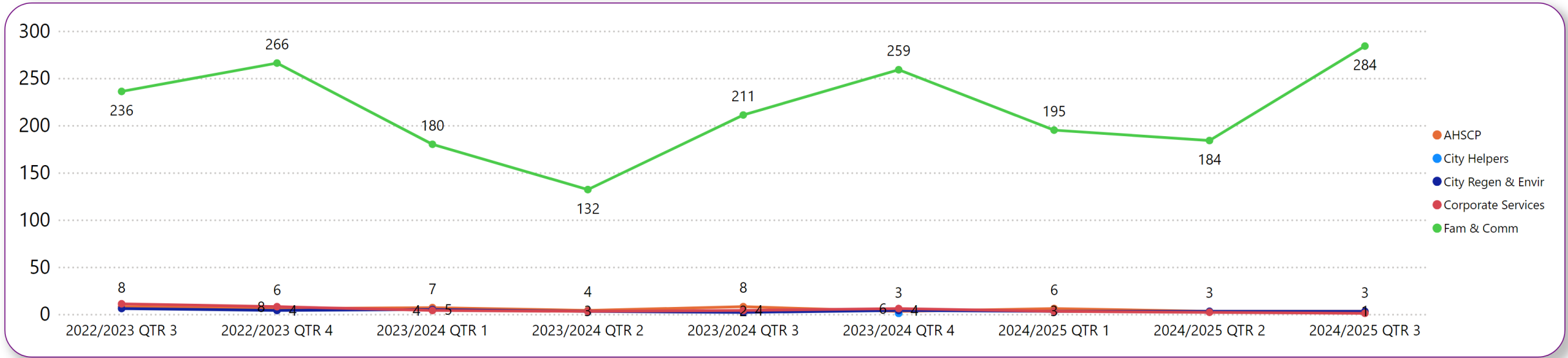
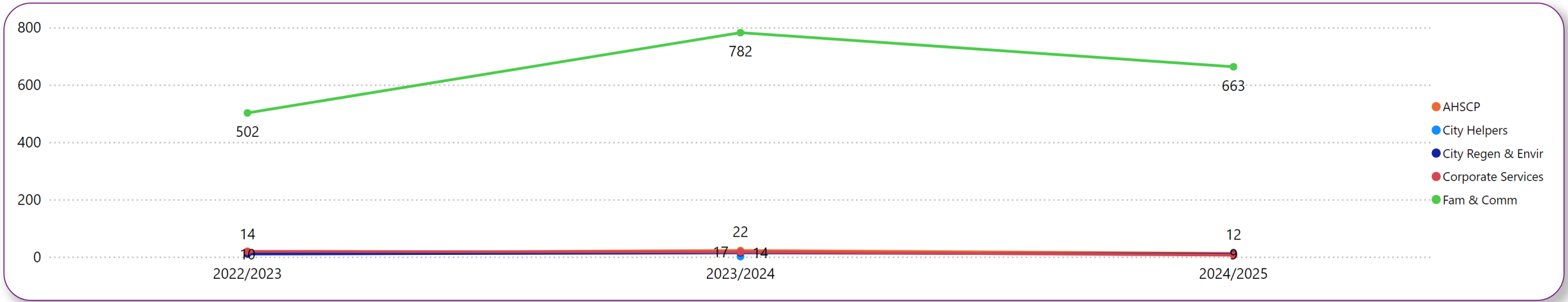
From Q3 2022/23 to Q3 2024/25

The tables provides information on the **total number** of incidents from 2022/23 to 2024/25 to Function level.



Reported Near Miss From Q3 2022/23 to Q3 2024/25

The tables provides information on the **total number** of near misses from 2022/23 to 2024/25 to Function level.



Reported Incidents in Schools
(2023 & 2024)

The tables below provide information on the number of reported incidents in Schools each week during 2023 and 2024. Those weeks with red markers represent incidents (if any), noted during the Easter, Summer, October and Christmas holidays.

