

Staff Governance Health & Safety Report

Quarter 4 2024/2025 (Jan 25 to Mar 25)

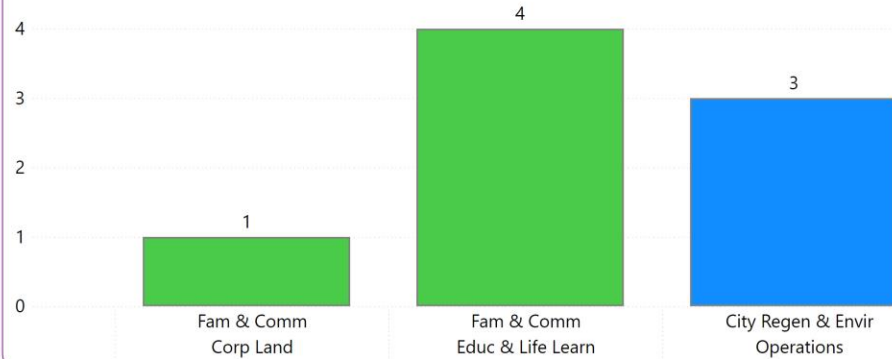
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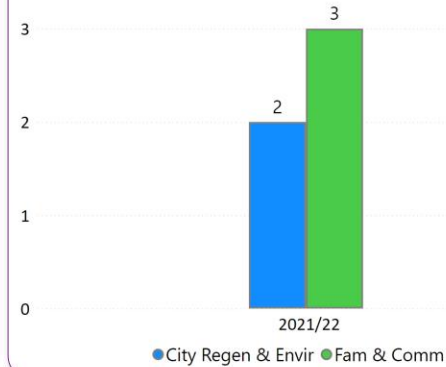
Reported H&S Incidents (Employee) Between Jan to Mar 2025

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 4 comparison for each Function from 2021/22 to 2023/24 where applicable.

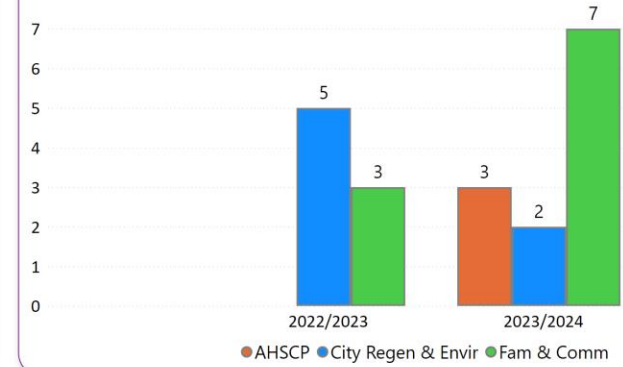
RIDDOR Reportable Employee



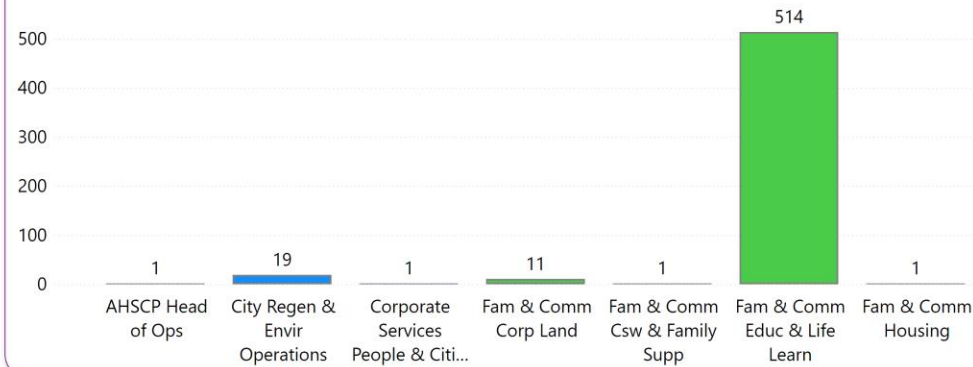
RIDDOR Reportable Employee 2021/22 (Comparison)



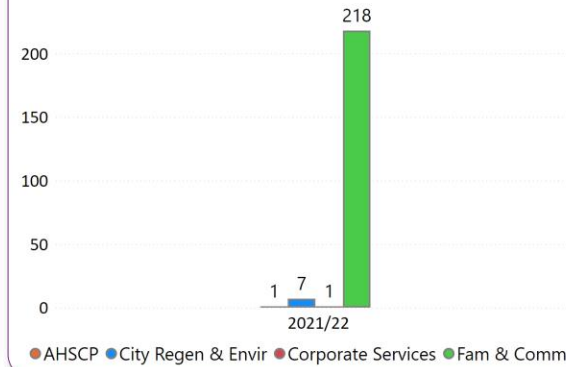
RIDDOR Reportable Employee 2022/23 & 2023/24 (Comparison)



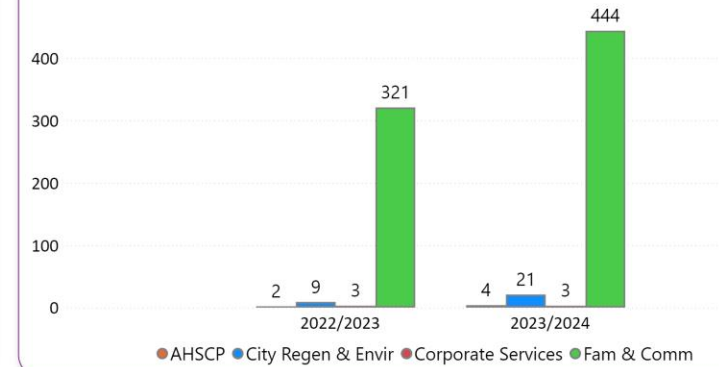
Non RIDDOR Reportable Employee



Non RIDDOR Reportable Employee 2021/22 (Comparison)



Non RIDDOR Reportable Employee 2022/23 & 2023/24 (Comparison)



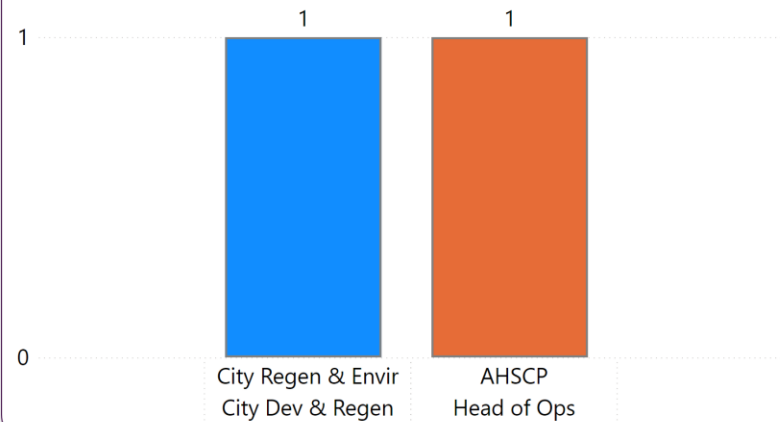
Employee Incident Information

RIDDOR reportable incidents are reduced from 10 to 8 for same period last year. Incidents reported have increased from 472 to 535, an increase of 13% in last year with majority being within Education. Causation still falls mainly into categories which are a result of pupil behaviours. The trend appears to be for the two years figures available that reporting increases from quarter 2 of both years until quarter 4 at which point the figures reduce again creating a wave pattern of incident reporting.

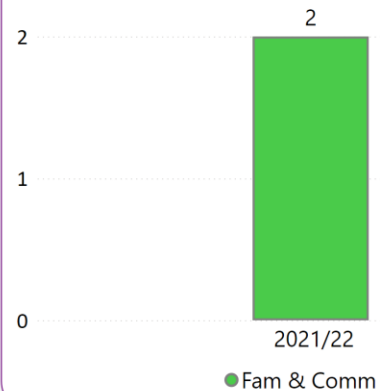
Reported H&S Incidents (Third Party) Between Jan to March 2025

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 4 comparison for each function from 2021/22 to 2023/24 where applicable.

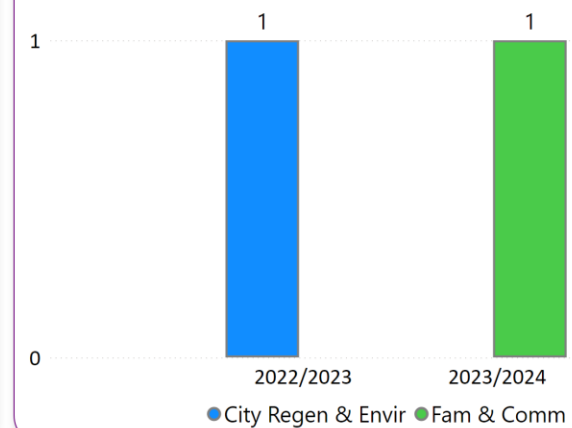
RIDDOR Reportable Non Employee



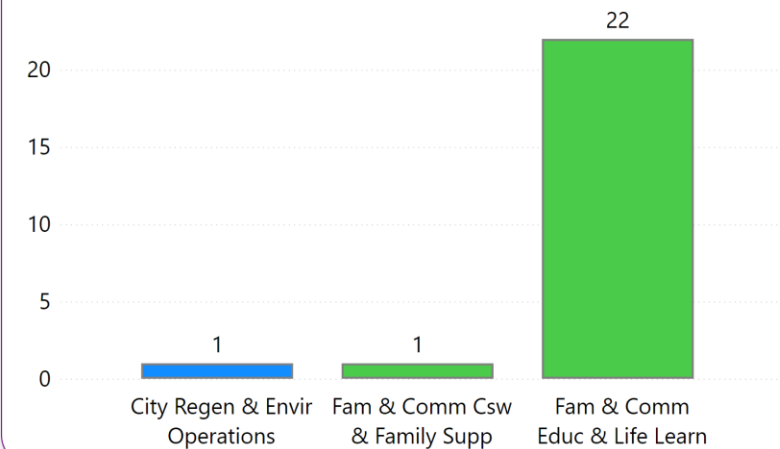
RIDDOR Reportable Non Employee 2021/22 (Comparison)



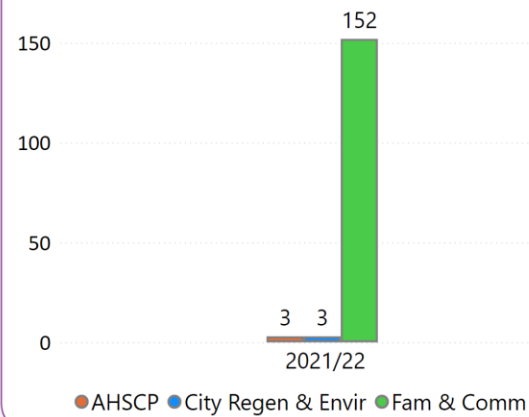
RIDDOR Reportable Non Employee 2022/23 & 2023/24 (Comparison)



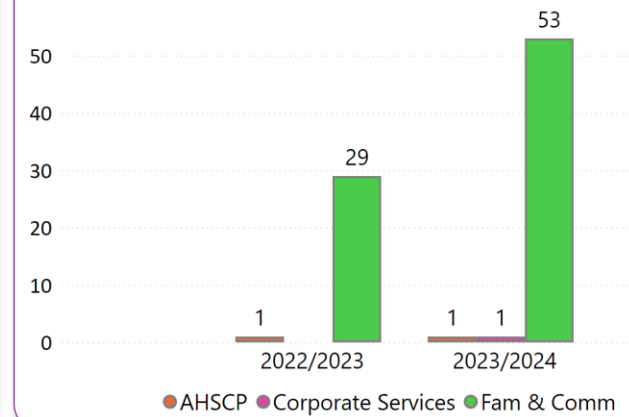
Non RIDDOR Reportable Non Employee



Non RIDDOR Reportable Non Employee 2021/22 (Comparison)

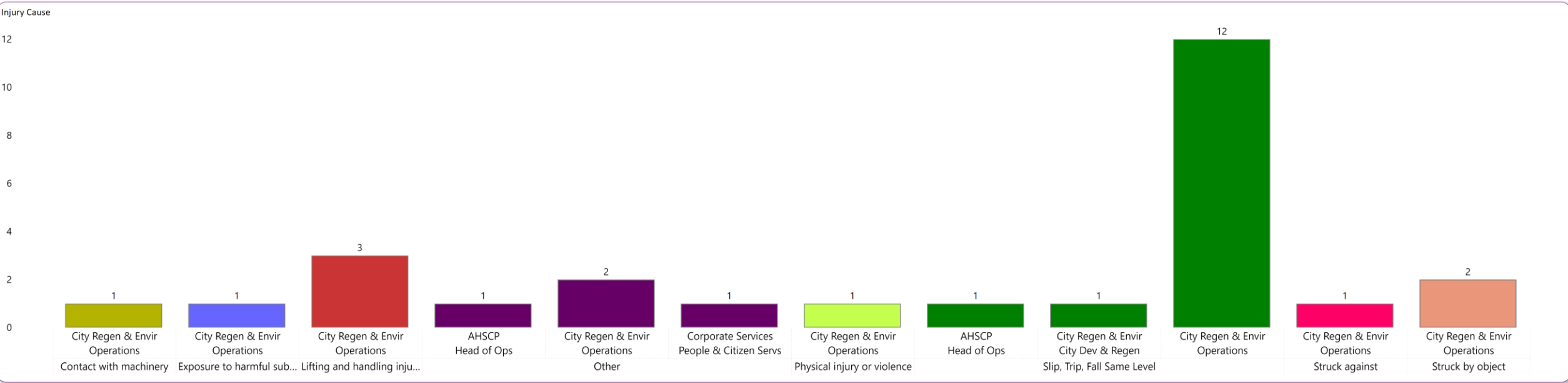


Non RIDDOR Reportable Non Employee 2022/23 & 2023/24 (Comparison)



H&S Incident Causation
Reported between Jan to March 2025

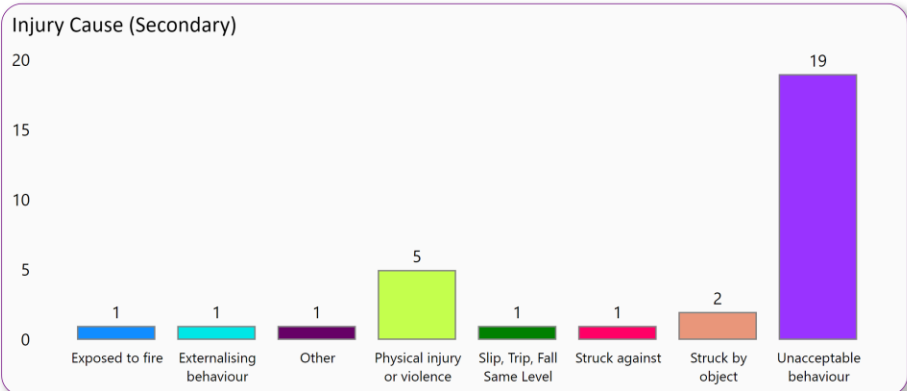
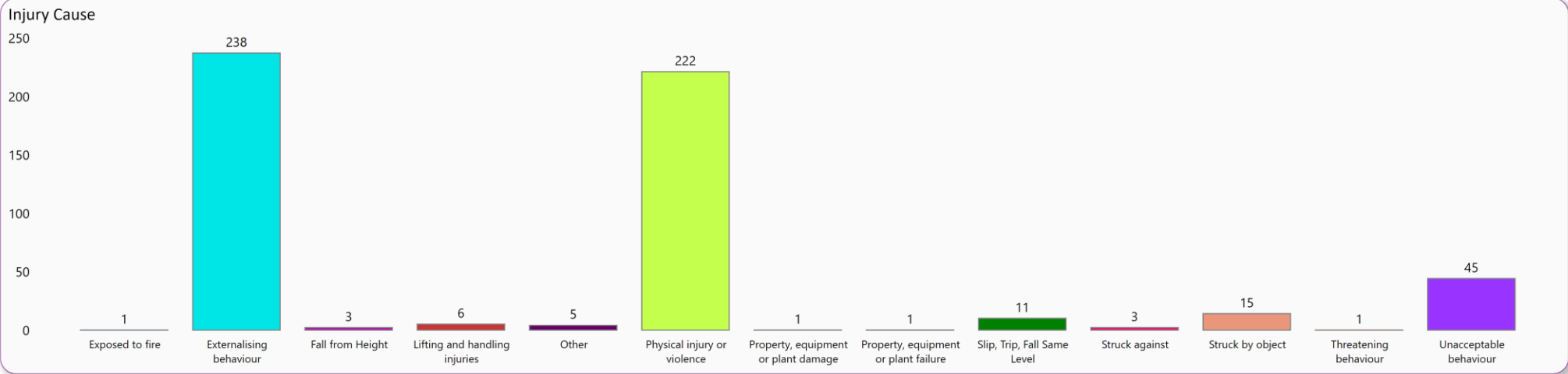
The table shows incident causation for each Cluster for this reporting period apart from Families & Communities, which is covered in the next page.



Injury Cause								
Contact with machinery	Exposure to harmful substance	Lifting and handling injuries	Other	Physical injury or violence	Slip, Trip, Fall Same Level	Struck against	Struck by object	Total
1	1	3	4	1	14	1	2	27

Families & Communities reported H&S Incidents
Between Jan to March 2025

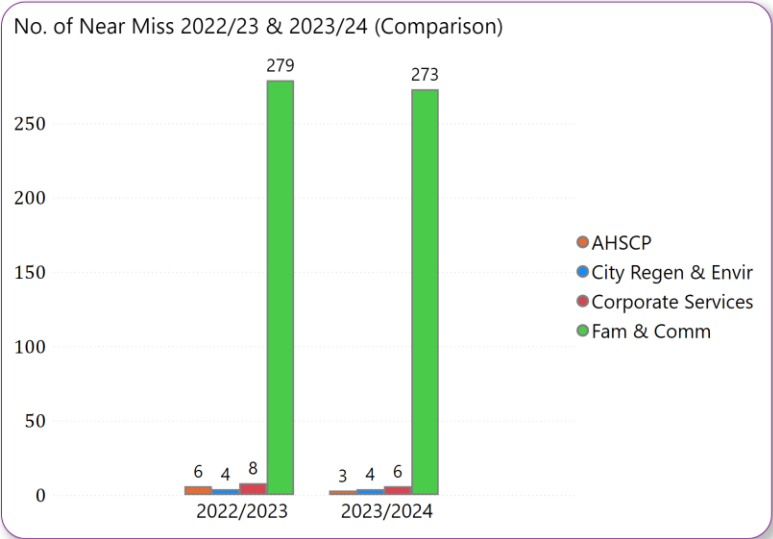
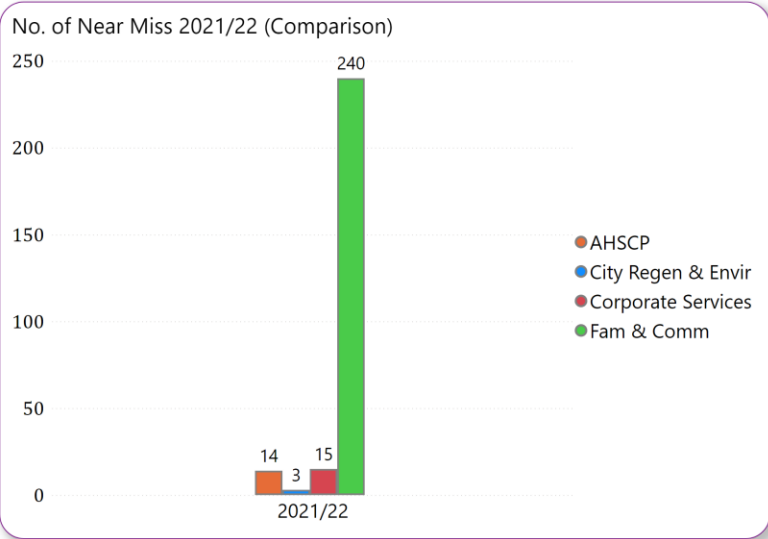
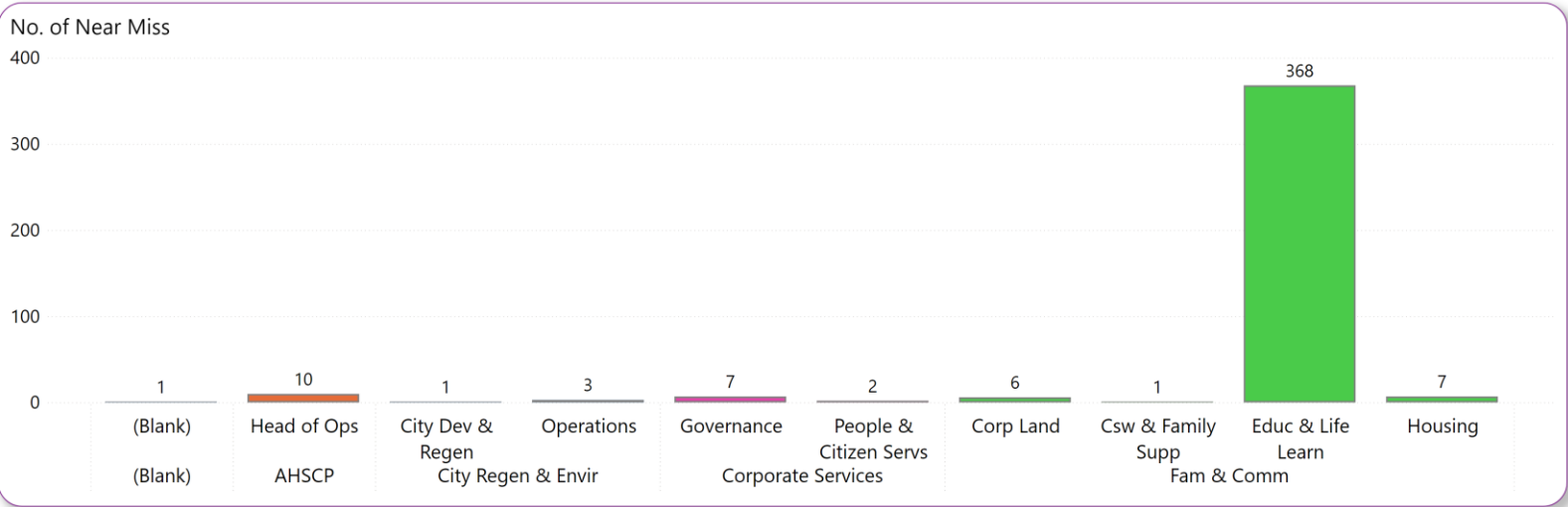
The following tables give a breakdown of Families & Communities Incidents.



Injury Cause													
Exposed to fire	Externalising behaviour	Fall from Height	Lifting and handling injuries	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	Threatening behaviour	Unacceptable behaviour	Total
1	238	3	6	5	222	1	1	11	3	15	1	45	552

Reported H&S Near Miss
Between Jan to March 2025

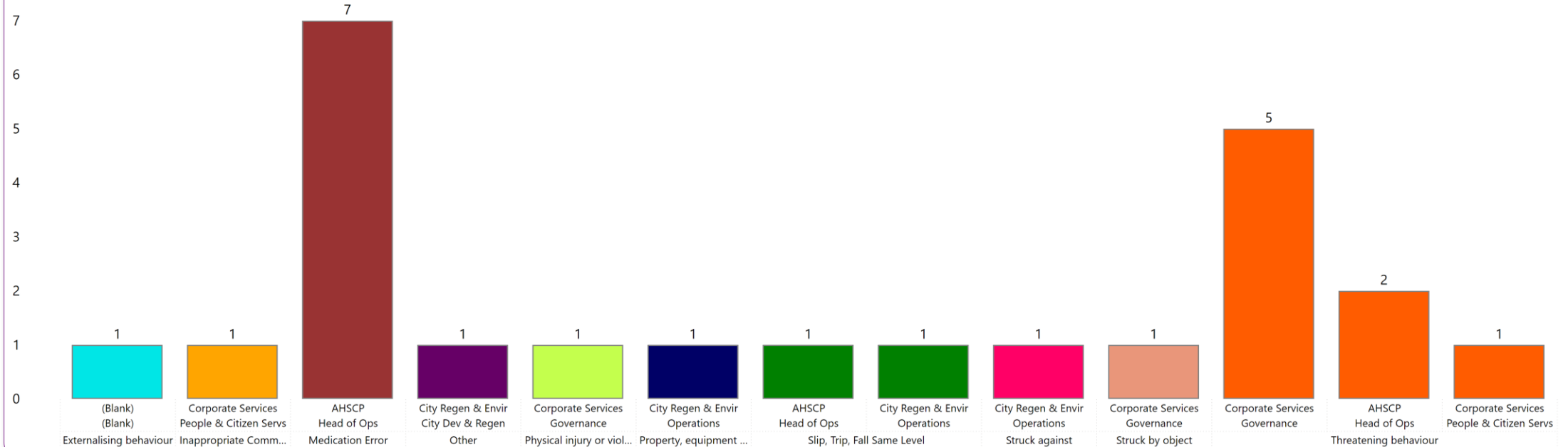
The tables below show information in relation to employee and non-employee Near Misses.
Top table: Total Near Misses for this reporting period for each Cluster. Bottom tables: quarter 4 comparison of Near Misses for each Function from 2021/22 to 2023/24.



Reported H&S Near Miss (Causation) Between Jan to March 2025

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 Causation



Near Miss Cause

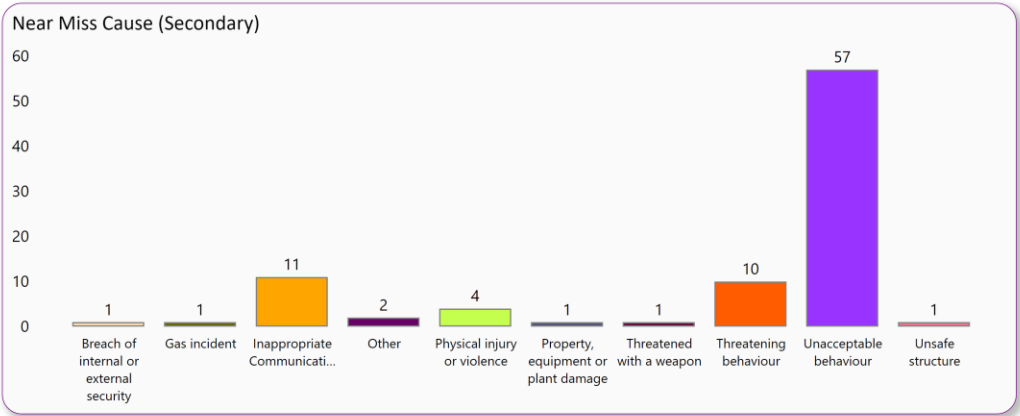
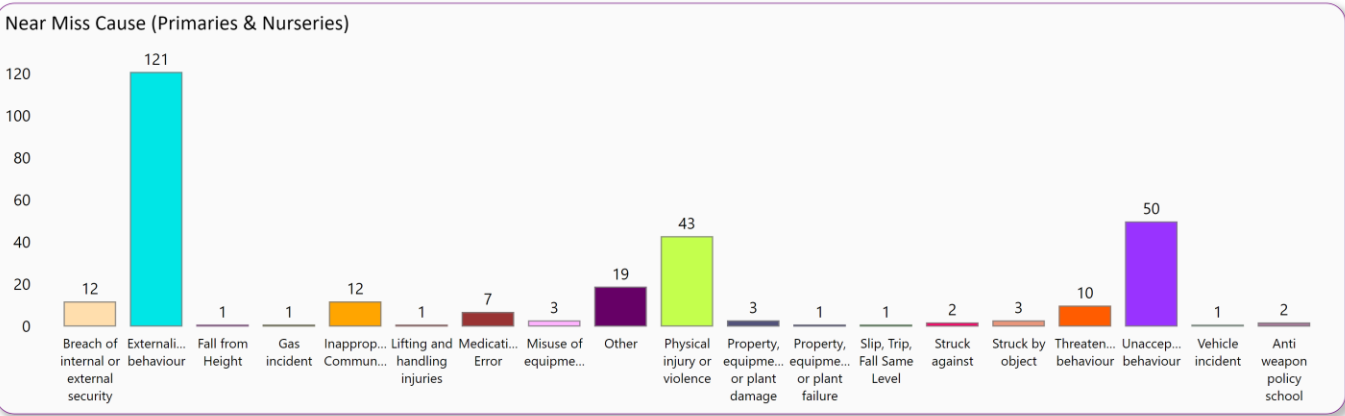
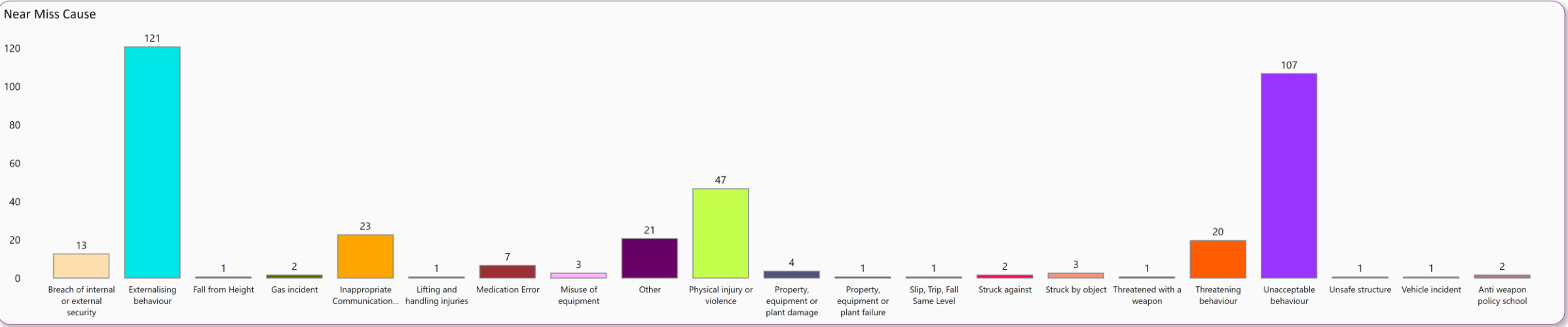
Externalising behaviour	Inappropriate Communication/abuse	Medication Error	Other	Physical injury or violence	Property, equipment or plant failure	Slip, Trip, Fall Same Level	Struck against	Struck by object	Threatening behaviour	Total
1	1	7	1	1	1	2	1	1	8	24

Near Miss

Near misses have increased from 286 to 401 over the corresponding periods, an increase of 40%. As with incidents the majority are reported from within Education and the causation is again those categories which are a result of pupil behaviours. As with incident trends the wave pattern shows the same rise and fall of reporting over the same periods with reductions across April to September, which could possibly be as this runs across the main holiday periods within schools

Families & Communities reported H&S Near Miss
Between Jan to March 2025

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

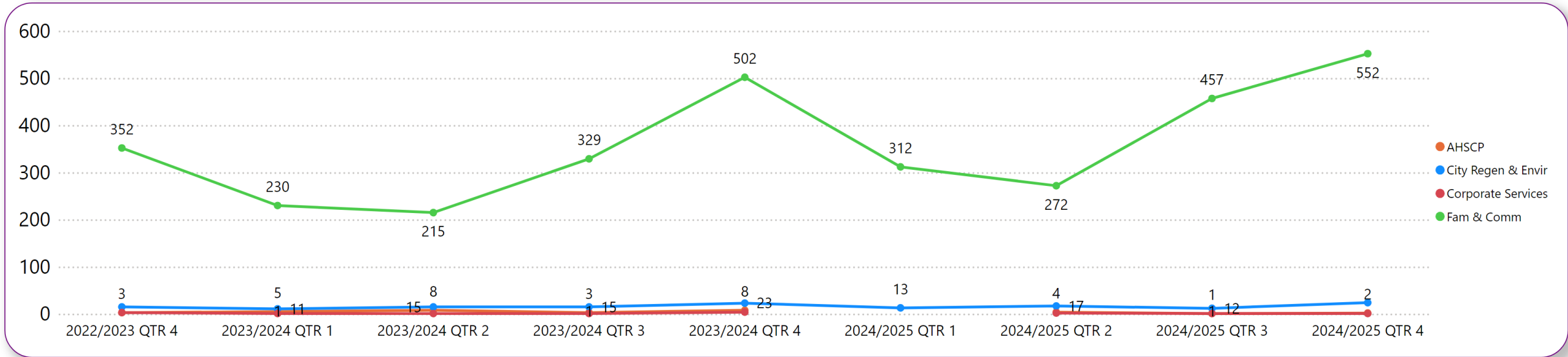
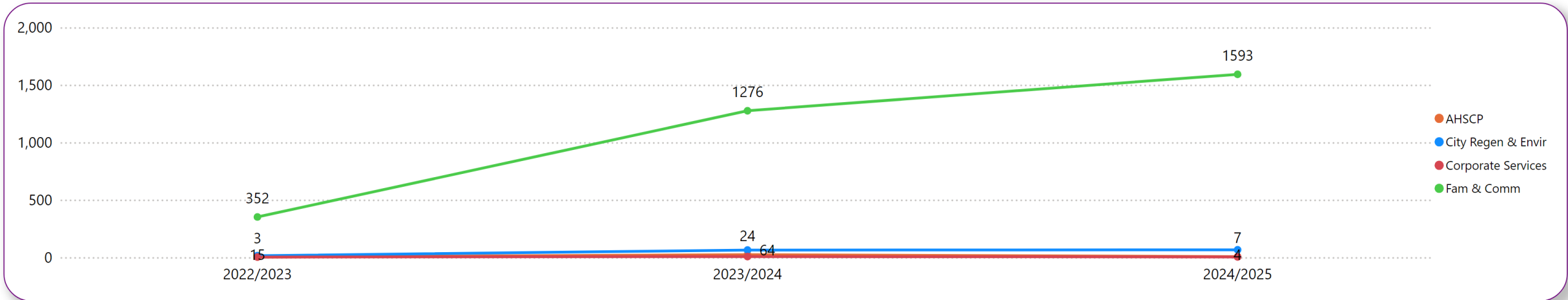


Near Miss Cause																					
anti weapon policy school	Breach of internal or external security	Externalising behaviour	Fall from Height	Gas incident	Inappropriate Communication/abuse	Lifting and handling injuries	Medication Error	Misuse of equipment	Other	Physical injury or violence	Property, 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	Vehicle incident	Total
2	13	121	1	2	23	1	7	3	21	47	4	1	1	2	3	1	20	107	1	1	382

Reported Incidents

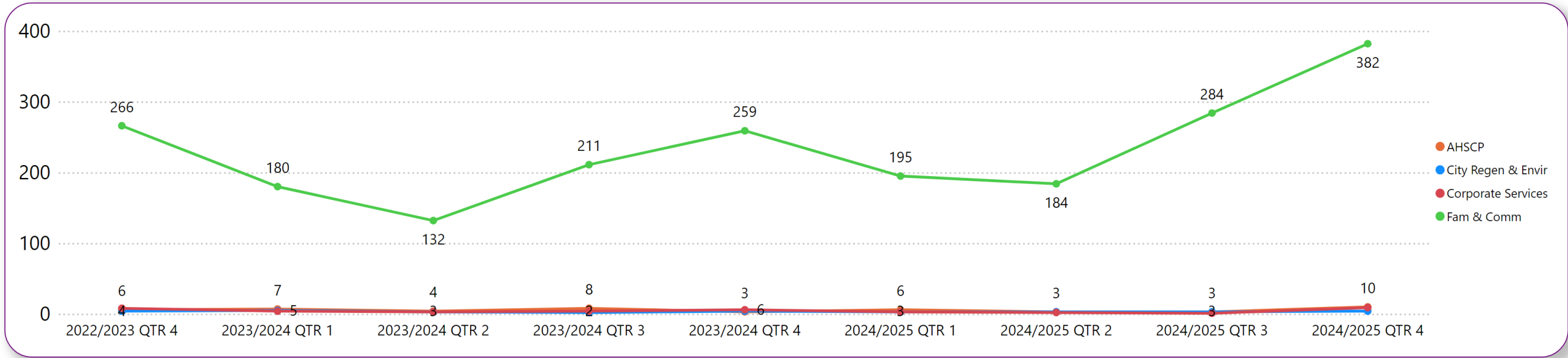
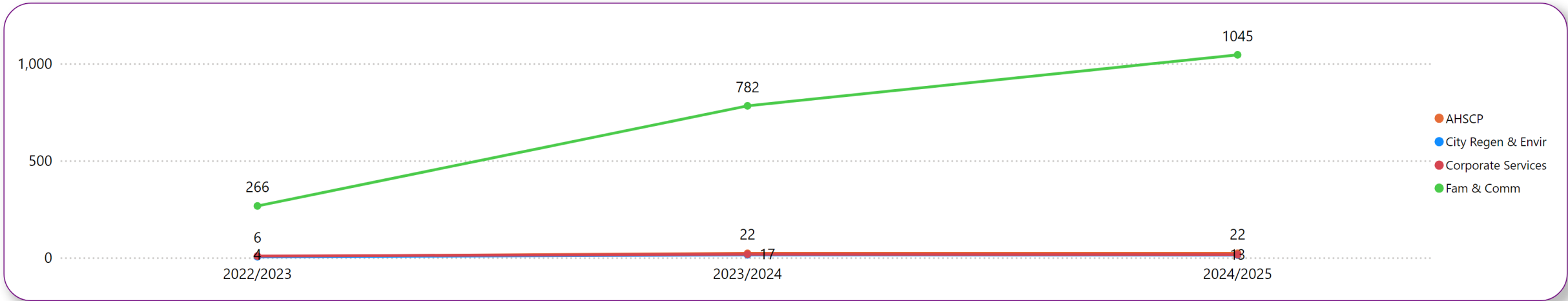
From Q4 2022/23 to Q4 2024/25

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



Reported Near Miss From Q4 2022/23 to Q4 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.

