

# Staff Governance Health & Safety Report

## Quarter 1 2025/2026 (Apr 25 to Jun 25)

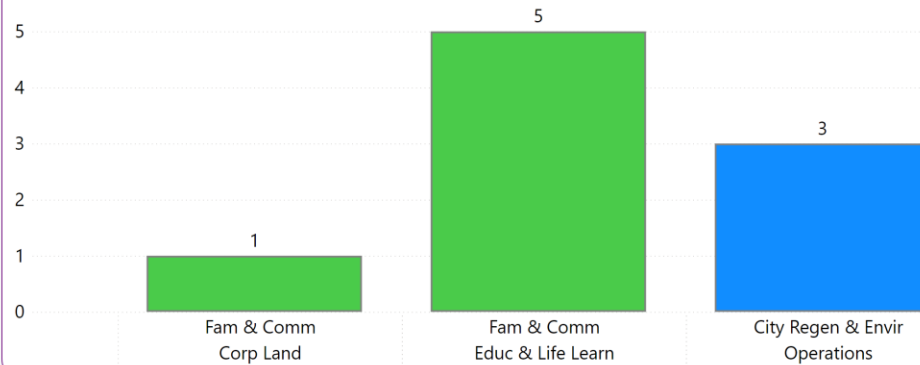
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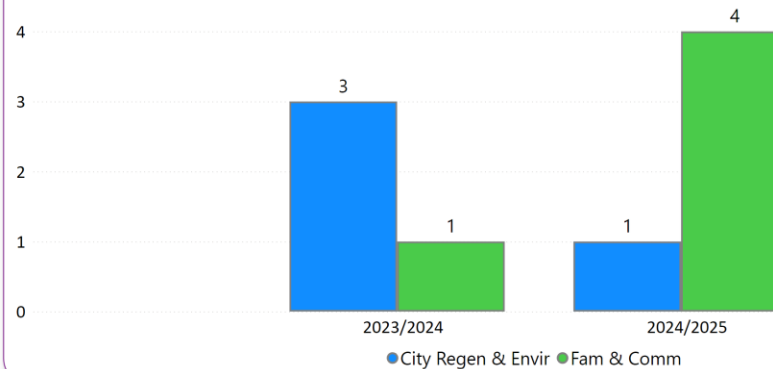
## Reported H&S Incidents (Employee) Between Apr to Jun 2025

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 1 comparison for each Function from 2023/24 to 2024/25 where applicable.

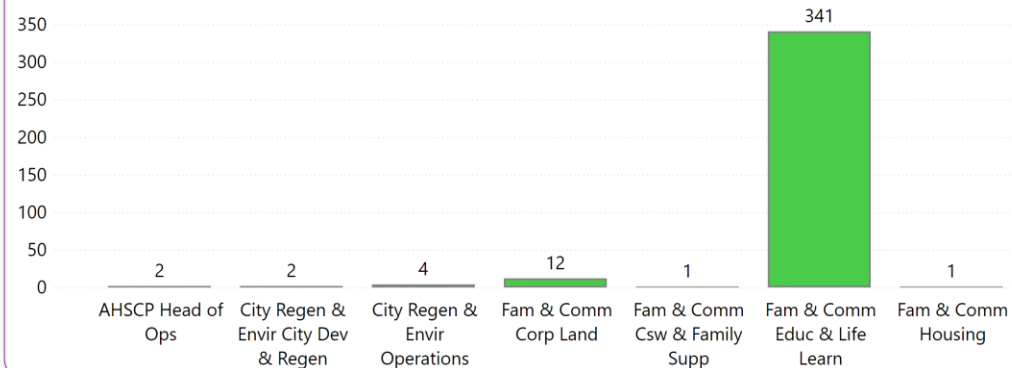
RIDDOR Reportable Employee



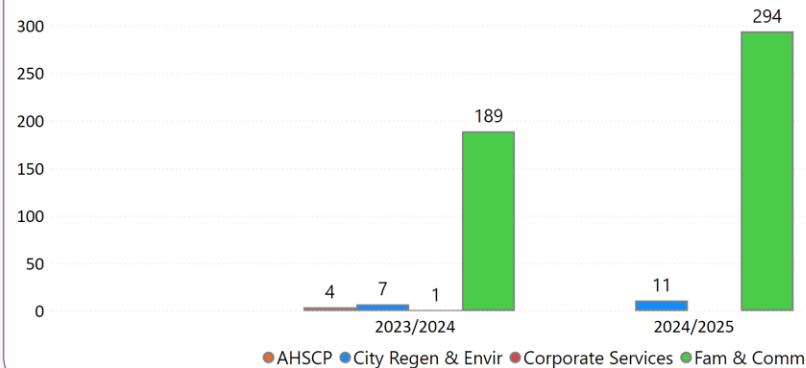
RIDDOR Reportable Employee 2023/24 & 2024/25 (Comparison)



Non RIDDOR Reportable Employee



Non RIDDOR Reportable Employee 2023/24 & 2024/25 (Comparison)



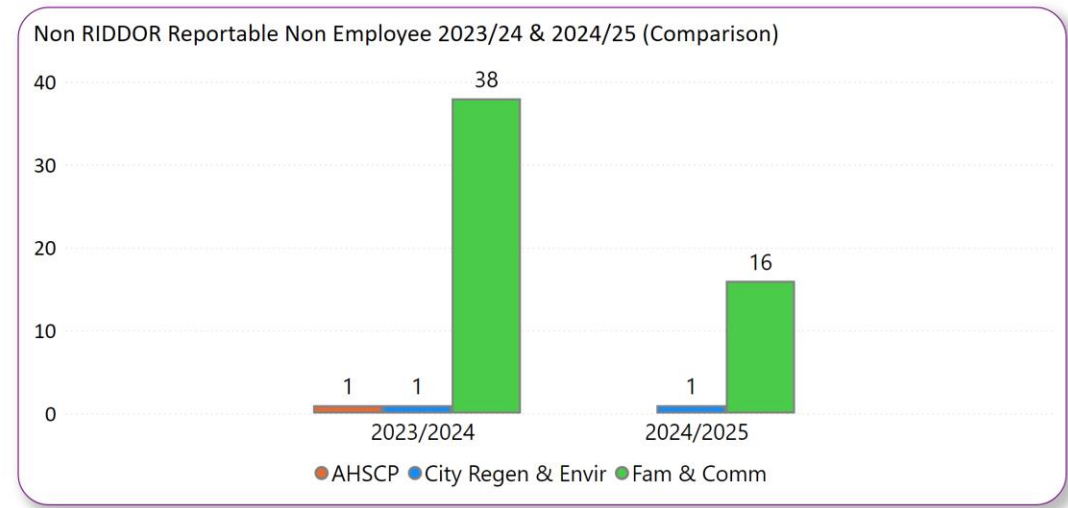
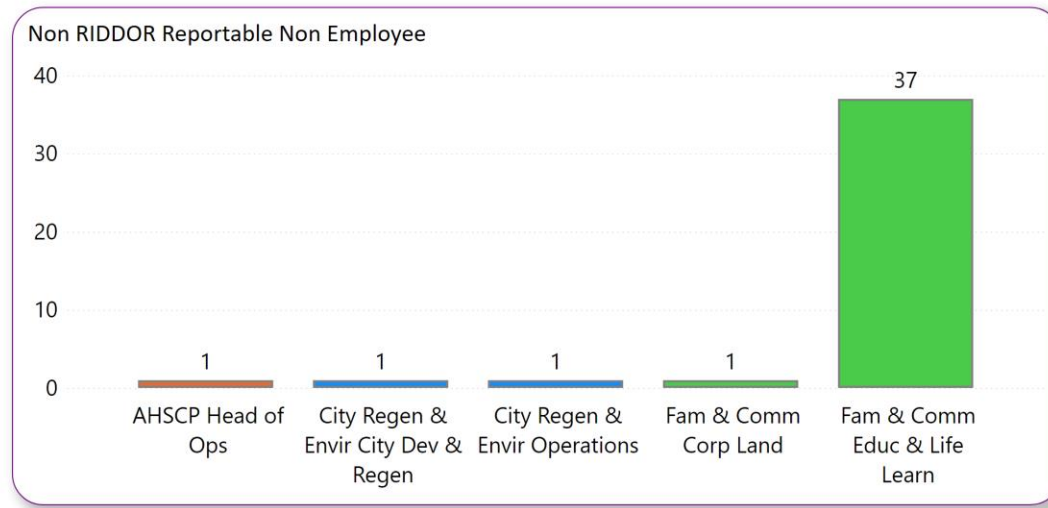
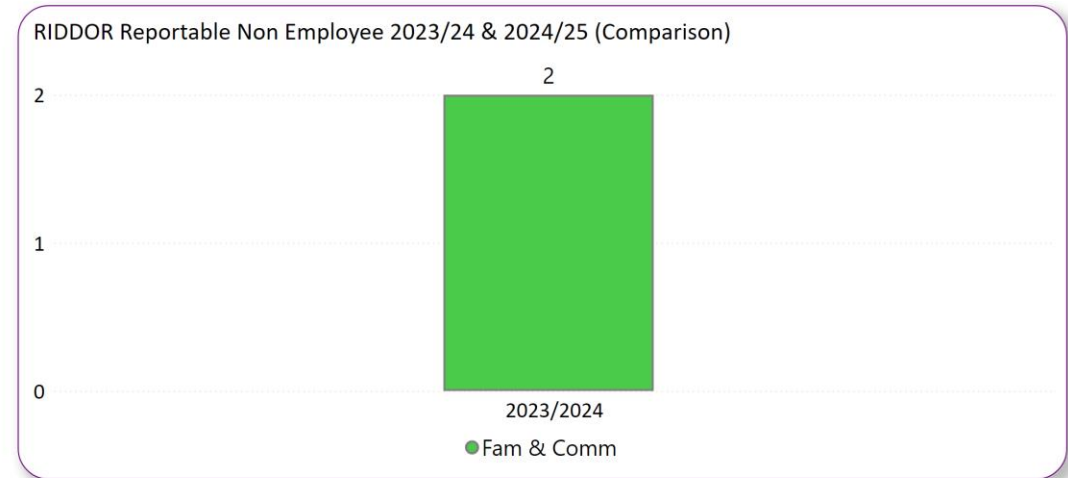
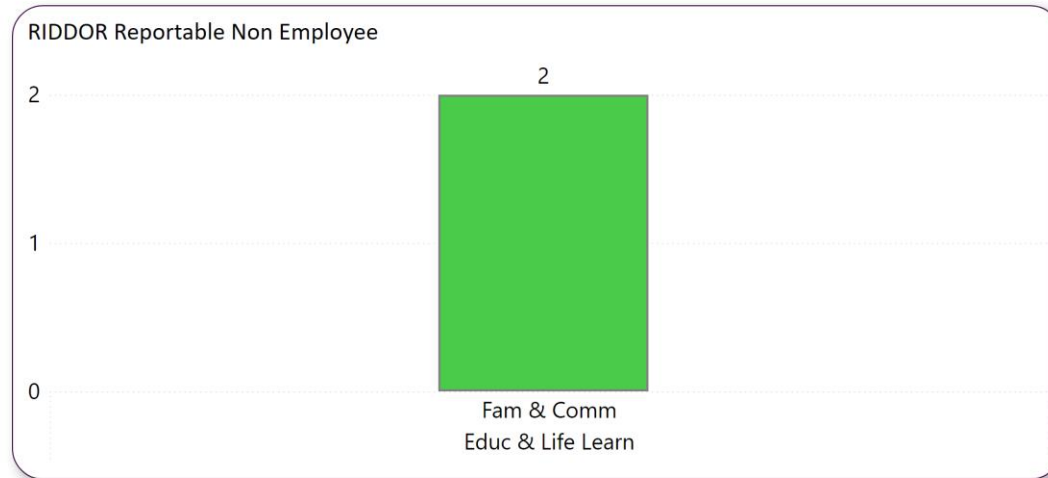
### Employee Incident Information

The number of incidents in Education has increased from the previous years corresponding quarter with the main causes being physical injury and violence, externalising behaviour and unacceptable behaviour. These increases are potentially down to the work which continues to be 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 9 of the report a line graph is detailed to show the levels of reporting at points throughout the year for each Function. As previous years the figures drop in the 1st quarter of the year. The figures rise in quarter 4 due to return from Christmas break and as the children's regulation improves the figures drop. First quarter figures historically in the previous 2 years appear to be around 1/4 of the total for the year directly preceding. There is no obvious reason for this but there is a trend appearing.

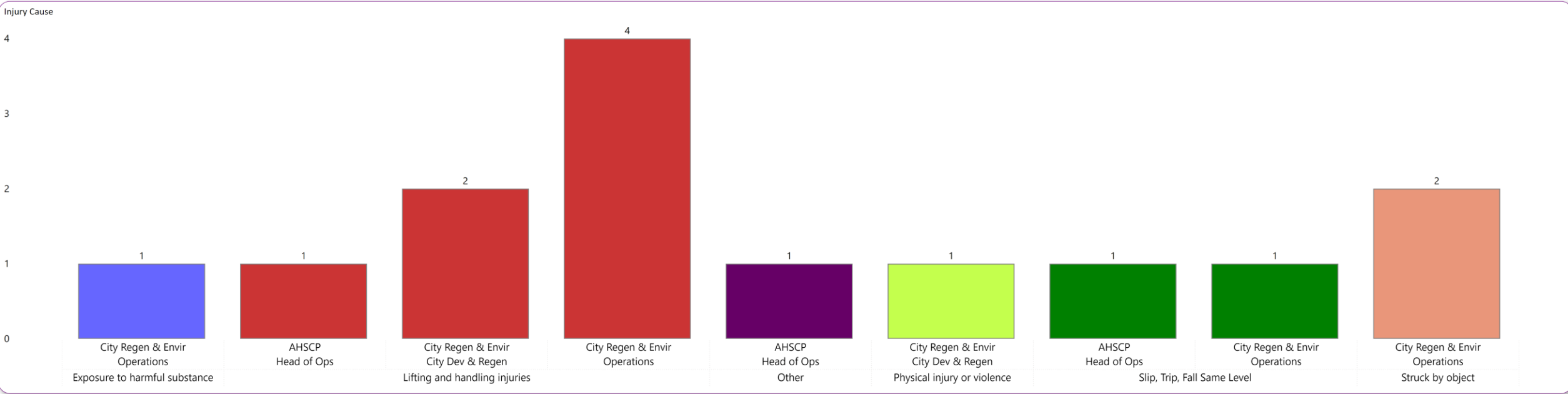
## Reported H&S Incidents (Third Party) Between Apr to Jun 2025

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 1 comparison for each function from 2023/24 to 2024/25 where applicable.



H&S Incident Causation  
Reported between Apr to Jun 2025

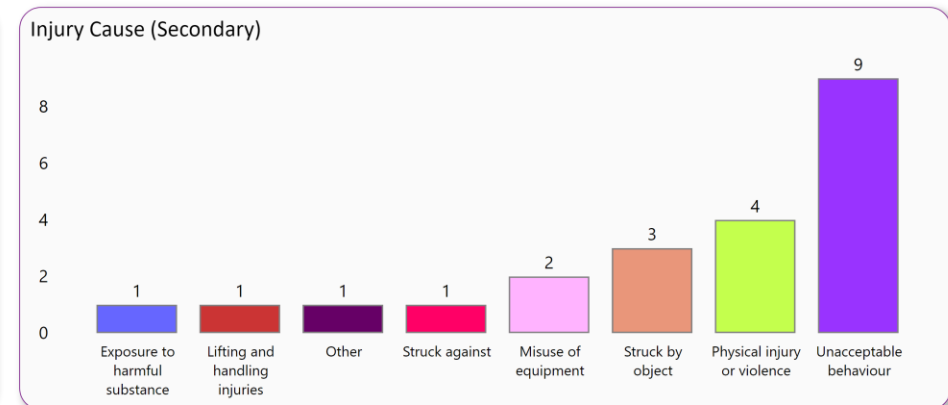
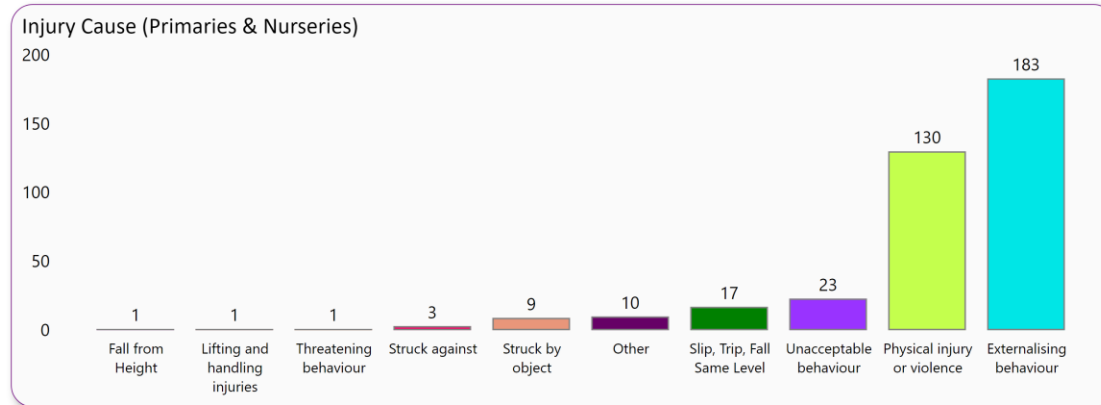
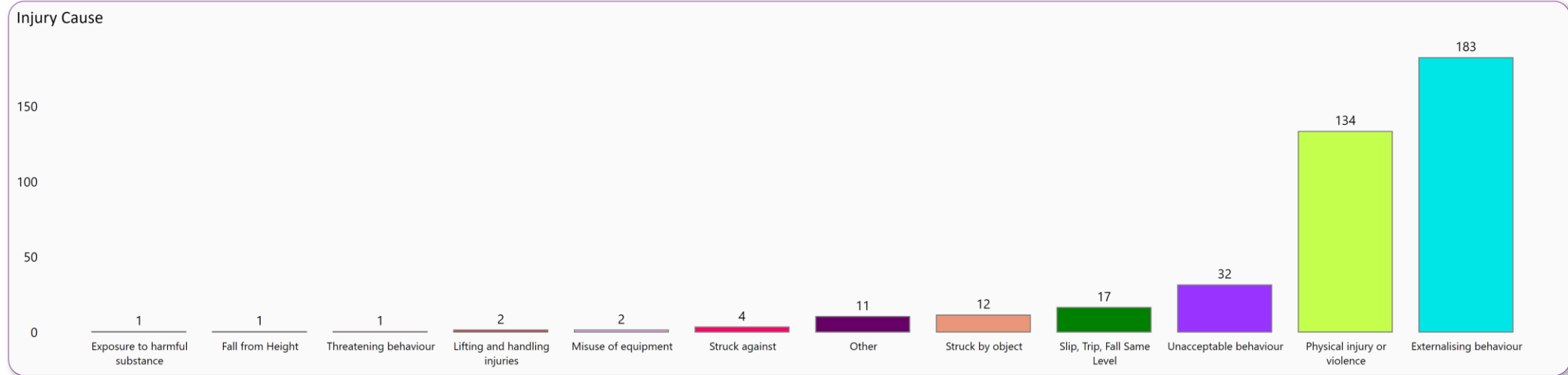
The table shows incident causation for each Cluster for this reporting period apart from Families & Communities, which is covered in the next page.



Injury Cause							
	Exposure to harmful substance	Lifting and handling injuries	Other	Physical injury or violence	Slip, Trip, Fall Same Level	Struck by object	Total
	1	7	1	1	2	2	14

## Families & Communities reported H&S Incidents Between Apr to Jun 2025

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

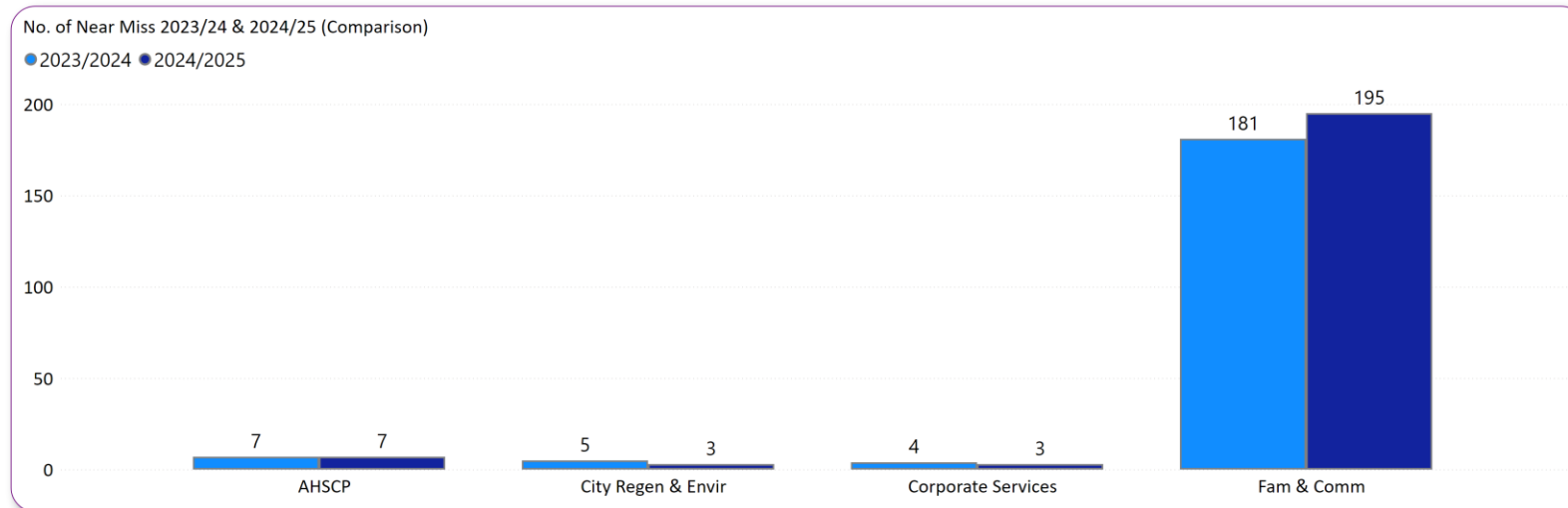
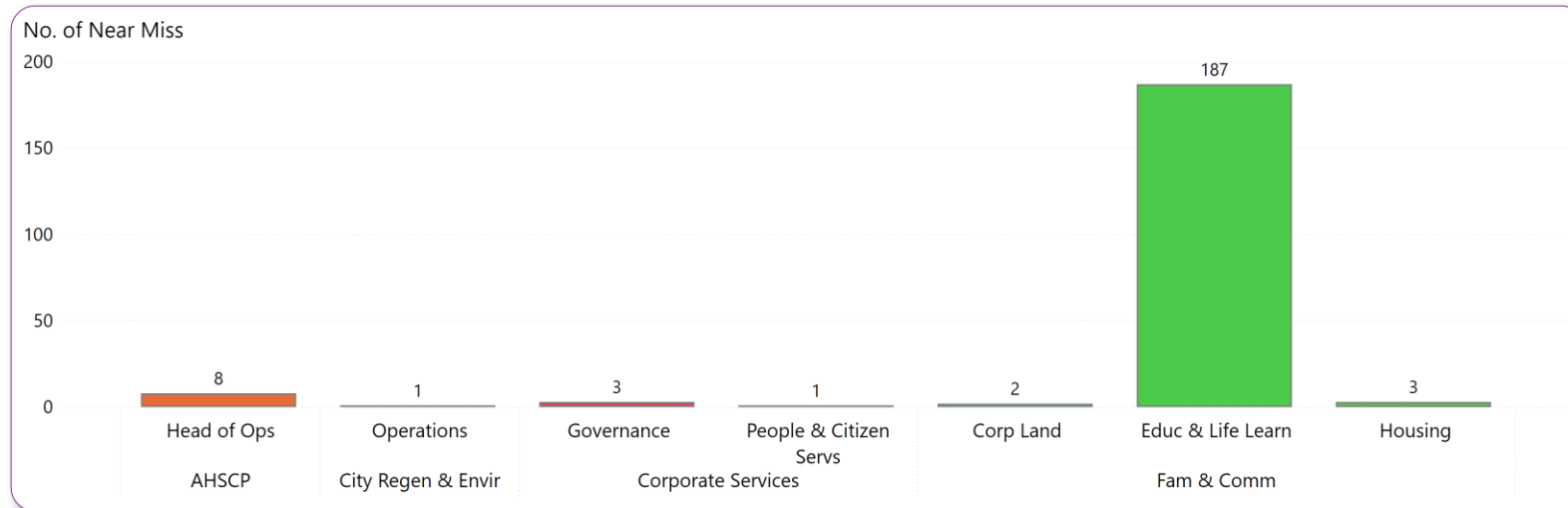


Injury Cause													
	Exposure to harmful substance	Fall from Height	Threatening behaviour	Lifting and handling injuries	Misuse of equipment	Struck against	Other	Struck by object	Slip, Trip, Fall Same Level	Unacceptable behaviour	Physical injury or violence	Externalising behaviour	Total
	1	1	1	2	2	4	11	12	17	32	134	183	400

## Reported H&S Near Miss Between Apr to Jun 2025

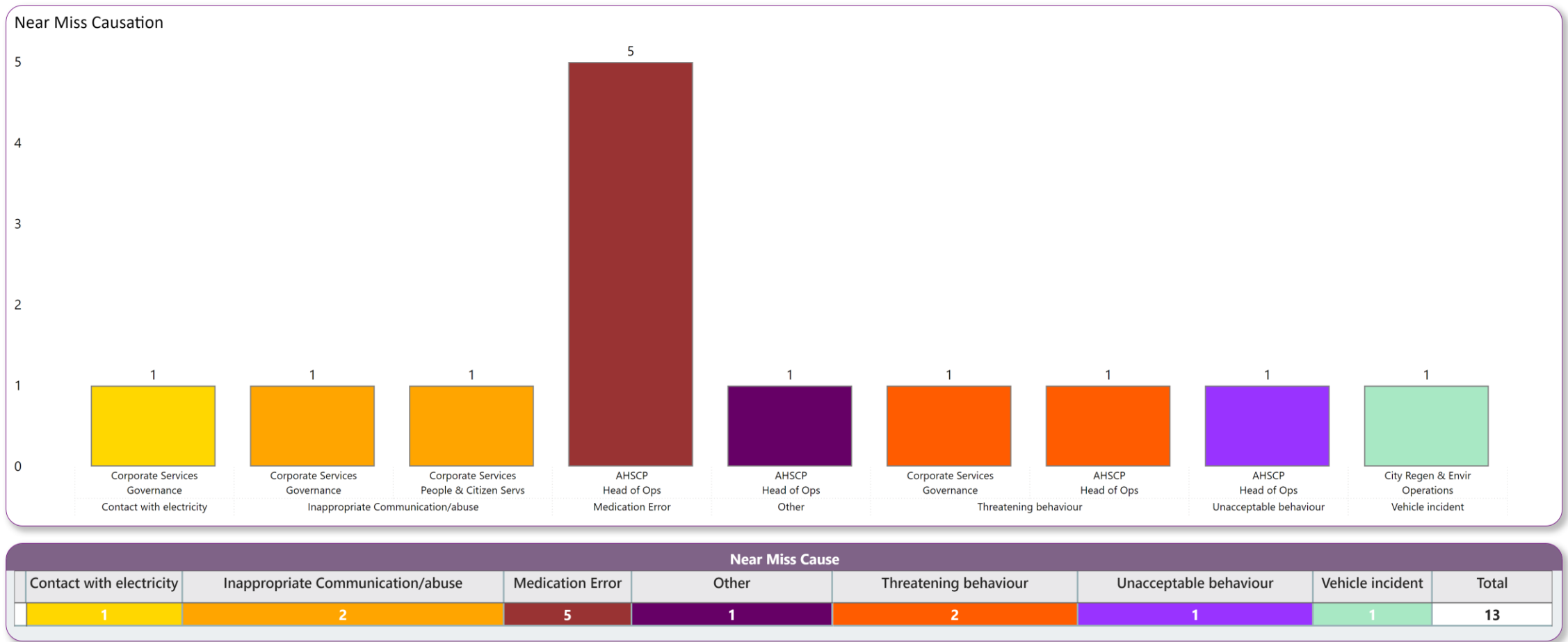
The tables below show information in relation to employee and non-employee Near Misses.

Top table: Total Near Misses for this reporting period for each Cluster. Bottom tables: quarter 1 comparison of Near Misses for each Function from 2023/24 to 2024/25.



# Reported H&S Near Miss (Causation) Between Apr to Jun 2025

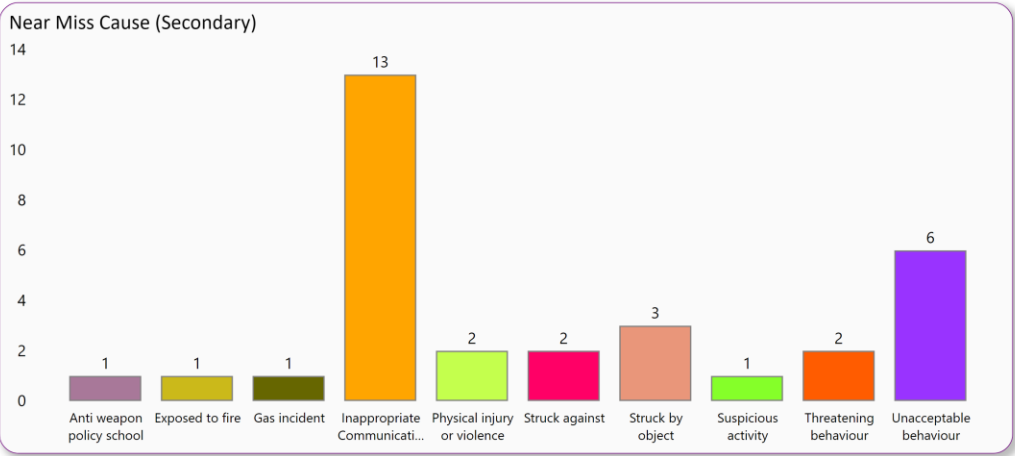
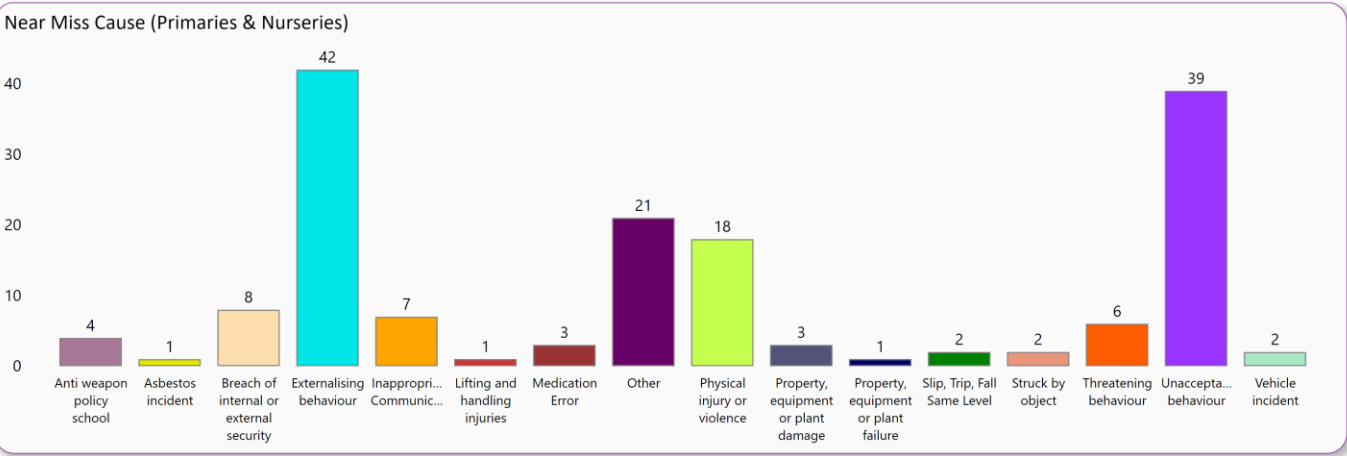
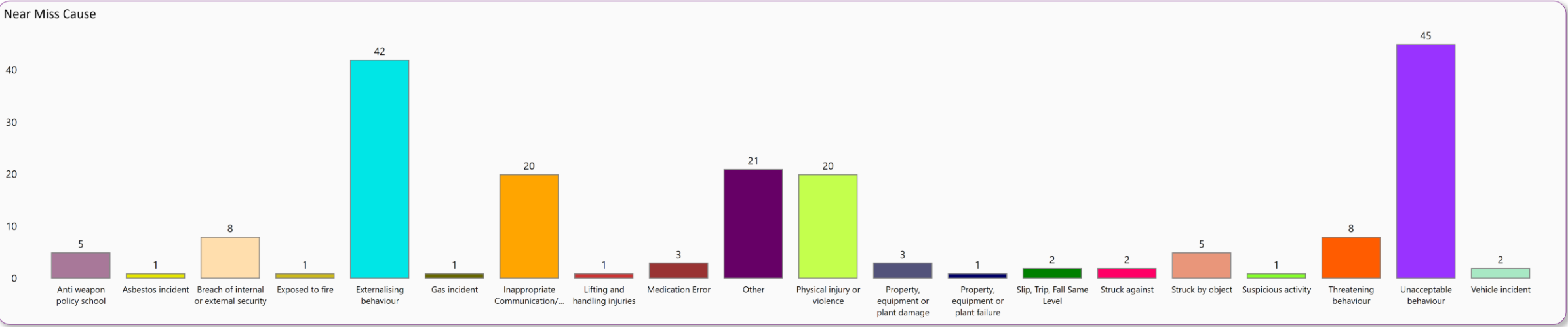
The table below shows information to a Function and Cluster level for employee and non-employee Near Misses apart from Families & Communities, which is covered in the next page.



**Near Miss**  
Near miss figures in Education have actually reduced slightly from the same quarter last year. There is also the large reduction from the previous quarter which again may be down to the children being at school for the term between the two longest holiday periods and being more regulated due to the normal school routine.  
Medication: there were 5 reports where a service user did not receive the correct medication. They all involved under provision. A fuller description of the process is given in the report

Families & Communities reported H&S Near Miss  
Between Apr to Jun 2025

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



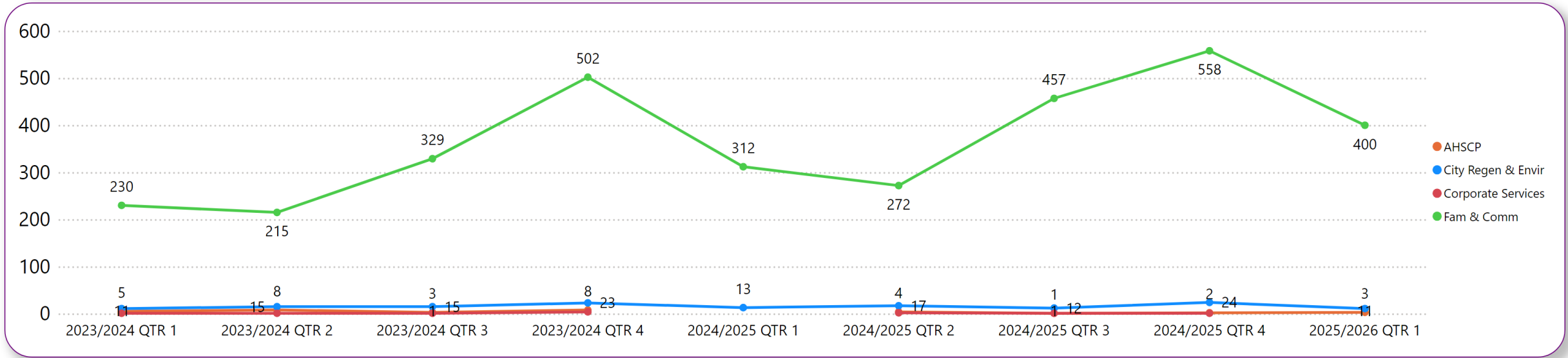
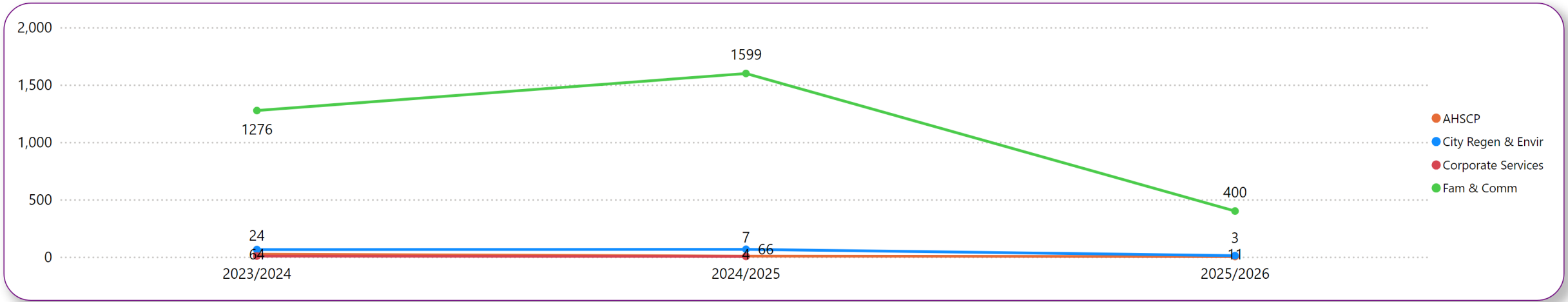
Near Miss Cause																				
anti weapon policy school	Asbestos incident	Breach of internal or external security	Exposed to fire	Externalising behaviour	Gas incident	Inappropriate Communication/abuse	Lifting and handling injuries	Medication Error	Other	Physical injury or violence	Property, equipment or plant damage	Property, equipment or plant failure	Slip, Trip, Fall Same Level	Struck against	Struck by object	Suspicious activity	Threatening behaviour	Unacceptable behaviour	Vehicle incident	Total
5	1	8	1	42	1	20	1	3	21	20	3	1	2	2	5	1	8	45	2	192



# Reported Incidents

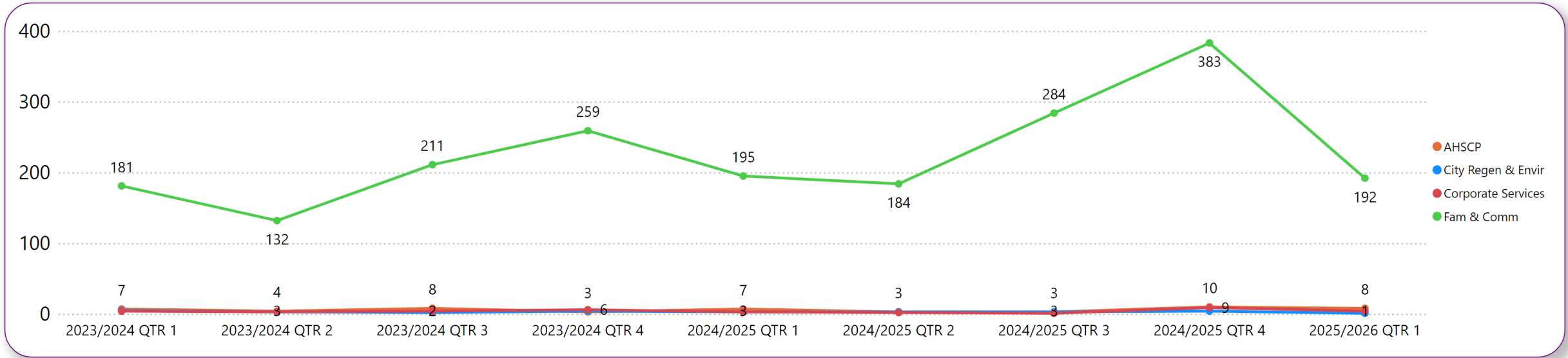
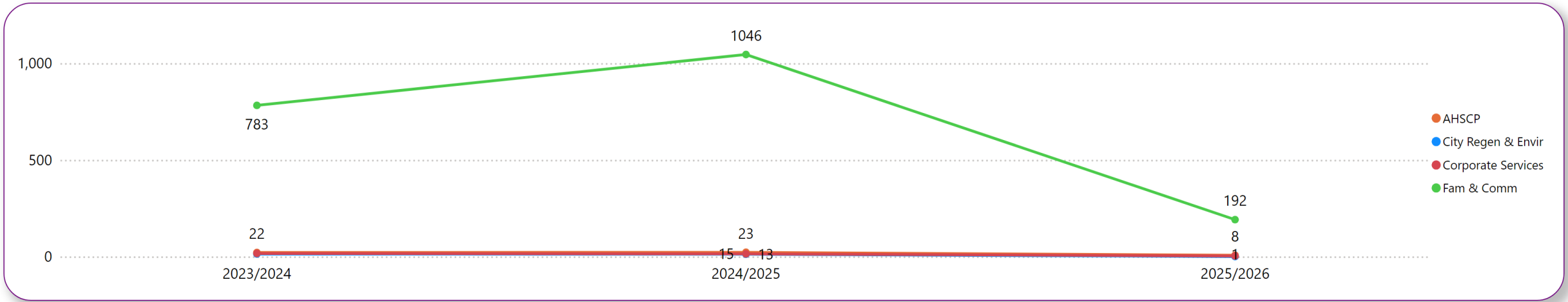
## From Q1 2023/24 to Q1 2025/26

The tables provides information on the **total number** of incidents from 2023/24 to 2025/26 to Function level.



# Reported Near Miss From Q1 2023/24 to Q1 2025/26

The tables provides information on the **total number** of near misses from 2023/24 to 2025/26 to Function level.



Reported Incidents in Schools  
(2024 & 2025)

The tables below provide information on the number of reported incidents in Schools each week during 2024 and 2025. Those weeks with red markers represent incidents (if any), noted during the Easter, Summer, October and Christmas holidays.

