

<b>Meeting</b>	<b>SPA People Committee</b>
<b>Date</b>	<b>30 November 2021</b>
<b>Location</b>	<b>Video Conference</b>
<b>Title of Paper</b>	<b>Health &amp; Safety Report Quarter 2 2021</b>
<b>Presented By</b>	<b>James Bertram, Health &amp; Safety Manager</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached</b>	<b>Appendix A – Data Methodology</b>

## PURPOSE

The purpose of this report is to provide a strategic overview in relation to Health & Safety within the Scottish Police Authority and Police Scotland.

Police Scotland and the Scottish Police Authority have joint responsibility as “duty holders” in many areas and this responsibility is then discharged through the Police Scotland Health and Safety Board. Matters are currently escalated via Executive Members to the SPA People Committee and then to the SPA Board.

Members are invited to discuss the content of this report.

## 1. BACKGROUND

- 1.1 Decisions in relation to Health & Safety are made through a network of local Health & Safety committees/forums within SPA and Police Scotland with national decisions made at the Health & Safety Board which is held quarterly.
- 1.2 The Health & Safety Manager is the legally “competent person” for Police Scotland and SPA providing a joined up approach to all aspects of Health & Safety. This joined up approach is crucial at operational incidents. We operate to the Health & Safety Executive HSG65 standard and the Health & Safety Manager reports directly to the DCC Designate in respect of all Health & Safety and Fire Safety matters.
- 1.3 Significant progress has been made in terms of Health & Safety however we do recognise that many years of work are required in what is a very large organisation. The Health & Safety Manager also represents the organisation at a UK national level with both the Association of Police Safety Advisors and the Health & Safety Group of the National Police Chiefs Council. These groups allow for the sharing of best practice across the country.
- 1.4 As outlined in the SPA/Police Scotland Health & Safety Policy, the Scottish Police Authority has responsibility to ensure that:
- adequate resources under their control are made available to ensure the efficient and effective management of Health & Safety
  - visible leadership, and commitment, is evident in relation to Health & Safety across SPA and Police Scotland
  - appropriate management structures are in place to implement the Policy including governance processes, a robust Health & Safety Management System, committee structures and access to competent sources of Health & Safety advice
  - they are fully engaged with the Chief Constable of Police Scotland in setting the strategic direction for Health & Safety
  - they are sighted on financial and other implications relating to statutory compliance, to enable them to discharge their responsibilities in relation to strategic oversight
  - the policy is reviewed on a regular basis and updated where necessary
- 1.5 There is regular consultation with all Staff Associations and Trade Unions. Any issues raised are usually dealt with at the time with the recognised route for escalation through the Health & Safety Board.

## 2. EXECUTIVE SUMMARY

- Health & Safety Team Staffing - Update
- Update on National Audits – Custody & Productions
- Small Fire in Fleet Workshops
- Small Fire in Stranraer Police Station
- Op Urram (COP 26) update & provisional accident figures
- Op Moonbeam (05 Nov) update & provisional accident figures
- Op Dewclaw (Ayr Explosion) Major Incident
- Control of Noise at Work – Update
- Control of Vibration - Update
- National Health & Safety Board – September
- Successes, delays and concerns for Members

## 2.1 Q2 Statistical Summary

- 399 RIDDOR Reports have now been submitted to the HSE in connection with Covid-19.
- When Covid-19 is excluded we see an increase in RIDDOR numbers across most accident categories.
- The three highest injury types in Q2 were assaults, exposure to hazardous substances and injury during arrest/within custody.
- When we remove the Covid figures we see that reporting for Q2 has increased by 40%. It should be noted that this is a comparison with Q2 last year when the country was affected by lockdown and a graph has been included to show a wider period for trend comparison. As previously covered significant work has been devoted to increasing reporting within the organisation.
  - West – up 56%
  - East – up 40.3%
  - North – up 44.5%
  - Specialist Divisions – down 6%
- The Divisions with the highest number of assaults in Q2 were Q, G & A Divisions.

## 3. Q2 HEALTH AND SAFETY UPDATES

### **3.1 Health & Safety Team - Staffing**

As Members will be aware the Health & Safety Team have been significantly under resourced most of this year and have struggled to recruit. We have now been able to recruit two new members of staff who will be based in the East and are due to start in early January.

### **3.2 National Custody Audits & Production Audits**

Work continues to support CJSD with further Custody Audits at ancillary centre in the North. In addition work is now well underway with Production Audits and recently audits have been carried out at Police Scotland sites Fraserburgh, Inverurie, Portree, Perth, Kirkwall, Lerwick, Elgin, Aviemore and SPA Forensics Production stores are complete with audits carried out at Nelson Street, Rushton Court, Howden Hall and Gartcosh. Dates have been arranged to audit all other production store sites and these are expected to be completed by the end of this financial year. In line with the Custody Audits, these audits are carried out in conjunction with Staff Associations and Trade Unions. Both Custody Audits and Productions Audits were paused for the period of Operation Urram.

### **3.3 Small Fire – Fleet Workshops**

On 02 September a Vehicle Technician working within Fleet Workshops was draining down a diesel vehicle which had been miss fuelled with Petrol. This involved dropping the tank and cleaning out the various contaminated components. The workbench, and cleaning rags were contaminated with petrol. The technician was using his own tools (covered later in this report) which included a battery operated electric ratchet which had recently started jamming. It again jammed mid-task, so in order to repair his equipment, he started to disassemble it on the petrol contaminated workbench which generated a spark, igniting the bench contaminants, the cleaning cloths, some adjacent material and finally the technicians sleeve and arm. This was promptly extinguished by other technicians and a later visit to hospital showed only reddening and no significant skin damage was sustained. A programme of phasing out privately owned tools will be accelerated following this event.

### **3.4 Small Fire – Stranraer Police Office**

At approximately 2230hrs on 21 October 2021 a small fire was detected within Stranraer Police Office. The fire occurred within an ICT server cabinet and the smoke was immediately detected by automatic smoke detection and the fire alarm sounded leading to an evacuation of the few staff within the building at the time. The small fire was extinguished by two police officers using a fire extinguisher prior to the arrival of Fire & Rescue. The cause of the fire is believed to be a UPS battery pack which may have been left on "test" by an external contractor who was working on the equipment earlier that day. That would then have caused the battery pack to overheat.

The previous Fire Risk Assessment and work by the Health & Safety Team had highlighted that the fire detection system was not adequate within the office and a new system had been fitted with assisted in the detection of the fire.

### **3.5 Operation Urram (COP 26)**

The Health & Safety Team have been heavily involved in Operation Urram with team members working shifts over the 3 week period with representation within the MACC at Govan and staff out on the road visiting staging posts and hotel accommodation.

The event went well from a Health & Safety point of view with only issues arising. Accident statistics are not available at this time we don't expect to have detailed figures until the end of January 2022.

Indicative figures are below, however, it should be noted that these are likely to change as officers return from Op Urram and reports are submitted. Six of these reports relate to Mutual Aid Officers. In addition two reports have been submitted as RIDDORS with another couple currently under review.

Type of Occurrence	Accident	Near Miss	Undesired Circumstance	<b>Total</b>
Other	4	1	1	<b>6</b>
Manual Handling	2	0	0	<b>2</b>
Assault	2	0	0	<b>2</b>
Slip, Trip, Fall	6	0	0	<b>6</b>
Exposure to Hazardous Substance	2	0	0	<b>2</b>
Road Traffic Occurrence/Collision	1	3	0	<b>4</b>
<b>Total</b>	<b>17</b>	<b>4</b>	<b>1</b>	<b>22</b>

(Details of any RIDDORs will follow at a future meeting.)

### **3.6 Operation Moonbeam (05 Nov)**

As with Operation Urram the figures below are indicative only and may be subject to change. It should also be noted that all the reports listed below occurred in the East with no reports having been submit (as yet) in the West or North.

Type of Occurrence	Accident	Near Miss	Undesired Circumstance	Total
Assault	12	0	0	<b>12</b>

(Details of any RIDDORs will follow at a future meeting.)

### **3.7 Operation Dewclaw – Explosion at Gorse Park, Ayr**

The Health & Safety Manager was called out on the evening of 18 October to a Major Incident Explosion at Gorse Park, Ayr where a number of houses were badly damaged and a number of casualties were taken to hospital. The Health & Safety Manager worked with the Police Incident Officer to ensure the safety of the area beyond the inner cordon which was at that time the responsibility of the Scottish Fire & Rescue Service. The Health & Safety Manager also attended Silver and Gold Meetings throughout the night. The incident then transitioned to Police Scotland taking on responsibility for the inner cordon as SFRS withdrew along with all the Health & Safety responsibility that this phase of the operation brought. As well as risks from pockets of gas trapped within the rubble there was some low level Asbestos. The Health & Safety Team worked with South Ayrshire Council - Building Control and a Team of Inspectors from the Health & Safety Executive and we were on site for over a week assisting U Division.

### **3.8 Control of Noise**

The next phase of a project to assess the impact of noise on the workforce started earlier in the year. This builds on previous consultant’s reports and has identified that Police Scotland may not be meeting its legal obligation to provide hearing protection or operational response officers who may at times be exposed to excessive noise. Work has identified a product which provides protection while maintaining situational awareness and communications and is cost effective. This is being tested by Heriot-Watt University and will undergo field trials before being recommended as PPE. A range of operational environments have been assessed. None of these give any immediate cause for concern, although there is a continual assessment process. The HSE recommended training which has been delivered to Fleet workshops

and will be given to C3 staff. This project has provided much needed clarity on this issue and we are able to demonstrate measures to reduce the risk to officers and staff.

### **3.9 Control of Vibration**

Vibration at Work can cause a range of diseases which are reportable to the HSE. This includes hand arm vibration and whole body vibration so a number of roles were assessed and confirmation that the risk was controlled. Extensive work has taken place in Fleet and a programme of replacing privately owned tools with company issued equipment is taking place. Vibration assessments show this is being controlled. Outstanding work includes a system to record the vibrations absorbed by Estates ground maintenance staff who are at risk. Further work is planned to assess vibrations for motorcyclists which will take place early in 2022.

### **3.10 Health & Safety Board - September**

The following points were discussed.

- Detailed update provided on Your Safety Matters.
- Fire Safety Update.
- End of year accident statistics presented.

### **3.11 Successes, Concerns & Delays**

In terms of successes I would highlight:

- The Health & Safety work carried out under Operation Talla.
- Continued progress with Custody & Productions Audits.
- Progress In relation to Control of Noise & Control of Vibration.
- The Major Incident (H&S) response to the explosion in Ayr.
- The Health & Safety process and response to Op Urram.

In terms of concerns that Members need to be aware of, I would highlight:

- The upward trend in Police Officer and Police Staff assaults as detailed within this paper.
- The increase in RIDDORs across all incident types. Work is planned in relation to this, Covid-19 allowing.
- The transition to a new hard FM supplier and any possible impact on Fire Safety work.

## **4. Covid-19 REPORT**

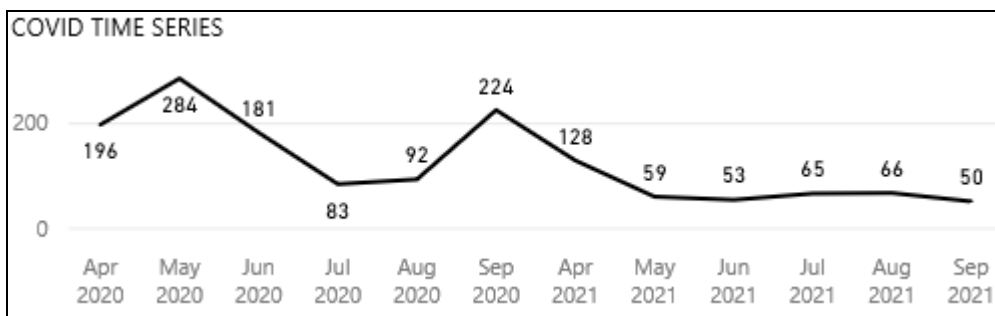
## 4.1 Operation Talla – Health & Safety

The Health & Safety Team has continued to support Operation Talla at all levels of the organisation and the Covid-19 Health & Safety Group continues to meet regularly.

The organisation has experienced a 3<sup>rd</sup> wave of infections and absences in line with the rest of the country. Absences are now declining. At the time of writing this report there has been no change to the PPE available to Police Officers and Staff with FFP3 masks still being worn as and when required. The Health & Safety Team continues to work closely with colleagues in HR, Health & Safety Executive and the NHS to deal with each outbreak as they occur not only to ensure that the working area is safe but to seek learning to prevent re-occurrence.

### 4.1.1 Operation Talla Scope Reports

**Figure 1: Monthly Covid-19 Reports - 2020/21**



*Note: Data available from 1<sup>st</sup> April 2020.*

Over the previous quarter (Q2 2021/22) numerous outbreaks have occurred across multiple locations. Common themes from all outbreaks have been largely related to human behaviours. Work is ongoing to try to address these matters.

**Figure 2 – Covid-19 Additional Information – Q2 2021/22**



Covid Additional Information	TOTAL REPORTS
SELF ISOLATING FOLLOWING EXPOSURE/NOT SELF ISOLATING FOLLOWING EXPOSURE	140
NO PRIOR INDICATION OF C19	19
INCORRECT PPE USED	8
C19 SYMPTOMS DEVELOPED AT LATER DATE AFTER CONTACT	4
ONE OF MULTIPLE REPORTS FROM SAME INCIDENT	3
REPORT OF C19 SYMPTOMS NOT PASSED ON BY OTHER AGENCY	3
LACK OF DISTANCING WITHIN OFFICES	2
DELIBERATE COUGHING/SNEEZING/SPITTING ON OFFICERS	1
MASKS DISLODGED DUE TO STRUGGLE (DELIBERATE/NOT DELIBERATE)	1

The 3 highest contributory factors for Covid-19 scope reports are:

- Self Isolating Following Exposure
- No Prior Indication of C19
- Incorrect PPE Used

## 5. Your Safety Matters – People Committee Update

The Your Safety Matters (YSM) Diamond Group, chaired by DCC Taylor, continues to develop and drive a number of work streams which are supportive of the assault pledge and the Chief Constable’s position in relation to assaults on police officers and staff. The Group continues to have representation from Local Policing, Specialist Crime Division (SCD), Operational Support Division (OSD), Health & Safety, Corporate Communications, People & Development, Wellbeing, Corporate Services, SPA Forensic Services, staff associations, and trade unions to deliver YSM across the organisation.

The dedicated page and spotlight area on the intranet continues to provide the platform to highlight developments for Your Safety Matters and publish supporting material. Further lived experience videos have also been created featuring officers and staff discussing incidents which have impacted them, linking to key messages regarding self-help, aftercare/support structures, and reporting processes. The most recent video published featured an officer who had been violently assaulted at work, he spoke of the benefits of engaging in the Trauma Risk Management (TRiM) process and how this supported him to deal with this incident. This video was published alongside TRiM guidance, updating officers and staff how they can access this support service. This process will continue over the coming months with a number of planned content videos being published to support arising issues which impact on YSM. Work has continued to deliver on the YSM Communication Plan to embed guidance into daily business and raise awareness, increase accurate reporting and reinforcing the assault pledge.

**OFFICIAL**

The YSM Dashboards continue to be a key analytical tool for informing both the YSM Diamond Group and the YSM Champions Network. Additional functionality has recently been added to include representation and analysis on reporting data. This allows the YSM Champions to review the reporting data for their respective divisions, to highlight good practise and implement process to improve reporting.

The number of crimes of assaults on officers and staff continues to be significantly above the five year average, however the following table displays the year on year decrease in the number of reported crimes of assault against officers and staff now being recorded.

Assaults on Police Officers and Police Staff	2020/21 YTD	2021/22 YTD	% Change from Previous Year	5 Year Mean	% Change from 5 Year Average
No. of assaults on Police Officers and Police Staff	3,838	3,784	-1.4%	3,311.4	+14.3%
Percentage of assaults leading to injury	37.1%	32.0%	-5.1%	n/a	n/a

Note: The figures for crime incidents and injuries to officers / staff are obtained from two separate systems / databases and do not directly correlate, but that are representative of the issue.

Note: Highland and Islands Division data only includes detected assaults.

The number of assaults have decreased by 53 (-1.4%) between the current year and previous year. This is a continued trend in decreasing numbers of assaults albeit slowing down from the decrease reported on in the last report which was 141 (-7.2%).

This is largely due to continued decreases in the West, most significantly influenced by Lanarkshire Division (-26.0%). Analysis commissioned by the YSM Diamond Group identified that the impact of repeat offenders on the number of assaults on officers and staff was significant. A number of vulnerable adults and youths were identified as repeat offenders and as a result of this review, support mechanisms and processes were put in place to significantly reduce these assaults. The review of repeat offenders in relation to assaults on officers and staff is now being replicated across all of the divisions.

The number of assaults which resulted in officers and staff being injured has also decreased from 37.1% to 32% down by 5.1%. There are two factors which may have impacted on these observations, firstly the roll out of the enhanced officer safety training, providing officers and staff

**OFFICIAL**

with improved techniques. Secondly, the drive to improve reporting of assaults. There have been significant improvements in the reporting of assaults on officers and staff which has resulted in a greater number of reports of non-injury assaults that would previously not have been recorded. This increased reporting better informs the YSM Dashboards and the YSM Diamond Group to ensure accurate data drives further review and work streams.

As a result of this reduction in injury to officers and staff as a result of being assaulted the number of sick days in relation to officers and staff being injured by assault has significantly reduced as displayed in the table below.

PERSON INVOLVED	CFY SICK DAYS	PFY SICK DAYS	SICK DAYS DIFF	% CHANGE
OFFICER	913	1,521	-608	-40.0%
POLICE STAFF	24	17	7	41.2%
<b>Total</b>	<b>937</b>	<b>1,538</b>	<b>-601</b>	<b>-39.1%</b>

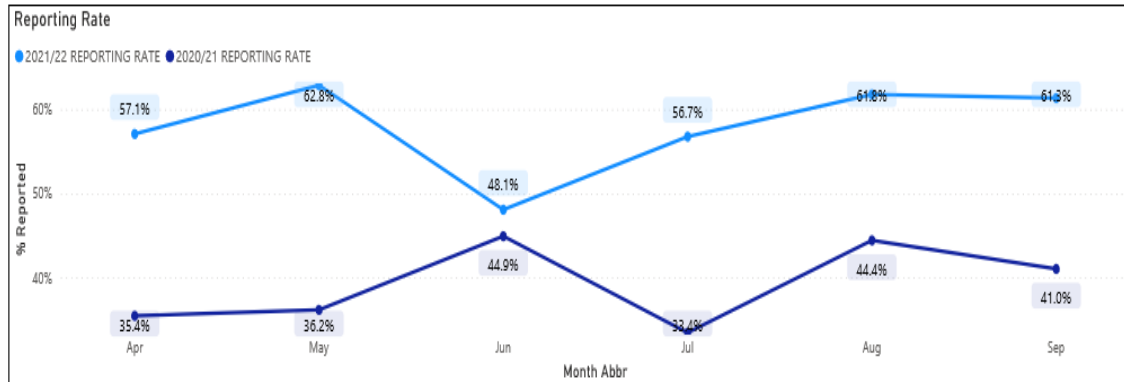
The total number of sick days as a result of officers and staff being injured by assault has reduced by 601 (-39.1%). The most notable reduction has been for police officers with police staff experiencing an increase, however the initiative to increase reporting has impacted more significantly on police staff substantially increasing the overall recording of reports.

There has also been significant review of procedures and processes within custody suites to prevent assault and injury to officers and staff. This has involved targeted messaging and publications, procedural review and increased officer and staff awareness. Consequently, the number of sick days as a result of officers and staff being injured by assault in police premises has substantially reduced from 193 in the previous fiscal year to 60 for the current fiscal year, a reduction of 133 sick days as result of officers and staff being injured by assault in police premises.

The YSM Champions continue to meet quarterly and provide focused feedback and discussion in relation to officer and staff perception around violence and abusive behaviour. The most recent YSM Champions Network discussed reporting rates of assaults on officers and staff reported across all Divisions. This resulted in an action to further develop the YSM Dashboards to include data on reporting rates.

The following graph displays part of the newly created enhanced functionality of the YSM Dashboards which now display the reporting rates of assaults on officers and staff.

Reporting Rate Comparison 2021 / 22 and 2020/21



The overall reporting rate at September 2021 is 61.3%, the highest ever recorded and a significant improvement on last year which was 41.0% at this same time. The new enhanced functionality on the YSM Dashboards which includes divisional breakdown allows the YSM Champions to conduct monthly reviews of their reporting rates, taking direct action and implementing improvements where required. The graph shows that the measures being implemented by both the YSM Diamond Group and the YSM Champions Network are positively impacting on reporting and increasing the awareness of officers and staff regarding the importance of reporting. The improved reporting data allows for more accurate analysis in relation to how and where officers and staff are being injured, so findings can be incorporated into Officer Safety Training to improve techniques and tactics. Importantly the increased reporting and review also ensures that officers are being directed to the appropriate support mechanisms.

Partnerships, Prevention and Community Wellbeing (PPCW) continue to make progress in all areas on their YSM Prevention Plan. The Plan examines a number of societal issues which potentially influence public interaction with police and seeks to develop long term solutions, making interventions to reduce violence and abuse towards police officers and staff. The Plan also identifies multiple partners that are engaged with Police Scotland through existing and emerging work streams. PPCW is directly involved in supporting the other divisions in relation to tackling issues with repeat offenders, looking at root causes and providing diversionary activities and support to prevent future offending. The development of a National Partnership Pledge in relation to assaults on emergency workers continues, highlighting opportunities for organisational learning across health and other emergency services,

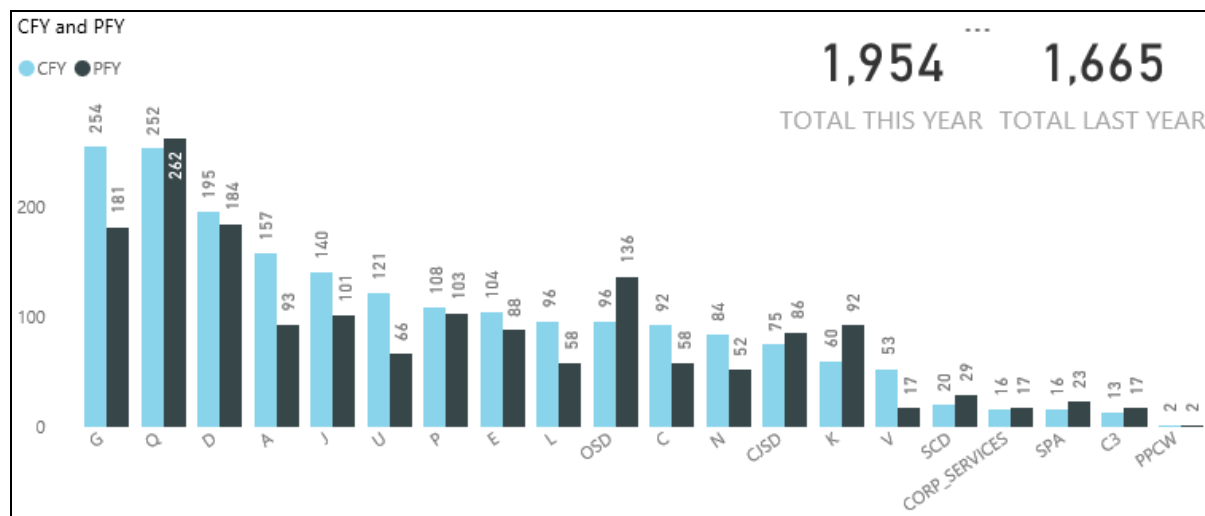
identifying partner activity designed to reduce harm and support their own staff. The Scottish Fire and Rescue Service has plans to replicate the Ayrshire Partnership Pledge as discussed at the previous committee, throughout Scotland to ensure local collaboration and a joint approach to tackling assaults on emergency workers nationally. By sharing data and engaging in joint initiatives, there is an opportunity to not only highlight the level of violence and abuse faced by all front line emergency services, but to develop complementary approaches to the support of emergency workers subjected to violence and abusive behaviour.

YSM continues to engage with national activity being undertaken by the National Police Chiefs' Council (NPCC) in relation to assaults on officers and staff. This includes participation in the Op Hampshire peer knowledge sharing group, involving all forces in England and Wales, Police Service of Northern Ireland, Civil Nuclear Constabulary, and British Transport Police. Engagement with the group maximises opportunities to identify operational learning, common themes, good practice and strategies collectively across UK Policing. The National Enabling Programme have now completed the initial development of the Police Assaults Data Application. This will initially be piloted by the City Of London Police for 3 months and following a period of review, there will be an opportunity for all police forces will engage in consultation regarding this application. Following this pilot and review this application will be considered to facilitate the national collation of data in relation to assaults on officers and staff. Involvement in the peer knowledge network continues to ensure Police Scotland remains in a strong position to identify potential areas of future policy development in support of Your Safety Matters and the Chief Constable's assault pledge.

## **6. SCOPE H&S DATA – Q2 2021/2 (01 July 2021 – 30 September 2021)**

### **6.1 DIVISIONAL/BUSINESS AREA BREAKDOWN**

**Figure 3: Total Reports by Division/Business Area – Q2 Year on Year Comparison**



*Note: PPCW is Partnerships, Prevention & Community Wellbeing Division which were known as Safer Communities within the overall Specialist Crime Division.*

This figure displays the divisions in ranked order of the number of reports in Q2 2021/22. Most divisions show an increase in the number of reports submitted. Q, G and D reported the highest numbers of incidents this year although Q has shown a decrease in the number of reports from Q2 last year as has OSD, CJSD, K, SCD, SPA and C3.

**6.2 OCCURENCE TYPES – Q2 2021/22**

**Figure 4: Report Type and Category – Q2 2021/22**

**OFFICIAL**

OCCURRENCE: CFY				
Type of Occurrence	ACCIDENT	NEAR MISS	UNDESIREDCIRCUMSTANCE	Total
ASSAULT	926	237	1	<b>1,164</b>
CONTACT WITH ANIMAL	25	0	0	<b>25</b>
DURING ARREST/CUSTODY PROCESS	172	10	5	<b>187</b>
EXPOSURE TO HAZARDOUS SUBSTANCE	189	2	2	<b>193</b>
MANUAL HANDLING - OBJECT	36	1	0	<b>37</b>
MANUAL HANDLING - PERSON	40	4	0	<b>44</b>
NEEDLESTICK INJURY	2	2	0	<b>4</b>
ROAD TRAFFIC OCCURRENCE/COLLISION	29	7	2	<b>38</b>
SLIP, TRIP OR FALL - FROM HEIGHT	13	2	0	<b>15</b>
SLIP, TRIP OR FALL - SAME LEVEL	61	1	0	<b>62</b>
OTHER	81	16	88	<b>185</b>
UNKNOWN	0	0	0	<b>0</b>
<b>Total</b>	<b>1,574</b>	<b>282</b>	<b>98</b>	<b>1,954</b>

The three highest accident types in Q2 were:

- **Assault** - 926 were assaults with injury or contact/no injury.
- **Exposure to Hazardous Substance** – 189 related to incidents involving Covid-19.  
*Categorisation note: Due to the difficulty of ascertaining whether one isolated incident at work resulted in an exposure to the virus, all reports where Covid-19 was mentioned are categorised as accidents. Therefore not all of these reports resulted in the person suffering from the virus as a result of the incident.*
- **During Arrest/Custody** – 172 of all reports were occurrences where injury was sustained during the arrest or custody process.

**Figure 5: Report Type – Q2 Year on Year Comparison**

**OFFICIAL**

OCCURRENCE CFY & PFY					
Type of Occurrence	CFY	PFY	FY DIFF	% CHANGE	-
ASSAULT	1,164	752	412	54.8%	▲
CONTACT WITH ANIMAL	25	28	-3	-10.7%	▼
DURING ARREST/CUSTODY PROCESS	187	189	-2	-1.1%	▼
EXPOSURE TO HAZARDOUS SUBSTANCE	193	414	-221	-53.4%	▼
MANUAL HANDLING - OBJECT	37	10	27	270.0%	▲
MANUAL HANDLING - PERSON	44	5	39	780.0%	▲
NEEDLESTICK INJURY	4	7	-3	-42.9%	▼
ROAD TRAFFIC OCCURRENCE/COLLISION	38	33	5	15.2%	▲
SLIP, TRIP OR FALL - FROM HEIGHT	15	12	3	25.0%	▲
SLIP, TRIP OR FALL - SAME LEVEL	62	54	8	14.8%	▲
OTHER	185	157	28	17.8%	▲
UNKNOWN	0	4	-4	-100.0%	▼
<b>Total</b>	<b>1,954</b>	<b>1,665</b>	<b>289</b>	<b>17.4%</b>	<b>▲</b>

Figures 6-8 below compare the 3 most common occurrences in Q2 2020/21 with Q2 for 2019/20.

When compared to Q2 of the previous year, increases are noted in:

- Assault
- Slip, Trip or Fall – From Height & Same Level
- Manual Handling – Person & Object
- RTC
- Other

Examples of Other Occurrences include: Incorrectly packaged productions, Unable to send/receive message over Airwave radio, Insufficient Staffing levels and injuries during Officer Safety Training (OST).

**Figure 6: Q2 comparison for Assaults**



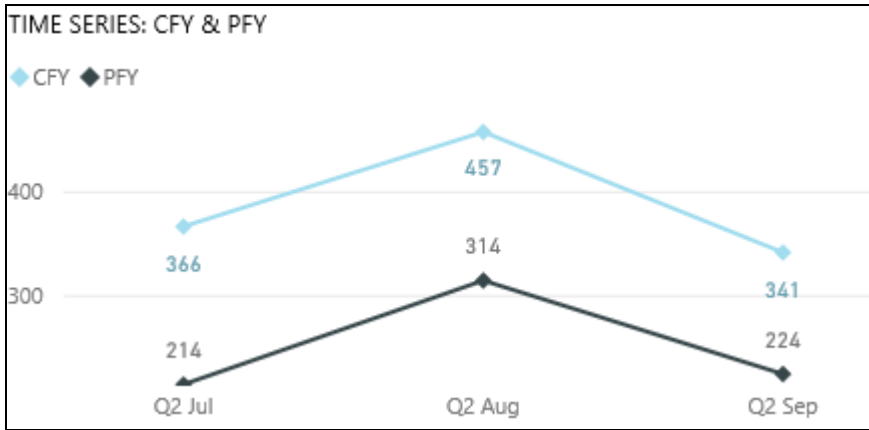


Figure 7: Q2 Comparison for Exposure to Hazardous Substance

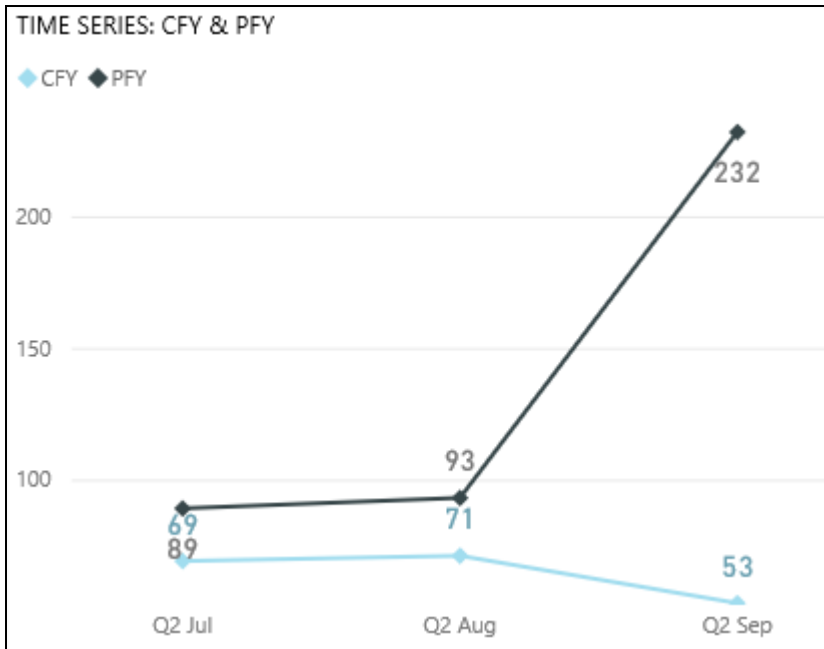
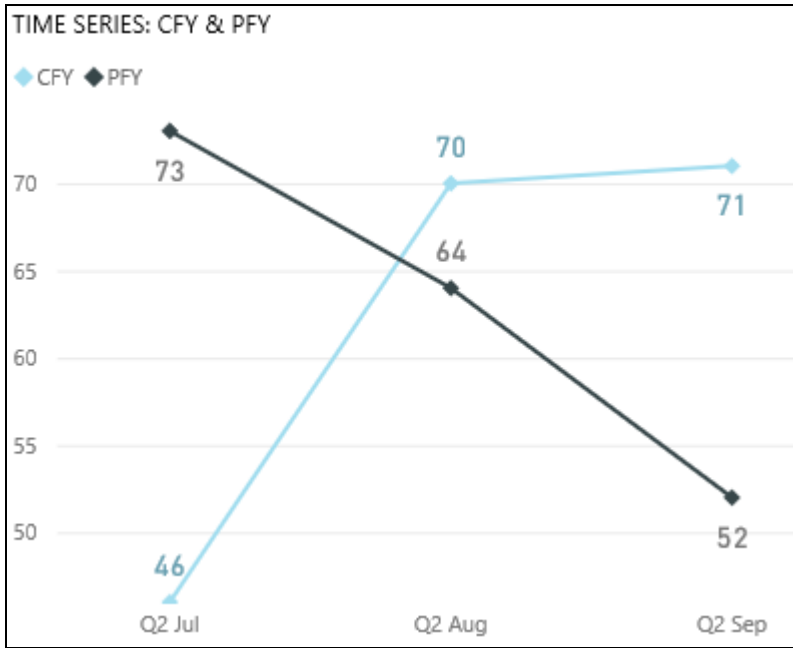


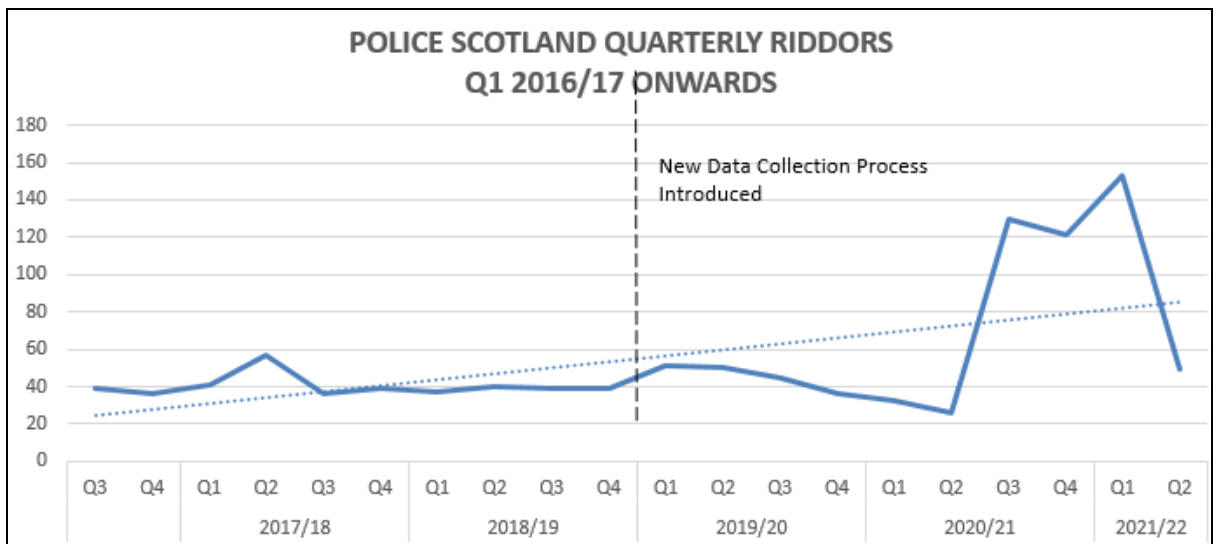
Figure 8: Q2 Comparison for During Arrest Process



### 6.3 RIDDOR REPORTABLE ACCIDENTS – Q2 2021/22

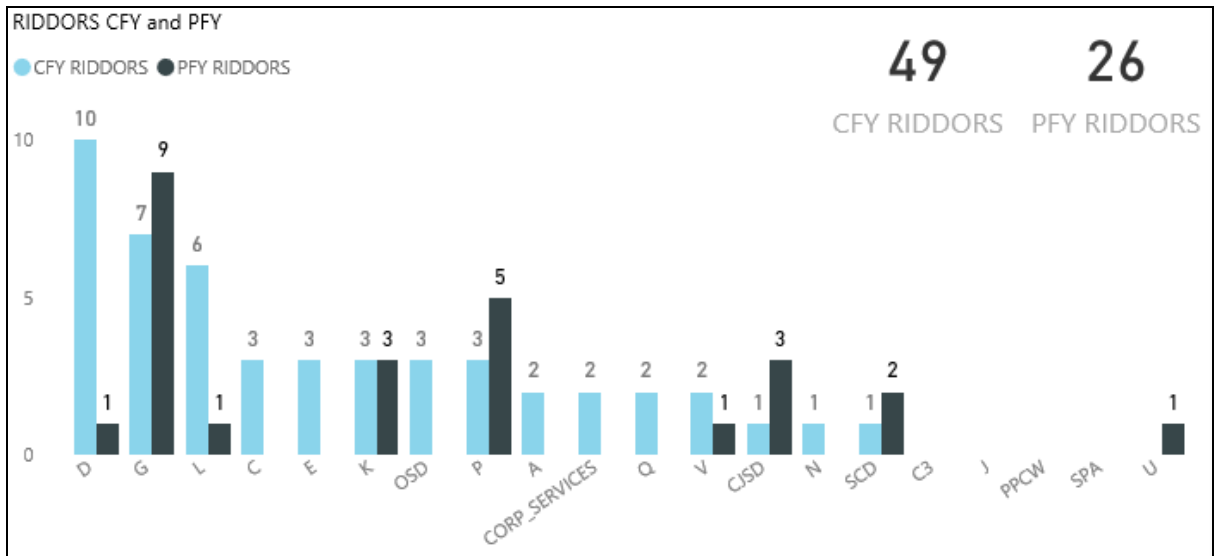
#### 6.3.1 RIDDOR REPORTS

Figure 6: Quarterly RIDDORs from 2016/17 onwards



In Q2 2021/22, RIDDORS have increased by 23 when compared with Q2 of the previous year. Covid-19 related RIDDORS (11) make up almost half of these.

Figure 7: RIDDORS by Division/Business Area – Q1 Year on Year



Note: the 'date reported to the HSE' is used to collate RIDDORS

For Q2 2021/22, the highest number of RIDDORS were submitted in D, G, and L Divisions.

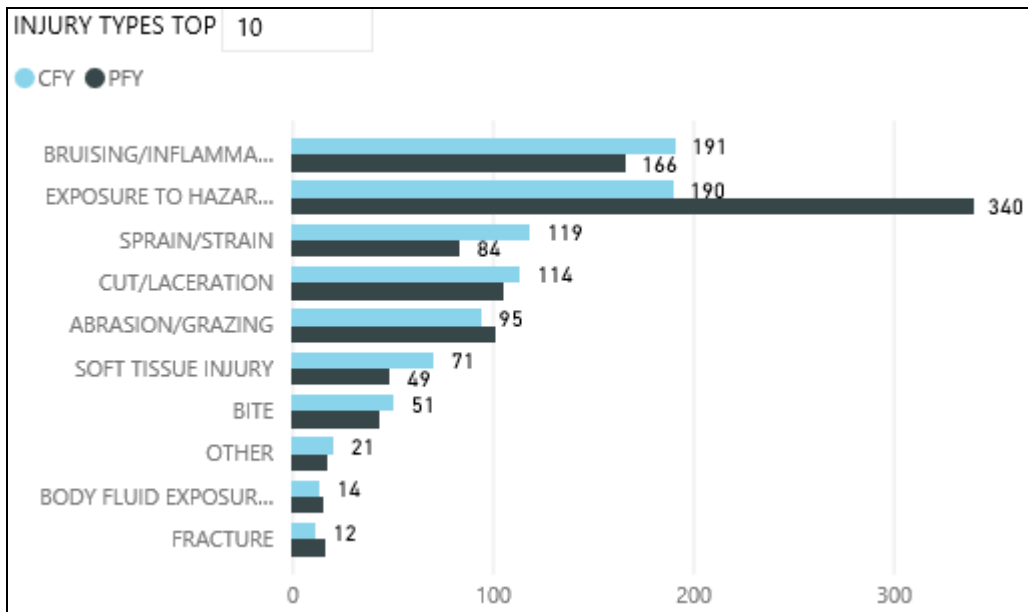
**Figure 8: RIDDOR Type – Q2 Year on Year Comparison**

Type of Occurrence	CFY RIDDORS	PFY RIDDORS	RIDDOR DIFF	RIDDORS % CHANGE
ASSAULT	13	11	2	18.2%
EXPOSURE TO HAZARDOUS SUBSTANCE	11	0	11	Infinity
SLIP, TRIP OR FALL - SAME LEVEL	6	4	2	50.0%
MANUAL HANDLING - PERSON	4	1	3	300.0%
OTHER	4	6	-2	-33.3%
DURING ARREST/CUSTODY PROCESS	3	3	0	0.0%
MANUAL HANDLING - OBJECT	3	0	3	Infinity
ROAD TRAFFIC OCCURRENCE/COLLISION	2	1	1	100.0%
SLIP, TRIP OR FALL - FROM HEIGHT	2	0	2	Infinity
CONTACT WITH ANIMAL	1	0	1	Infinity

The 3 highest RIDDOR types are Exposure to Assault, Exposure to Hazardous Substance and Slip Trip Fall – Same Level. Those noted as Exposure to Hazardous Substance are workplace related cases of Covid-19.

## 6.4 INJURY TYPE – ALL ACCIDENT TYPES

**Figure 9: Top 10 Injury Types – Q2 Year on Year Comparison**

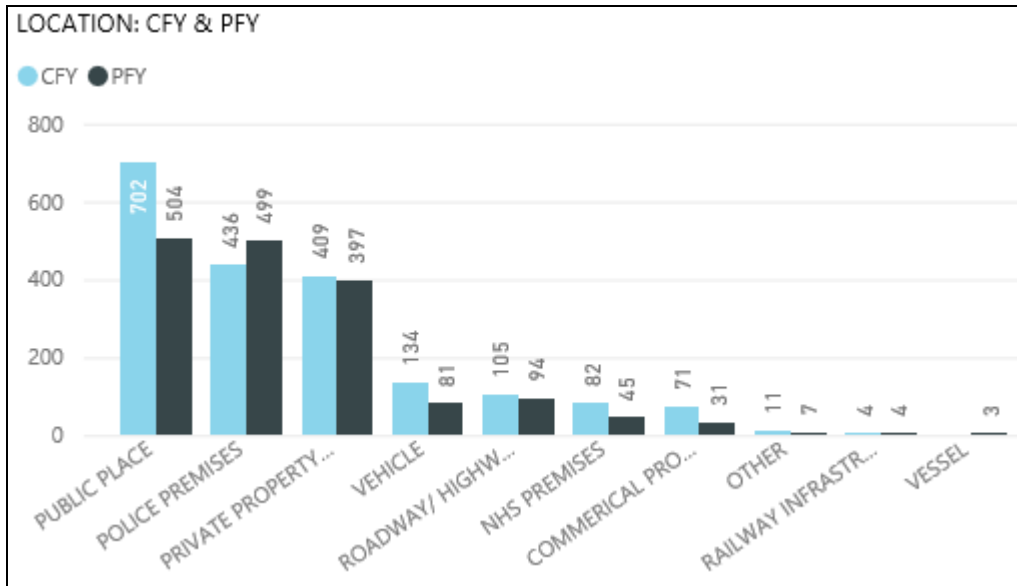


The 3 most common in Q2 2021/21 were:

- **Bruising/Inflammation** – 191
- **Exposure to Hazardous Substance** – 190 which has decreased from the previous year.
- **Sprain/Strain** – 119 and increase from the previous year Q2.

## 6.4 LOCATION TYPE – ALL SCOPE REPORTS

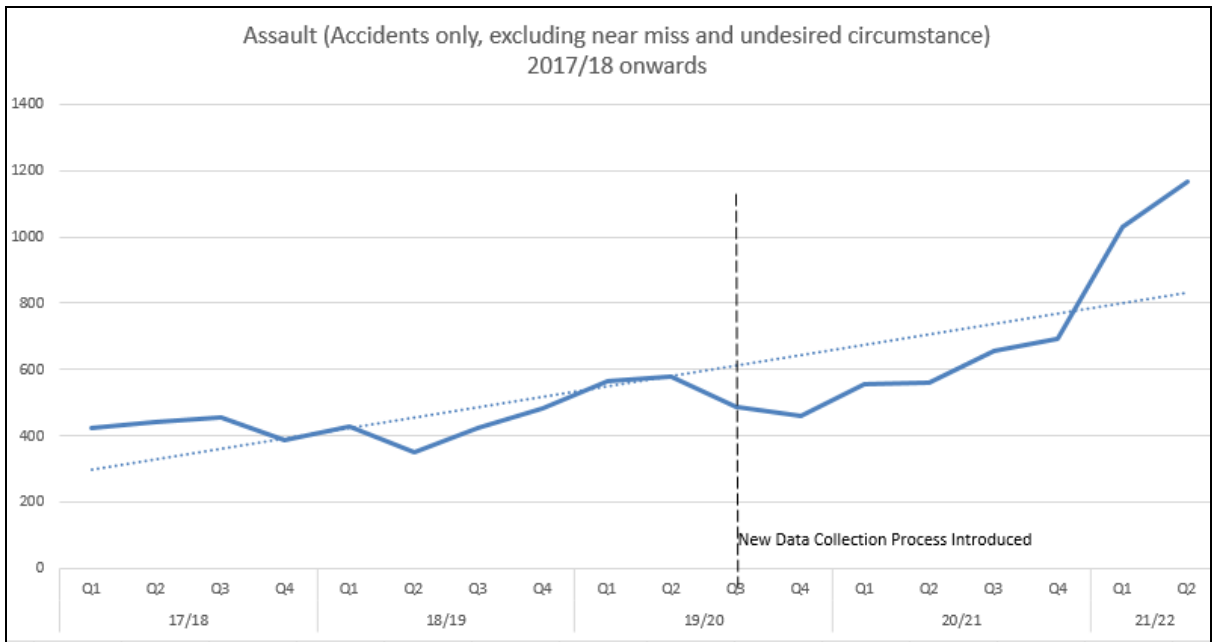
**Figure 10: Location Type Q2 21/21 compared with Q2 20/21**



The location type showing the highest number of incident reports in Q2 was within public places or street (702) followed by police premises (436). Occurrences in Private Property/Domestic Premises have increased slightly when compared to the previous year.

## 6.5 ASSAULTS

**Figure 11: Assaults from 2017 onwards**

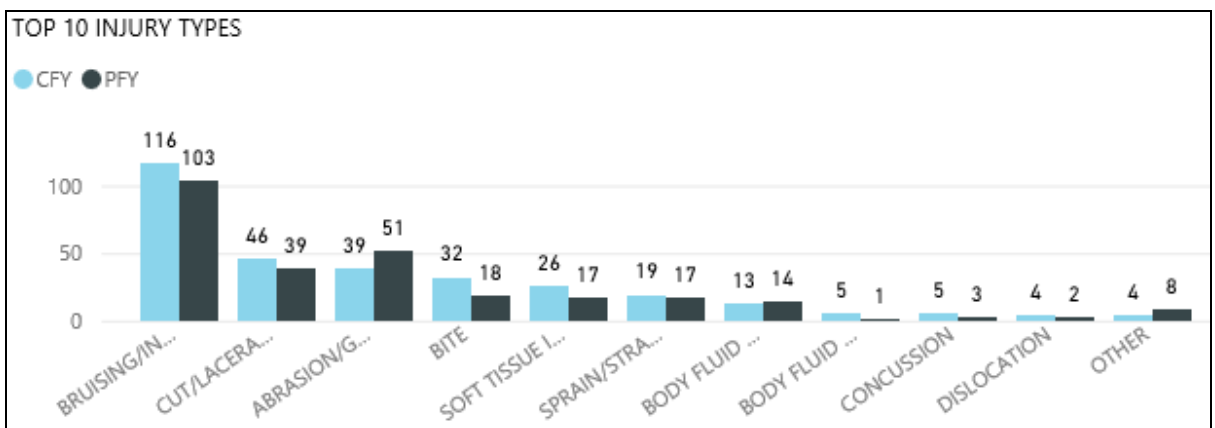


Note: From Q3 2019-20 onwards should ideally not be used alongside earlier data, it is collated using a different methodology. This data is included below for indicative purposes.

Assaults are showing a further increase in Q2 of 2021/22. This is likely a result of increased promotion of reporting assaults through the Your Safety Matters Work Stream as well as the easing of Covid Restrictions.

## 6.6 ASSAULT INJURY TYPE

Figure 12: Assault Injury Types – Q2 Year on Year Comparison



Note: The above only shows assault where there is an injury noted. Any "No Injury" Assaults include:

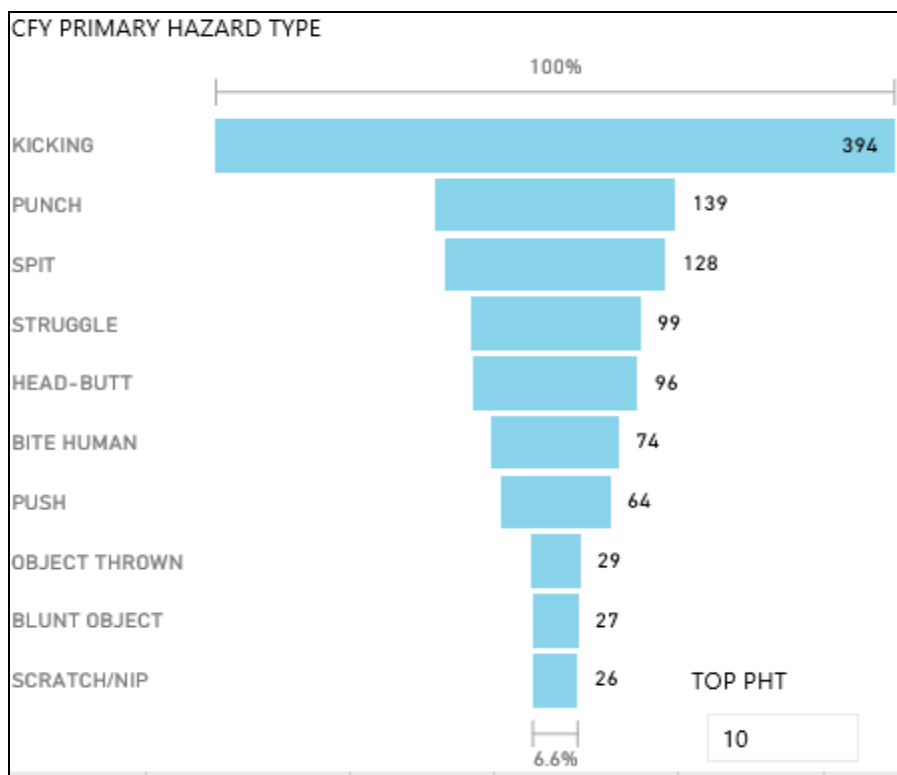
- Assaults where contact has been made however no injury was sustained. Example: The accused punched officer to face but no injury was sustained.

- *Near Miss Assaults where an attempt to assault has not been successful. Example: The accused threw a punch towards the officers face but did not make contact with the officer.*

For assault accidents (excluding near miss & undesired circumstance), the 3 highest types of injury were bruising/inflammation (116), cut/laceration (46) and abrasion/grazing (39).

### 6.7 ASSAULT PRIMARY HAZARD TYPE

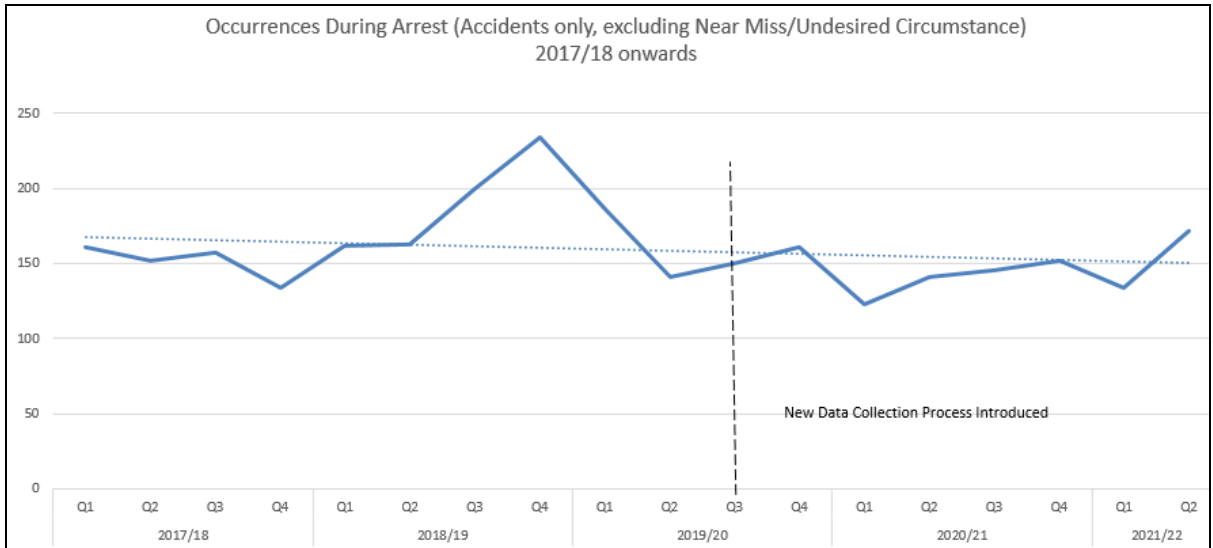
Figure 13: Assault – Primary Hazard Type Q2 2021/22



The 3 highest accident type are Kicking, Punching and Spitting.

### 6.8 OCCURRENCES DURING ARREST

Figure 14: Occurrences During Arrest 2017/18 onwards



Note: From Q3 2019-20 onwards should ideally not be used alongside earlier data, it is collated using a different methodology. This data is included for indicative purposes.

Occurrences During Arrest are have increased slightly since Q2 2020/21.

## 6.9 REMEDIAL MEASURES – HIGHEST TYPES

Remedial measures in H&S accident/near misses should be targeted according to the primary causal/contributory factors. At present, our recording system does not capture this. It has been added to the recently reviewed proposed SCoPE accident form.

For Assaults – the ‘Your Safety Matters’ work stream is focused on reviewing assaults from the incident, through to the reporting and welfare support provided to the injured person. The Chief Constable also launched the Assault Pledge and associated publicity campaign in order to raise awareness of this issue in an attempt to reduce occurrences. A Force memo was also distributed on 14<sup>th</sup> July 2020 reiterating the importance of control of persons in police custody.

## 6.10 ABSENCE ARISING FROM WORK RELATED ACCIDENTS

### Figure 15: Sick Days by Accident Type – Q2 Year on Year Comparison



**OFFICIAL**

Type of Occurrence	CFY SICK DAYS	PFY SICK DAYS	SICK DAYS DIFF	SICK DAYS % CHANGE
ASSAULT	317	1,000	-683	-68%
CONTACT WITH ANIMAL	17	17	0	0%
DURING ARREST/CUSTODY PROCESS	49	356	-307	-86%
EXPOSURE TO HAZARDOUS SUBSTANCE	607	1,192	-585	-49%
MANUAL HANDLING - OBJECT	115	55	60	109%
MANUAL HANDLING - PERSON	24		24	0%
OTHER	132	585	-453	-77%
ROAD TRAFFIC OCCURRENCE/COLLISION	82	223	-141	-63%
SLIP, TRIP OR FALL - FROM HEIGHT	81	69	12	17%
SLIP, TRIP OR FALL - SAME LEVEL	198	196	2	1%

*Note: This figure only counts completed absence where the employee has returned to work. Absences still ongoing at the time of the count will cause these figures to increase over time. A more accurate figure will be available as the fiscal year progresses.*

In Q2 607 of the days lost were related to potential or actual exposure to Covid-19 (highest category). (These instances do not all relate to actual exposure/virus symptoms, most are precautionary isolation). *Note – these figures will change over time as ongoing absences are counted.*

The remaining 1,015 Sick Days related to Accidents such as Assault (317), Slips, Trips and Falls – Same Level (198 days) having the highest count of sick days after Covid-19.

Overall the median amount of sick days is 4.

## **7. FINANCIAL IMPLICATIONS**

7.1 There will be considerable financial implications from on-going Estates works including Fire Safety actions. A significant number of

actions have been identified from the Fire Risk Assessments and also from the on-going Custody Audits. It is essential that SPA/Police Scotland are provided with sufficient budget to allow them to operate safely and to comply with Health & Safety and Fire Safety legislation. The age of the Estate and the financial restrictions placed on the organisation mean that costs will only continue to rise.

## **8. PERSONNEL IMPLICATIONS**

- 8.1 There may be issues in relation to Human Resources such as the link between RIDDORs and the number of lost working days. Having a robust Health & Safety Management System in place with appropriate resources can help the organisation in terms of challenges around physical resources and cost savings.

## **9. LEGAL IMPLICATIONS**

- 9.1 There are legal implications associated with this paper. Police Scotland requires to be compliant with the Health & Safety at Work etc. Act 1974 and Fire (Scotland) Act 2005. Failure to ensure compliance both in terms of our Estates and working practices may lead to enforcement action against SPA/Police Scotland by the Health & Safety Executive and/or the Scottish Fire & Rescue Service. The Health & Safety Executive also charge a "fee for intervention" on an hourly basis should they have to come into the organisation to investigate a breach.

## **10. REPUTATIONAL IMPLICATIONS**

- 10.1 There are reputational implications associated with this paper. The potential for enforcement action by the Health & Safety Executive and/or the Scottish Fire and Rescue Service due to unsafe working practices and/or breaches of legislation leaves SPA/Police Scotland exposed to reputational harm. In particular the Health & Safety Executive have the power to issue publicity orders to highlight any breaches found.

## **11. SOCIAL IMPLICATIONS**

- 11.1 There are no currently no social implications.

## **12. COMMUNITY IMPACT**

12.1 There are no current implications for community impact.

**13. EQUALITIES IMPLICATIONS**

13.1 There are no current implications for equalities.

**14. ENVIRONMENT IMPLICATIONS**

14.1 There are no current implications for environmental impact.

**RECOMMENDATIONS**

Members are invited to discuss the content of this report.

## 1. DATA METHODOLOGY

Data for Health and Safety (H&S) is sourced via the System to Co-ordinate Personnel and Establishment application (SCoPE). From Q3 2019/20, H&S data is processed by Analysis and Performance Unit (APU). Data does not include null(s) (blank fields). CFY denotes Current Fiscal Year, PFY denotes Previous Fiscal Year.

### 1.1 GENERAL DATA CAVEATS

- From 01 April 2020, Police Scotland's Health and Safety Team has transitioned to a new data collection process and repository to record, store and collate health and safety incidents. Due to differences and improvements made to the data collection process, it cannot accurately be directly compared to previously published data. This change is necessary but must be borne in mind when comparing from Q3 19/20 onwards with previous quarters.
- All statistics are provisional and should be treated as management information. All data have been extracted from Police Scotland internal systems and are correct as of 05 Nov 2021.
- Data is extracted using 'Date Reported'. Data includes all records uploaded to the accident management system.

### 1.2 RIDDOR REPORT CAVEATS

- All statistics are provisional and should be treated as management information. All data have been extracted from Police Scotland internal systems and are correct as at 05 Nov 2021.
- Data has been extracted using 'Date reported to HSE'.

### 1.3 SICK DAY CAVEATS

- Based on a seven day working week (including non-working days).
- Individuals still on sick leave at the time off reporting are not included.