

# Derby Homes / Section 1

*Printed Tue 31/01/2023 14:27*

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**Before starting to compile your entry, please read the following guidance documents:**

**Guide A – Completing Your Entry**

**Guide B – Entry Specifications**

**Guide C – Common Faults**

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**Organisation profile: Please give a brief description of your organisation's structure and its main work activities**

*250 word limit.*

If your certificate name is specific to a particular site, region or location, all numerical information and worked evidence throughout the submission should relate to the named location only - and not other parts of the wider organisation.

Please note:

- Your description must state the size of the workforce covered by the safety management system described in this submission. Including (but not limited to) direct and indirect employees.
- Entrants are encouraged to upload and link pictures to help the assessor visualise the location and operating environment whilst reading your submission

Established in 2002, Derby Homes Ltd is an Arms-Length Management Organisation (ALMO) created by Derby City Council to manage its housing stock. As a Ltd Company, Derby Homes has health and safety responsibilities for over 630 employees including 81 undertaking apprenticeships, over 40,000 tenants and the management and maintenance of 12,500 properties.

As well as housing management we operate an in-house repairs team covering all aspects of property maintenance including gas service and installation. Our in-house teams are building brand new social housing properties.

We coordinate Derby's Homelessness strategy running the main homeless hostel in the city and during the current pandemic have been managing a significant additional range of temporary accommodation. Our innovative "Rough Sleeping Task Force" actively engages with rough sleepers to bring them into the support network.

Our health and safety programme is designed to deliver excellent services for people both at work and home. We have continually received the highest possible performance ratings in audits and is recognised nationally as a leading ALMO.

Maria Murphy, the Managing Director of Derby Homes upholds the belief that health and safety should be more than an internal process and that we have a moral responsibility to spread this ethos and skills to the wider community as part of our core business. From our commitment to train community partners, being a national leader in promoting domestic sprinklers, our sector leading approach to identifying, safeguarding and supporting vulnerable individuals or research on smoke alarms and the young, we embrace this approach.

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# Derby Homes / Section 2

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## How do your directors and managers lead health and safety in your organisation?

*The focus of this response should be on the leadership of health and safety in your organisation. Care is required not to include evidence here that is more appropriate in other response(s).*

600 word limit. Suggested themes include:

- Policy statement, **signed and dated** by CEO, establishing objectives and health and safety roles and responsibilities
- Process of the development of the policy statement
- Evidence of consideration of health and safety in key business decisions at board-level
- Health and safety training of senior managers
- Board-level and other health and safety “champions”
- Workplace health and safety tours, and evidence of their effectiveness
- Leaders’ methods of promoting a positive health and safety culture
- Cultural maturity benchmarking.

***Hyperlink up to a maximum of eight representative supporting documents to evidence this answer***

Through strong leadership, the Managing Director of Derby Homes communicates her clear and complete commitment to health and safety, always encouraging new initiatives. Prior to taking the role she was the director with responsibility for health and safety and has continued that commitment in her role as head of the organisation. Health and safety is a standard agenda item on both Board and Senior Management Team (SMT) meetings [SMT\\_Agenda\\_12.05.2022.pdf](#) [SMT\\_Minutes\\_12.05.2022.pdf](#)

She conducts formal meetings with the Health and Safety Manager on a regular basis [Health & Safety Executive Meeting Nov22.pdf](#) All staff with management or supervisory responsibility are required to undertake the IOSH Managing Safely Certificate as a minimum requirement. Our Health and Safety Forum is chaired by a Derby Homes Board Member who acts as a champion on the Board. This ensures that our Health and

Safety Agenda is driven from the Board downwards. Derby Homes' Health and Safety Policy is reviewed annually by the Board and signed by both the Managing Director and the Chairman of the Board [Corporate Health and Safety Policy.pdf](#) All Board members continue to receive ongoing formal health and safety training with a bespoke training programme for any new Members. Consistency is achieved by including "Health and Safety Considerations" as a requirement on all Board and Committee Reports. Reports will not be considered by the Board unless the health and safety implications have been taken into account equally with other business implications [Item B2 Health & Safety Update March 2022.pdf](#) and [Health & Safety annual report 21-22.pdf](#) All members of Executive and SMT follow this strong leadership style and manage their teams with this same structured approach with health and safety as a standard item at all team meetings [IHMO and TSO Team meeting minutes 07.12.2022.pdf](#)

Our Health and Safety Manager meets regularly with the Managing Director who encourages open and frank exchanges and discussions on all pertinent health and safety issues. Similarly, he works closely with all Heads of Service and the Senior Management Team (SMT). The Health & Safety Manager maintains a live register of the top safety risks which has proved extremely successful in facilitating discussions and focusing effort onto the current burning issues. The Senior Management Team and Board members undertake RoSPA's "Director Involvement in Health and Safety" training. Commitment to health and safety at senior management level has always been strong, however, this stimulated a reinvigorated commitment and the training was so well received, they requested all next level managers should attend more sessions Board Members [2021-Training.xlsx](#) Health and safety forms an integral part of our business planning. Health and safety planning, targets and key performance indicators (KPIs) are embedded in the Delivery Plan with equal weight to all other targets and KPIs [Delivery Plan 2223.pdf](#) Progress is scrutinised by the Board at all meetings. Performance and relevant KPIs are reviewed at all departmental and section team meetings ensuring all staff are aware, not only of the KPIs but their relative importance and their contribution to achieving them.

In 2022 we expanded the use Evotix (SHE) Assure Safety Management System software. This provides a much higher level of action monitoring and accountability. Concentrating initially on accident and incident reporting, fire risk assessments and site audits. Directors and senior managers have their own live dashboards for key areas Accidents, Fire Risk Assessments, Site Audits and progress of actions.

[SHE Assure Dashboards.pdf](#)

All staff can report accidents, incidents and near misses directly from their PC or mobile phone. Whilst this has always been the case for most staff, the new system is much quicker and simple to access from a phone and has increased incident and near miss reporting.

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# Derby Homes / Section 3

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## How does your organisation ensure that it has access to competent advice and services, including in relation to occupational health?

600 word limit. Suggested themes might include:

- Use of competent occupational health and safety advisers
- Details of their role
- Evidence of their qualifications and experience (e.g. certificates)
- Use of specialist services
- Evidence of occupational health and hygiene service use.

NB: Only limited credit will be given for qualifications. Assessors are also looking to learn about how the person holding the qualification operates in the business, and how effective they are.

***Hyperlink up to a maximum of eight representative supporting documents to evidence this answer***

Our Health and Safety team incorporates specialists in general safety, fire, construction safety and asbestos management. The Manager is a leading member of IOSH recognised national and regional forums for safety professionals within social housing and helps to develop best practice within the sector. He has twenty-eight years' experience as a safety professional and holds an MSc in Safety and Risk Management. He is supported by an experienced health and safety adviser and specialist in organisational safety culture. Our Fire Safety Officer is a former Station Officer in the Fire Safety Department of Derbyshire Fire and Rescue, he is NEBOSH qualified and Graduate of the Institute of Fire Engineers and is a registered Fire Risk Assessor. Our CDM Health & Safety Officer is a NEBOSH qualified CDM specialist and Principal Designer with SMSTS and holds a DMS. Our Asbestos Manager is qualified in all aspects of asbestos management, surveys and analysis. We also employ specialists in gas, electrical and asbestos safety within our operational teams. [Team\\_Training\\_Certs.pdf](#) We have an in-house training and HR support and partner with our training providers to ensure that training courses are customised to reflect the risks associated within our industry. We are members of specialist groups including Central Health and Safety in Housing Forum Social Housing Fire Strategy Group [Midlands\\_NSFSG.pdf](#)

We work in partnership with our external occupational health provider and provide regular on-site access to occupational health. The nurse has specific knowledge of housing and maintenance issues. This has proved to be efficient and a great benefit for our employees and managers.

Managers use this to seek support on aspects of managing and leading their team [Healthwork-Ltd\\_Occupational-Health.pdf](#) The key benefits are: The occupational health nurse meets with us regularly to review and advise on cases. The clinics are held on-site making the service much more accessible. Reports are tailored to our needs and are available on the day of the clinic. An example of a referral and report are attached [OHP\\_report\\_September\\_2022\\_79960.pdf](#) Whilst carrying out in-house DSE assessments, we engage with external specialists Posturite for difficult cases and have access to specialist Occupational Health for more complex cases.

To enhance employee wellbeing our Employee Assistance Scheme offers telephone and face-to-face support on health, welfare, tax and legal issues It is available to all employees and their families 24/7. In addition, our Counselling Support Line operates a manager's help line. [WorkplaceWellness.pdf](#) Managers use this to seek support on aspects of managing and leading their team Under another scheme we provided employees with access to a nurse led call centre for reporting sickness absence [Goodshape\\_dashboard.jpg](#) At any time employees can receive confidential medical advice and agree a support programme during an absence or period of ill health. Schemes like this, place the ownership for employee wellbeing with the employee, allowing them to obtain advice and support in complete confidence and privacy. In turn the organisation receives data to help us identify trends and patterns helping us define our employee health initiatives [Days\\_Lost\\_per\\_Reason\\_in\\_the\\_Last\\_12\\_Months.pdf](#) We have a clearer understanding of our attendance patterns and how absence rates can peak at certain times enabling better proactive management. Staff can access an independent fast track physiotherapy [Physiotherapy\\_Service\\_Info\\_Sheet.pdf](#) enabling them to be seen within 14 days.

We engage with numerous external experts. For example, in 2022 we commissioned Savills Consultancy to carry out a wide-ranging audit of our compliance in managing the six major health and safety risks in social housing (fire, electricity, gas safety, asbestos, water hygiene and lifts). We engage with independent asbestos specialists for both surveys and removals. On fire safety, we work with fire control experts and consult extensively with Derbyshire Fire Service on strategy.

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# Derby Homes / Section 4

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**How does your organisation engage the workforce and their representatives in health and safety, and what have been the benefits?**

*The focus required here is on the benefits that have been derived from workforce involvement and engagement - rather than one-way communication.*

600 word limit. Suggested themes might include:

- Appointment of safety representatives and health and safety committees
- Dates of health and safety committee meetings in last 12 months
- A sample set of minutes showing actions cleared and outstanding
- Consultation over policy and performance improvement
- Involvement in: tool box talks, near-miss reporting, team-based risk assessment, suggestion schemes, investigation, monitoring, review and audit.

*Industry Sector Award Entrants demonstrating outstanding examples of workforce involvement and engagement will be given special consideration for the **Workforce Involvement in Safety and Health (WISH) Trophy**.*

**Hyperlink up to a maximum of eight representative supporting documents to evidence this answer**

The primary mechanism for active involvement and consultation is the Health and Safety Forum [Health and Safety Forum Agenda 24.11.2022.pdf](#) The Forum is not a traditional safety committee, it is much more. It is led by a Board Member and the Director of Investment & Regeneration. They are supported by the Health and Safety Manager and Company Solicitor. The fully trained Forum members are made up of Trade Union Health and Safety representatives and employees from all departments within Derby Homes who are elected onto the forum by their colleagues [Health and Safety Forum Constitution.pdf](#) Health and Safety Forum members make a strong contribution to the active management of health and safety. Meeting bi-monthly, they scrutinise the health and safety performance and discuss all areas of health and safety management while at the same time ensuring issues and information raised are taken back and disseminated within team meetings helping to sustain two way communications with the wider workforce. Minutes of meetings showing the range of issues covered

along with actions and outcomes [Health and Safety Forum Minutes 24.11.2022.pdf](#) These meetings continued on-line throughout the pandemic and are now hybrid meetings allowing wider participation.

All targets and KPIs across the business must also have their safety implications considered [Delivery Plan 2223.pdf](#) Operatives have regular health and safety toolbox talks on pertinent issues. These include a range of diverse subjects such as face fits, dust control, risk assessments and CDM. In 2022, Covid risk assessments, controls and procedures remained significant regular topics.

Records of daily toolbox talks and site inductions are attached. These photos are taken from the weekly site audit reports carried out by our CDM Health and Safety Officer. This is checked on each site audit. [New\\_Build\\_Site Audit\\_Cummings\\_Street\\_Dec22.pdf](#)

Health and safety is a standard item on team meeting agendas [IHMO and TSO Team meeting minutes 07.12.2022.pdf](#) and one of the Health and Safety Team regularly attends these meetings to address any concerns and facilitate discussion. Health and safety remains a standard item on the Joint Consultative Committee which consists of Trade Union representatives and senior managers. This provides the unions with an opportunity to formally scrutinise statistics for accidents, and incidents of aggression and violence together with any other specific health and safety issues. There is clear evidence that the organisation works in partnership with the unions to solve health and safety issues [JCC\\_Agenda\\_30.11.2022.pdf](#)

As well as the more formal JCC, the Managing Director has a regular monthly meeting with the Trades Union Representatives to maintain collaboration and cooperation on potential issues. [Trade\\_Union\\_Meeting-Minutes\\_11.07.2022.pdf](#)

Minutes of the Forum and the JCC are posted on our Intranet for staff and are also presented to the Derby Homes Board. The area of health and safety is subject to an equalities impact assessment which identified that the services provided have a positive impact on equality strands in particular disability. This document is reviewed annually to ensure that the services we provide meet the needs of, and are accessible by, our users.

Contractors are involved in our day-to-day activities participate in team meetings, staff briefings and toolbox talks along with our own staff. Contractors on site are incorporated into health and safety meetings and planning processes with daily and weekly meetings with Site Managers (See Toolbox talk records above) . Contractors are encouraged to participate in joint health and safety training. In 2022 this included CDM, scaffold safety and tower scaffolds.

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# Derby Homes / Section 5

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**How does your organisation ensure that all its employees and contractors are competent to fulfil their roles in health and safety?  
Describe the approach taken in the selection and monitoring of contractors.**

600 word limit. Suggested themes might include:

- Training needs analysis
- Training standards and targets
- Competence assessment linked to roles, responsibilities and risk assessment
- Training programme with topics covered and numbers attending against numbers required
- Procedures for evaluating effectiveness of the training plan and the training delivered
- Contractor selection policy and method, criteria used, recording of contractor data etc.
- Pre-qualification questionnaire
- Control and evaluation of contractors.

***Hyperlink up to a maximum of eight representative supporting documents to evidence this answer***

New employees receive Health and Safety induction and the health and safety obligations for all employees are detailed in job descriptions and person specifications. These also identify the broader essential and desirable skills, knowledge and qualifications required. Person Spec.pdf To coordinate training, training matrices for the organisation are used to identify core training needs by post [Master Job Role Training Matrix.xlsx](#)

Operational managers are responsible for identifying additional individual and team training needs to ensure competency in their roles. Through six monthly personal reviews, regular team meetings, changes in working practice or legislation and lessons learnt. All employees are required to obtain the IOSH Directing, Managing (or other level 3 safety qualification) or Working Safely qualification which is provided in-house. All tradesmen are required to hold a Safety Passport appropriate to their occupation. We maintain a rolling programme of health and safety training including stress management, manual handling, first aid, fire safety and lone working. Training needs are also identified through the day-to-day business. For example, we regularly review insurance and disrepair claims received by the organisation in “lessons learnt” meetings. These can highlight training needs for staff. Our organisational Skills Pledge identifies our commitment to train all employees to minimum NVQ level 2

including health and safety competencies. We have a supervisory skills development programme in partnership with Derby College which is compulsory for all supervisory level staff. Based around the ILM Level 3 Certificate. The health and safety module was developed in conjunction with our health and safety team.

As a social housing provider we work with and support a wide range of community voluntary services (CVS). This support includes advice and guidance on health and safety matters, assistance with the development of policies and procedures and providing health and safety training for volunteers. We invest heavily in training and development and maintained this in 2021. [Training\\_and\\_Development\\_Stats\\_2022.docx](#)

We work with our contractors who are appointed through a formal partnering arrangement, awarded on a quality and price assessment. The assessment concentrates heavily on health and safety competency and arrangements and is considered in advance of the cost element of the bid. In addition to the initial assessment, prospective contractors undergo interviews with a panel which, is made up of at least one member of the Health & Safety Team. Bids are rejected completely if the quality assessment fails to meet our high standards. A typical recent worked example for a current contractor is attached. [DH19052-Panel Evaluation-TerusConsultancy-Ltd.pdf](#)

We carry out independent safety and performance audits of all contractors. Weekly site audits are conducted on all high risk construction activities i.e. new build sites [New\\_Build\\_Site\\_Audit\\_Cummings\\_Street\\_Dec22.pdf](#)

In 2022 we expanded our yellow and red warning card system to improve health and safety compliance with site based contractors effectively giving them a first warning for minor breaches and removal from site for a second minor or first major contravention. [ContractorSafetyManagementSystemProcedure.pdf](#)

We encourage our partners to participate in any health and safety training we are providing for our own staff which can include manual handling, asbestos awareness, working with non-licensed asbestos (including face fitting), IOSH Working Safely, safe work at height and first aid.

We firmly believe that for both existing staff and new employees, a balanced approach to skills is best. Primarily concentrating on face-to-face training courses supplemented with compulsory online packages. [CourseBeam.pdf](#)

In 2022 we created the new role of Employee Development Officer to concentrate specifically on employee training and development providing a greater strategic focus. [Employee\\_Development\\_Officer\\_JD.pdf](#) [Employee\\_Development\\_Officer\\_PS.pdf](#)

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# Derby Homes / Section 6

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**How does your organisation use risk assessment to identify appropriate control measures for significant hazards to health and safety? How does this inform corporate and operational planning?**

600 word limit. Suggested themes might include:

- Prioritisation of key hazards
- Risk assessment procedures – including those involved in developing and carrying out assessments, and how they are trained
- Sample risk assessments for key safety and key health hazards (e.g. working at height and COVID-19)
- Risk assessments for young workers or other vulnerable groups
- Selection and implementation of appropriate control measures
- Review and updating procedures – e.g. ensuring assessments are not just “tick box” exercises
- Rehearsal and review of first aid and emergency procedures
- Maintenance of risk register
- Fall prevention: **mandatory theme for all entrants.**

*Fall prevention is a current key campaign for RoSPA, as the single biggest cause of not just major workplace injuries, but also accidental injury in the home. For 2023, we will shortlist examples of innovative work being done around slips, trips and falls by organisations – to help reduce these figures – including falls from height. We will be showcasing learning, and awarding the overall best approach by an entrant with the Fall Prevention Trophy. Entrants **must cover this theme** to access all available marks.*

*Hyperlink up to a maximum of eight representative supporting documents to evidence this answer*

A strong health and safety culture is at the forefront of our organisation which is committed to providing a pro-active hands-on service. Risk assessments are completed and reviewed by managers with the assistance of the health and safety team. Managers and the Health and Safety team undertake regular audits on teams [Project Health & Safety Inspection.xlsx](#) to make sure that they are complying to and working within the risk assessments and procedures. Operatives are informed about any new or changes to the risk assessments along with and concerns that have

been raised in audits at team meetings including the sharing of any good practices, updated copies are provided to operatives and loaded onto online system. Health and safety is at the forefront of all team meetings.

The organisation makes health and safety a key priority, this has been achieved with the development of an integrated managed system focusing on the areas found within the organisation's strategic plan which is set out by the Board and Senior Management Team (SMT). The management of the key risks are reviewed and scrutinised at Executive Health and Safety meetings [Health & Safety Executive Meeting Nov22.pdf](#) and SMT meetings ensuring all controls are being managed effectively. The Executive and SMT can view dashboards and have access to scrutinise the information and data in the system ensuring they are kept up to date. Audits, inspections, and procedures on the system are reviewed and monitored on a regular basis ensuring these are being completed. Actions can be assigned to individuals or groups highlighting any concerns or failings.

First aid and emergency procedures are constantly being reviewed to adapt to agile working practices making sure that legal compliance is always covered. [First Aid Policy.pdf](#) D.S.E. assessments have been completed and reviewed to make sure safe working practices are covered both in the office and working from home.

The organisation has been a front runner with the annual recruitment of apprentices across all areas and departments developing, monitoring, and reviewing them consistently. All apprentices have an induction on health and safety along with I.O.S.H. Managing Safely and any relevant qualification required in their specific area of work. Young workers risk assessments are completed for each area of work and individual risk assessments are completed with any that have any needs or concerns. [Apprentice\\_Risk\\_Assessment.docx](#)

The organisation has been pro-active in fall prevention eliminating the need for working at height in some areas. In 2022 we started using drones for roof inspections, A gutter vacuum (with camera) for clearing out gutters and inspections using binoculars from ground level. Activities requiring working at height are identified in risk assessments with the collective protection measures being used i.e., scaffolds, MEWPS [D2D Working with a Cherry Picker-Mobile Elevated Working Platform \(MEWP\) Method Statement.docx](#), cherry picker and tower scaffolds with permanent guardrails instead of ladders and steps. All operatives are trained in Safe Work at Height level 1-2 or 1-3 (roof access) along with PASMA, IPAF and CISRS qualifications for using scaffolds, MEWPS, cherry picker and tower scaffolds. [June Training Spreadsheet.xlsx](#) The organisation has an inventory of ladders, tower scaffolds and harnesses with several supervisors being trained to inspect these with a formally tagged inspection every 6 months with operatives checking the equipment every time it is used [ladder inspection spreadsheet REVISED.xlsx](#). An accredited scaffold company is procured to erect scaffolds for the organisation to TG-20 or equivalent design, scaffold tags are displayed on the scaffolds & weekly inspections completed by independent qualified inspector. All operatives are trained to basic scaffold inspection [Basic Scaffold Inspection Course Criteria.docx](#) along with supervisors qualified to carry out weekly inspections using SHEAssure app to record. Inspection sheets are completed via the app for every occasion MEWPS, and cherry pickers are used.

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# Derby Homes / Section 7

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**How does your organisation ensure that occupational health and safety information is communicated effectively within and beyond the organisation?**

*For this question, assessors will look for evidence of both **internal** and **external** communications.*

600 word limit. Suggested themes might include:

- Communication of health and safety ethos and expectations
- Communication within and between departments/teams
- Pre-training briefings and post-training debriefings
- General awareness raising for health, as well as safety
- Health promotion initiatives
- Communication with external business partners and intermediaries
- Information to employees and contractors about hazards, risks and preventive measures.

***Hyperlink up to a maximum of eight representative supporting documents to evidence this answer***

All staff have access to information technology which is a central source for all health and safety information, including policies, procedures & risk assessments. It is also a means of circulating topical safety and welfare information. Staff surveys are carried out regularly [staff\\_survey.pdf](#) with team meetings and toolbox also including health and safety as a standard agenda item. In addition, mobile operatives receive regular texts and emails to keep them abreast of issues and pertinent information

Our Advisors are active members of the Regional and National Forums, to improve and promote best practice. Contract Managers hold regular meetings with partners to discuss any health and safety issues. We produce a regular magazine for all our tenants that contains health or safety related articles for their benefit. In 2022, this included advice ranging from electrical safety to flats and enjoying your balcony safety and every edition has fire safety advice. [DHN-Spring-2022-Web.pdf](#) [derby-homes-news-summer-2022.pdf](#)

Our website, [www.derbyhomes.org](http://www.derbyhomes.org), provides public access to our health and safety information. All Board reports, meeting minutes and health and safety statistics are also made publicly available via our website. Our Intranet has a dedicated health and safety section with messages regularly posted on the front page. Health and safety has also been incorporated into our E- learning system for all employees [CourseBeam.pdf](#). Toolbox talks and team meetings are a cornerstone of our regular health and safety

communication with staff and are a two-way process that encompass training, a forum to raise concerns and issues, sharing good practice and an opportunity to impart current safety information and education.

High risk activities, like construction, our homeless hostel and rough sleeping teams, are standing agenda items within the Health and Safety Forum ensuring safety performance is scrutinised. We communicate our wider commitment to health and safety in a number of ways. As part of our governance structure, the Operational Board consists of members of the main Board, tenants and leaseholders. They meet regularly to discuss, make decisions and monitor the services provided to tenants and leaseholders.

Fire safety is important to us and our tenants. We work closely with Derbyshire Fire and Rescue Service (DFRS) on initiatives to improve fire safety and communicate with tenants. Derby Homes working in partnership with DFRS have received training from DFRS on safe and well checks for all DH Tenants these are delivered within 3 months of a tenant been moved in to a DH property pre-existing tenants are been offered the safe and well checks by LHO when they carry out visits, DFRS will support LHOs if the tenant has been identified as higher risk. All fire related incidents are communicated to our Fire Safety Officer where each case is investigated and appropriate measures implemented.

An example is where portable misting systems have been installed in properties where vulnerable individuals are identified. We are at the forefront of promoting domestic sprinklers in social housing. We have a programme of retro fitting sprinklers to existing properties and all our new-build properties. DFRS are the lead fire authority for promoting and campaigning on domestic sprinklers and we are a key partner in the national Think Sprinkler Campaign. Not only enhancing the protection for our tenants, we promote the take up with other organisations.

To help improve communication with residents In 2022 we started replacing notice boards in communal areas with digital boards. As well as standard information current items such as fire alarm tests or any servicing visit can be displayed on the screen. If a repair has been raised in the communal area we can display this let other residents know the issue is being dealt with. [Digital\\_Notice\\_Boards.pdf](#)

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# Derby Homes / Section 8

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**Describe your organisation's approach to active monitoring of its safety and health performance and how this continues to evolve.**

*This question relates to **active** monitoring, not reactive monitoring. Information relating to reactive monitoring, which is more relevant to screen 10. See guidance notes for further information.*

600 word limit. Suggested themes might include:

- Schedule of monitoring and measurement activities
- Inspection of documents (e.g. safe systems or work, permits to work)
- Inspection of records (e.g. completed risk assessments)
- Inspection of workplaces and work activities
- Active monitoring to check compliance with health, as well as safety, requirements
- Surveys of staff attitudes (e.g. safety climate surveys, focus groups)
- Evidence of feedback (e.g. addressing non-compliance with control measures identified in risk assessments)
- Policies for hygiene monitoring and health surveillance.

***Hyperlink up to a maximum of eight representative supporting documents to evidence this answer***

Having introduced Evotix SHEAssure safety management software the previous year, in 2022 this became our primary tool to facilitate proactive monitoring. This provides a much higher level of action monitoring and accountability. Concentrating initially on accident and incident reporting, planned inspections, scheduled fire risk assessments, site audits and PPE inspections. Directors, Managers and Supervisors have real-time access to key information on current and planned inspections and all relevant findings and actions.

A comprehensive inspection regime for buildings and common areas is in place including general health and safety concerns, defects, asbestos monitoring and passive fire protection. Regular workplace and premises inspections are carried out by the Resources and Coordination Manager, Depot Coordinator and union Health and Safety Rep. To help ensure the safety of our customers and the public, routine estate and block inspections are conducted identifying any potential safety, health or hygiene issues [Derby-Homes-Communal-](#)

[Block\\_Inspection\\_template.docx](#)

Our in-house Fire Safety Officer carries out Fire Risk Assessments with scheduled regular reviews and routine fire safety inspections

[Evotix\\_FRA\\_Dashboard.pdf](#)

Proactive Home Fire Safety Checks are carried out for tenants. These are conducted by trained Housing Officers in conjunction with Derbyshire Fire and Rescue Service [safeandwellform.pdf](#)

Sickness absence is continually monitored and our Managing Director receives monthly detailed reports from our sickness absence monitoring partner. These are reviewed at regular Senior Management Team meetings [GoodShapeCentral\\_Headlines.pdf](#) Goodshape is a powerful system allowing detailed analysis of ill health and sickness absence. Our Health and Safety Manager reviews absence daily and regularly carries out analysis to identify trends identifying the possibility for proactive intervention We carry out health surveillance for groups of staff including HAVS, hearing and medical assessments for drivers. [Drivers-Medical-Pre-Medical-Questionnaire-and-Assessment-Form.pdf](#)

Derby Homes has a detailed Health Screening and Surveillance Policy [HealthScreeningandSurveillancePolicy.pdf](#) covering screening, surveillance, infection control, immunisations, vaccinations and driver medicals. Our Occupational Health partner provides an occupational health nurse with specific knowledge of our issues. We provide a regular on-site surgery allowing individuals to be referred to, or consult casually with, a health professional in a proactive environment.

Our Policy for Managing attendance incorporates sickness management. Return to Work assessments are carried out by our occupational health nurse as appropriate and workplace and/or job role adjustments are implemented as necessary to facilitate an individual's return to work and rehabilitation.

Construction specific site audits are conducted at least weekly on all high risk construction activities [New\\_Build\\_Site\\_Audit\\_Cummings\\_Street\\_Dec22.pdf](#) These are carried out by our CDM Health and Safety Advisor and supported by our Site Managers who all hold the CITB Site Management Safety Training Scheme.

Supervisors complete regular H&S inspections for the work area they are responsible for [Planned\\_Inspections.xlsx](#) Site Managers carry out daily inspections/audits of the sites they control and an independent weekly audit is carried out by the H&S team as well as adhoc unscheduled inspections.

We benchmark our health and safety performance against leading social housing providers through the regional and national forums and as a former local authority organisation we benchmark against the retained services of council. Risk assessments are reviewed by managers and the Health and Safety Team as required. Health and Safety Advisors carry out routine monitoring of procedures (i.e. fire evacuations) and systems (i.e. alarm testing). Health and Safety Targets are incorporated in the annual Business planning process. Statistical data relating to accidents and incidents together with employee absence data showing days lost and causes of absences are reported regularly. These are scrutinised by our Performance Committee, the Health and Safety Forum, Derby Homes Board, SMT, JCC and our parent Council. They allow us to identify any emerging trends [Incident-Records-1-24-2023.png](#)

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advised that all users save their work once every 5 minutes.

# Derby Homes / Section 9

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**How does your organisation ensure that it investigates occupational health and safety problems and implements lessons learned?**

**How does it manage sickness absence?**

*Entrants are encouraged to explain not just what accident investigation methodologies have been chosen for use in their context, but also why they were selected and considered to be appropriate.*

600 word limit. Suggested themes might include:

- The approach to learning from accidents and “near misses”, work related ill-health cases etc.
- Investigation methodologies adopted (e.g. “5 Whys?” root cause analysis)
- Evidence of feedback and remediation
- Sickness absence management and rehabilitation procedures – evidence of these in use.

**Hyperlink up to a maximum of eight representative supporting documents to evidence this answer**

Since inception we have collected sickness absence data. Analysis of this data has led to implementing a range of initiatives to support employee well-being. This successful management has seen our sickness absence keep well below the industry average for days lost per employee. For 2022, our BVPI 12 was 10.33. Like most businesses, this still shows an increase due to Covid. However still significantly below similar organisations. [Days\\_Lost\\_per\\_Reason\\_in\\_the\\_Last\\_12\\_Months.pdf](#) we continue to monitor Covid and Non-Covid related absences. [Covid\\_Absences.jpg](#)

Absence is managed by looking at long term and short term absences with appropriate flexibility built into our processes to tailor support to the needs of the individual. We provide on-site access to nurse lead occupational health. The nurse meets with us regularly to review and advise on cases and reports are tailored to our needs. Employees access a nurse led call centre for reporting sickness absence [StandardEmployeeBooklet.pdf](#) and receive confidential medical advice and support. Data gives us a clear understanding of attendance patterns and absence rates and this allows proactive management and development of employee health initiatives. Staff have access to fast track physiotherapy [Physiotherapy\\_Appointment\\_Letter.pdf](#) The service is available to employee’s who are off sick or having difficulty at work because of an injury. Staff receive treatment and ongoing support [Physio\\_personal\\_programme\\_support\\_app.pdf](#) After treatment, we are sent a report

detailing any actions we can take as an employer. Managers receive on-going training on attendance management and ill health processes. Our Policy for managing attendance incorporates our sickness management procedures [Attendance\\_Management\\_Policydocx.pdf](#) Return to Work assessments are carried out by our occupational health nurse as appropriate and workplace and/or job role adjustments are implemented as necessary to facilitate an individual's return to work and rehabilitation. [RTW\\_Interview.pdf](#) Health and safety is an item within all team meetings giving staff the opportunity to report concerns directly to their manager or a safety representative. It is the effective representation of each team at the Forum that enables senior members and the Board to gain a holistic and objective view of the organisation when discussing any concerns and the implications of any remedial actions across the wider business. Accident and incident information is fed back to the Health and Safety Forum, Joint Consultative Committee and the Board. For example, we had two handling incidents with operatives installing fire doors. Having previously made this a two-man job due to manual handling, these incidents prompted us to review mechanical door alignment devices and introduce these for joiners.

Data is reviewed regularly so that issues are dealt with proactively. We introduced following analysis of in-house data which suggested higher levels of physical discomfort amongst sedentary roles. This has had a positive impact upon staff helping towards reducing physical discomfort whilst also lowering workplace stress levels and improving overall mood. With the COVID office layout review, sit/stand desks have still been made available for staff.

Working with our partner Goodshape, we have been able to identify the top reasons for sickness absence and have developed "return to work risk assessments" to cover all absences and specific assessments for muscular skeletal and stress related absences [RTW\\_Interview.pdf](#) allowing us to better tailor any adjustments, rehabilitation or other wellbeing considerations and optimise the employees return to work.

In 2022 we reviewed manual handling training for maintenance staff and ran trial sessions with a range of training providers. From evaluating the training and staff feedback, we engaged Pristine Condition who are manual handling specialists to deliver practical training to all maintenance staff tailored to their particular trades. [Pristine\\_Condition.pdf](#)

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# Derby Homes / Section 10

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**How does your organisation review its occupational health and safety performance periodically to assess progress against targets, set new priorities and report on them? Describe how the results of reviews inform business planning.**

600 word limit. Suggested themes might include:

- Periodic review of key performance indicators for health, as well as safety
- Results of recent management systems audits (e.g. ISO 45001)
- Benchmarking, and why those benchmarked against were selected
- Identification of new priorities and interventions, and reasons for selecting them
- External/internal sectional/corporate performance reporting
- Outline your continuous improvements plans and objectives, and why they were chosen
- How is the maturity of safety culture analysed and reviewed?

***Hyperlink up to a maximum of eight representative supporting documents to evidence this answer***

We have formal arrangements in place to report and review performance. Through our statutory Governance Procedures, health and safety performance is reported in our Annual Report [Annual\\_Report\\_2021-22.pdf](#), at Board [Derby\\_Homes\\_Board\\_Minutes\\_19.05.2022.pdf](#) and Committee meetings and through formal Trade Union meetings [JCC\\_Agenda\\_30.11.2022.pdf](#). The Health and Safety Forum actively assess performance through statistical analysis [Health\\_and\\_Safety\\_Forum\\_Minutes\\_24.11.2022.pdf](#) (Details of AGM, Audit Committee, Main Board, Operational Board and Governance Committee are available at

<https://derbyhomes.cmis.uk.com/derbyhomes/Meetings.aspx>). The Health and Safety Team create their annual operational plan of aims and objectives which is formally reviewed through the Performance review process, and informally through progress meetings. Regular meetings are held with HR to identify training requirements (e.g. due to forthcoming changes in legislation). The Health and Safety Manager attends the fortnightly Senior Management Team (SMT) meetings and health and safety performance is reviewed, scrutinised and challenged by Managers and Directors at each meeting [SMT\\_Minutes\\_09\\_12\\_2021.docx](#) Derby Homes' targets and performance against them are reported and managed jointly with our parent council (Derby City Council, DCC). They are recorded using the DORIS Performance Reporting System

[DORIS.jpg](#) and formally reviewed by Derby Homes and DCC at regular Strategic Partnership Meetings. We have various methods by which we engage our stakeholders on current services, future business planning and funding of the organisation. Tenants conferences and Housing Focus Groups (regular, local meetings) provide an opportunity to inform our tenants and leaseholders of our health and safety activities, with an emphasis on the direct impact it has on the quality of service they receive, including gritting, grass/leaf collection, tree safety issues and bad weather plans. More recently, a push on Energy Efficiency has led to surgeries being held in libraries and one-to-one home visits to help tenants stay warm over winter, by understanding heating controls and other energy saving tips. Future plans for Customer Engagement include door-to-door visits, which will help with any targeted initiatives designed to improve tenants personal health, safety and welfare. Each summer, Derby Homes also supports and attends the cities "Love Parks" events, which provides an excellent opportunity to engage with the public on wider health and safety issues. The Operational Board consists of members of the main Board and tenant and leaseholders. They meet regularly to discuss, make decisions and monitor the services provided to tenants and leaseholders [Operational\\_Board\\_Agenda-22.09.2022.pdf](#) The main Board has delegated some of its decision making responsibilities to the Operational Board, for example making decisions about how money should be spent on our estates, improving existing or providing new services, monitoring the performance and standard of services. Other reporting forums include the Derby Safeguarding Adults Board where our performance on tenants and community safety and welfare is reported. We have developed our own safeguarding training which is refreshed and delivered every 3 years and training is compulsory for all staff. We work alongside trainers in both Adults and Children's safeguarding departments within Derby City Council to ensure the training is up to date. We benchmark our health and safety, occupational health and fire management performance against other leading social housing providers. Through the regional and national forums and as a former local authority organisation we benchmark against the retained services of councils.

The health and safety of our tenants is paramount and in 2022 the Board commissioned a comprehensive independent audit that amongst other areas, scrutinised our compliance surrounding the six major activity/risk areas for tenants –Gas, Electric, Fire, Asbestos, Water and Lifts. The audit found strong evidence of compliance in all areas. [Derby\\_CSR\\_Review\\_23.8.2022-Final Report.pdf](#)

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# Derby Homes / Section 11

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**Completing this award submission has required reflection on the planning and delivery of your safety management system during 2022. Please expand on one significant learning point from 2022 which stands out more than any other.**

*Within the below criteria, this screen offers an opportunity for entrants to present information they wish to celebrate that does not fit elsewhere in the submission.*

600 word limit. Suggested themes might include:

- This is an opportunity to describe and demonstrate your organisation's approach to reflective learning, provide additional insight into your health and safety culture, and celebrate what has been going well
- How has your chosen stand-out learning point made a difference to both your organisation, and/or the individuals affected?
- Examples might include significant ideas or "light-bulb" moments, interventions that have had a transformational impact (either operationally or culturally) and have been a source of pride, or acts of reflection that have delivered significant organisational learning
- Have you shared (or are actively preparing to share) this learning outside of your immediate site/location/organisation, to help, educate or encourage others?

***Hyperlink up to a maximum of eight representative supporting documents to evidence this answer.***

As a social landlord we have significant responsibility for the health, safety and welfare of our residents. Amongst the broad spectrum of responsibility, there are six key areas that underpin the health and safety of our customers. Fire, Gas, Electricity, Asbestos, Water Hygiene and lift safety. The fire safety of our properties and individual tenants is not only of prime importance, following the Grenfell tragedy and other high profile fires fire safety can be extremely concerning for residents. Gas safety for tenants at potential risk from faulty gas appliances and carbon monoxide is ever prevalent and always in the media as a result of rogue landlords. In common with most post-war properties, a large proportion of our housing stock have some form of asbestos containing materials and regardless of actual risk levels, it can be a particularly emotive subject with residents. The safety of electrical systems in homes affects everyone within a property. Lifts, not just conventional passenger lifts but personal disabled access and stairlifts are essential to the more vulnerable with catastrophic consequences if they fail. Finally; managing water safety, hygiene and the control of Legionella is particularly important for elderly and vulnerable residents.

As expected, we have systems in place to manage these risks. However, traditionally these have been managed by different teams across the organisation and the systems have evolved organically over the years. In 2021/22 we have focussed on bringing these systems and the associated record systems more closely together. As a self-critical organisation we were not confident that there weren't some weaknesses or areas for improvement in some areas.

We engaged Savills Consultancy who are the acknowledged leaders in affordable social housing standards to carry out a wide-ranging audit of our systems and management processes. This was a lengthy and comprehensive review with detailed evidence submitted. [Derby\\_Homes\\_CSR-Document\\_Request-31.03.2022.xlsx](#)

In spite of our initial concerns, in the final audit feedback meeting the auditors were overwhelmingly positive stating we were one of the best organisations for compliance they had reviewed. Positive audit concluded:

*“There is strong evidence of compliance in respect of sound investment decisions linked to stock data influencing the HRA Business Plan recommendations.”*

*“There is clear evidence of an Asset Management Strategy which is clear and appropriate for DCC and DH.”*

*“There is evidence of compliance surrounding the six major activity/risk areas –Gas, Electric, Fire, Asbestos, Water and Lifts. Reported performance is excellent. Reporting to Board centres on one key KPI per service.”*

*“Overall, this has been a positive review, with many strengths clearly evident from our document review”*

[Derby\\_CSR\\_Review\\_23.8.2022-Final Report.pdf](#)

Our Managing Director has expressed her immense pride at the positive feedback. We reviewed findings and best practice examples given by Savills and will use this to avoid making potential mistakes. However, they reminded us that it is just as important to celebrate our successes going forward, to help remove impediments before they happen. a significant learning point for the whole organisation.

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# Derby Homes / Section 12

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Corporate Performance Indicators

**Please indicate which of the following key occupational health and safety performance assessment tools you have used. Please upload a scan of certificate(s) etc using the supporting evidence Document Upload function on the right of this page.**

Results from proprietary external audit schemes  
(eg RoSPA QSA - specify the scheme used and the level or award achieved)

**No**

Management standard auditing/certification (e.g. OHSAS 18001 / ISO 45001)

**No**

Inclusion in clients' preferred contractor lists (name scheme)

**No**

Occupational health and safety approval by funded training providers

**No**

Occupational health and safety climate survey scores (state the scheme)

**No**

## Targets for total sickness and absence management and achievements

**Yes**

DH HR PM01 Average working days lost due to sickness absence DHLocal76

DH HR PM01a Average working days lost due to long term sickness absence DHLocal76a

DH HR PM01b Average working days lost due to short term sickness absence DHLocal76b

## Completion of RoSPA Health and Safety Review or similar independent health and safety management system assessment

**No**

## Health and wellbeing awards and accreditations

**No**

## Other industry-specific safety awards (e.g. Responsible Care - chemical industry)

**No**

Other performance measurement tools, please specify (e.g. bespoke solution)

[Derby\\_CSR\\_Review\\_23.8.2022-Final Report.pdf](#)

[DORIS\\_front\\_page.jpg](#)

[Compliance-Updated\\_Sep\\_2021.docx](#)

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# Derby Homes / Section 13

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## Injuries/Incidents/Diseases History – Direct Employees

For your organisation give the number of each of the following. If not applicable insert '0'.

A brief report (summarising underlying causes and including any procedural changes made following investigation) must be included for all **fatal, major / specified** injuries, and **dangerous occurrences** declared during any year shown in the table below - **no result can be confirmed without this information, and results may be delayed if follow-on contact is required by RoSPA to seek confirmation.**

If no incidents are declared in the table (i.e. all fields display '0'), please qualify these figures with an accompanying comment in the text box.

See *Guidance Notes for definitions*

	2018	2019	2020	2021	2022
Reportable fatalities	0	0	0	0	0
Reportable major / specified injuries	0	0	0	0	0
Other reportable injuries	1	3	3	0	0
Statutorily recordable injuries	1	4	3	0	0
Reportable Occupational Diseases	0	0	0	0	0
Reportable dangerous occurrences	0	0	0	0	0
Work related road fatalities	0	0	0	0	0
Work related road injuries	0	0	1	3	0

If you are unable to provide data for all years please state why in the box below. *E.g. your organisation/project has only been operational for three years.*

**Entrants from outside of the UK:**

- We understand your accident records may not align with the RIDDOR requirement or definitions.
- However, information on accident/incident history for the previous five calendar years is **compulsory for all entrants, including a brief report all fatal and major injuries, summarising underlying causes and including any procedural changes made following investigation.**
- Your figures do not need to be mapped to the RIDDOR definitions above, but an explanation of your recording methods must be included in the comment box.
- Please provide your accident/incident history information as an attachment – using the text box below the RIDDOR table. Failure to do so will lead to delays in having your final grade confirmed.

<No Comment provided>

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# Derby Homes / Section 14

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## Contractors'/Sub-contractors' Injuries/Incidents/Diseases History

Please declare the following for contractor/sub-contractor employees working on your organisation's site(s) or under its control in the years shown. If not applicable insert '0'.

A brief report (summarising underlying causes and including any procedural changes made following investigation) must be included for all **fatal, major / specified** injuries, and **dangerous occurrences** declared during any year shown in the table below - **no result can be confirmed without this information.**

If no incidents are declared in the table (i.e. all fields display '0'), please qualify these figures with an accompanying comment in the text box.

See *Guidance Notes for definitions.*

	2018	2019	2020	2021	2022
Reportable fatalities	0	0	0	0	0
Reportable major / specified injuries	0	0	0	0	0
Other reportable injuries	0	0	0	0	0
Statutorily recordable injuries	0	0	0	0	0
Reportable Occupational Diseases	0	0	0	0	0
Reportable dangerous occurrences	0	0	0	0	0
Work related road fatalities	0	0	0	0	0

Work related road injuries	0	0	0	0	0
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Indicate here if your contractor/subcontractor data is already included in your data for direct employees at Section 13

**No** - Contractor/subcontractor data is listed above in section 14

If you are unable to provide data for all years please state why in the box below. *E.g. your organisation/project has only been operational for three years.*

### Entrants from outside of the UK:

- We understand your accident records may not align with the RIDDOR requirement or definitions.
- However, information on accident/incident history for the previous five calendar years is **compulsory for all entrants, including a brief report all fatal and major injuries, summarising underlying causes and including any procedural changes made following investigation.**
- Your figures do not need to be mapped to the RIDDOR definitions above, but an explanation of your recording methods must be included in the comment box.
- Please provide your accident/incident history information as an attachment – using the text box below the RIDDOR table. Failure to do so will lead to delays in having your final grade confirmed.

<No Comment provided>

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# Derby Homes / Section 15

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## Members of the Public

Please indicate the number of injuries involving members of the public that were associated with your organisation's work activities in the **past five years** and provide details of how these are recorded and monitored.

"Members of the public" here includes, but is not limited to, customers, clients and visitors (for all entrants), pupils/ students (educational establishments), passengers (transport operators), users of services (emergency services and health services) etc.

**For UK entrants, any RIDDOR reportable accidents involving members of the public should be clearly listed, providing a description of the circumstances and any remedial action taken.**

In 2017 there was one injury involving a member of the public associated with Derby Homes' work activities. The member of public, whilst visiting one of Derby Homes' offices had accessed the non public side of the office and caught their finger in a door jam which resulted in superficial injuries. Trained Derby Homes' first aiders were onsite and treated the individual. This did not require hospital treatment and was not reportable. We have invested significant resources into building and maintaining a positive organisation safety culture to a level where employees and contractors are comfortable reporting accidents, incidents and near misses. This process uses many mediums to capture this information to ensure reports are suitably investigated and control measures put in place. This process is designed to accommodate not just employees but also contractors and our partners too. One way in which we achieve this is through a variety of ways in which reports can be made. Whether it's through basic written processes such as paper accident forms, emails, texts, face to face or through the more advanced methods such as our near miss system which utilises a programmed workflow to send the report to the appropriate persons and help facilitate investigation and implement remedial actions.

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# Derby Homes / Section 16

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## Accident Incidence Rate and Accident Performance Measures

Please note: Entry of 'Number of Employees' information is mandatory to enable assessors to quantify your accident incidence rate and the scope of your submission. Entrants who list '0' employees for all years will be subject to additional verification checks.

	2018	2019	2020	2021	2022
<a href="#">RIDDOR reportable and recordable injuries</a>	1	3	3	0	0
divided by					
Number of employees	600	600	600	630	630
x 100,000					
= Accident Incidence Rate	166	500	500	0	0

## Accident Performance Measures

Which of the following health and safety performance outcome measures do you use?

### RIDDOR > 3 Day Injuries

Yes

### OSHA Days Away Case Rate

No

**Lost Time Injuries per Million Hours Worked**

No

**Accident Free Periods**

No

**Work-related Ill Health Cases**

No

**Other Measures (please describe)**

Yes

DH COR PM04 Number of accidents recorded resulting in 1 - 7 days lost time

DH COR PM05 Number of accidents recorded resulting in over 7 days lost time

DH COR PM06 Number of working days lost to sickness absence due to workplace

DH COR PM07 Number of health & safety training days delivered

DH COR PM08 Number of near misses reported

DH RR&V PM22 - % of common areas inspected once every 12 months in accordance with the Control of Asbestos Regulations

DH RR&V PM23 - % of Communal Areas with a Valid Fire Risk Assessment in accordance with our fire safety policy and the Fire Regulatory

Reform Act 2005

**Do you record incidents? (Near Misses)**

Yes

**Do you record first aid treatments?**

Yes

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# Derby Homes / Section 17

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## Your Organisation's Health and Safety Enforcement Experience

For your organisation give the number of each of the following. If not applicable insert 0.

	2018	2019	2020	2021	2022
Prosecutions under relevant statutes leading to conviction*	0	0	0	0	0
Prohibition notices	0	0	0	0	0
Improvement notices	0	1	0	0	0
Other notices	0	0	0	0	0

**Details must be provided of the circumstances and corrective action taken. Make reference to and upload relevant documents as required.**

*\*Include details separately of any 'information laid' or prosecutions pending:*

The HSE visited one of our new build construction sites on 22nd October 2019 and found issues with the welfare facilities and site access. An improvement notice was served. The deficiencies themselves were rectified immediately. Subsequent formal responses to the notice concluded with a satisfactory response. The HSE Inspector stated:

"Many thanks for your early response to the notification of contravention letter. It is clear that Derby Homes have taken on board all issues raised and discussed and have been taking significant steps in rectifying the underlying causes. I am satisfied that suitable improvements have been taken or are in the process of being implemented. It is evident that Derby Homes are determined to promote a positive health and safety culture throughout the organisation.

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# Derby Homes / Section 18

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## Contractors'/Sub-contractors' Enforcement Issues

Please indicate any Contractors' / Sub Contractors' enforcement issues which resulted from work on your organisation's site(s) or under its control in the years shown. If not applicable insert 0.

	2018	2019	2020	2021	2022
Prosecutions under relevant statutes leading to conviction*	0	0	0	0	0
Prohibition notices	0	0	0	0	0
Improvement notices	0	0	0	0	0
Other notices	0	0	0	0	0

**Please give details of the contractor / sub-contractor concerned and of the circumstances and corrective action taken.**

*\*Please include details separately of any 'information laid' or prosecutions pending:*

<No Comment provided>

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# Derby Homes / Section 19

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## Vehicle Crash History

Please provide vehicle crash data.

**Crash:** An event which has led to injury to person(s), damage to vehicle(s), machinery or the environment or some other loss.

All fields are required. If any are not applicable please enter '0'.

	2018	2019	2020	2021	2022
Crashes	0	0	1	2	34
Other performance indicators* (1)	0	0	0	0	0
Other performance indicators* (2)	0	0	0	0	0
Other performance indicators* (3)	0	0	0	0	0

\*Performance indicators (e.g. accident frequency, crash ratios etc). When using other performance indicators to support the entry, please define them and describe how they work in the text box below.

The figure of 34 crashes for 2022 reflects a changed reporting system and records all vehicle damage regardless of severity. Of the 34, 18 were attributed to a third party hitting one of our vehicles (even if parked).

[Derby-Homes\\_2022\\_fleet\\_accidents.xlsx](#)

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