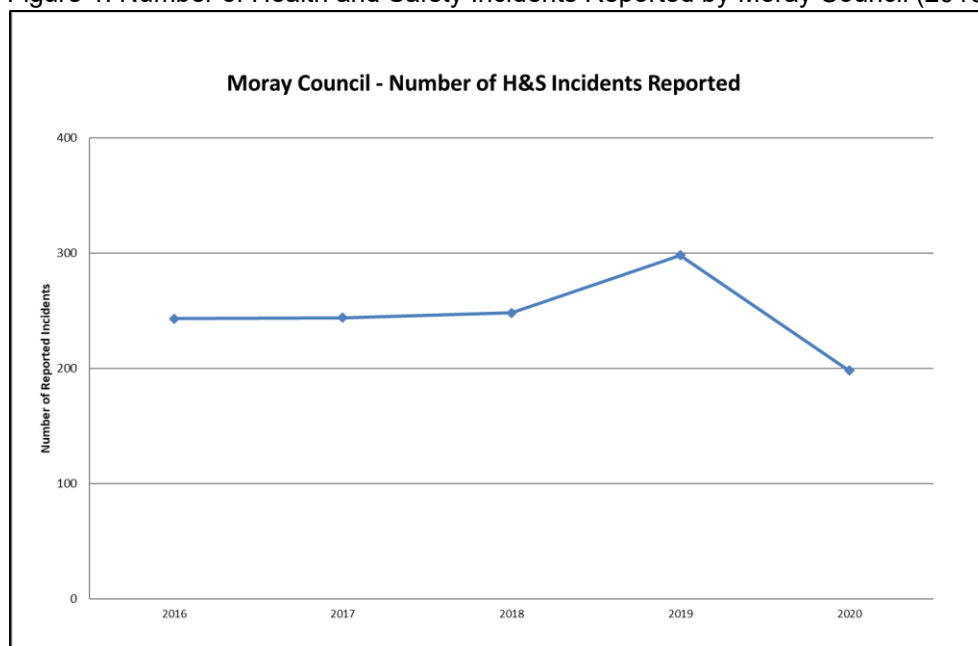


## **HEALTH AND SAFETY INCIDENTS 2020**

The following information is based on the data for incidents reported during the period January to December 2020.

Figure 1: Number of Health and Safety Incidents Reported by Moray Council (2016 - 2020)



In 2020, the number of Health & Safety Incidents reported by Moray Council fell to 198, 33% less than in 2019 and the lowest recorded since current reporting methods were introduced. This significant decrease can likely be wholly attributed to the COVID-19 pandemic and subsequent lockdown restrictions that affected all Moray Council services between March and December 2020.

Figure 1a: Number of Health & Safety Incidents 2020 by month

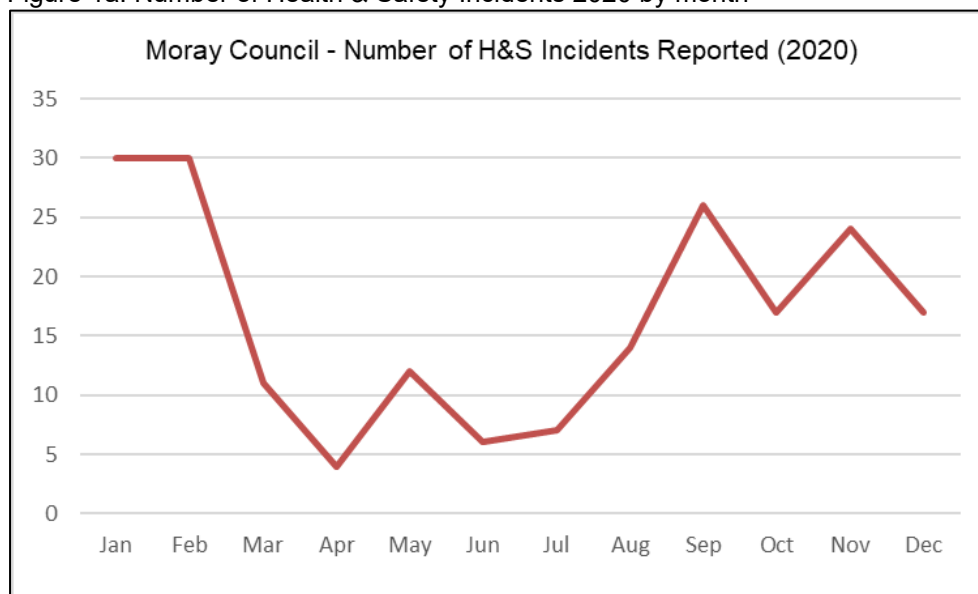
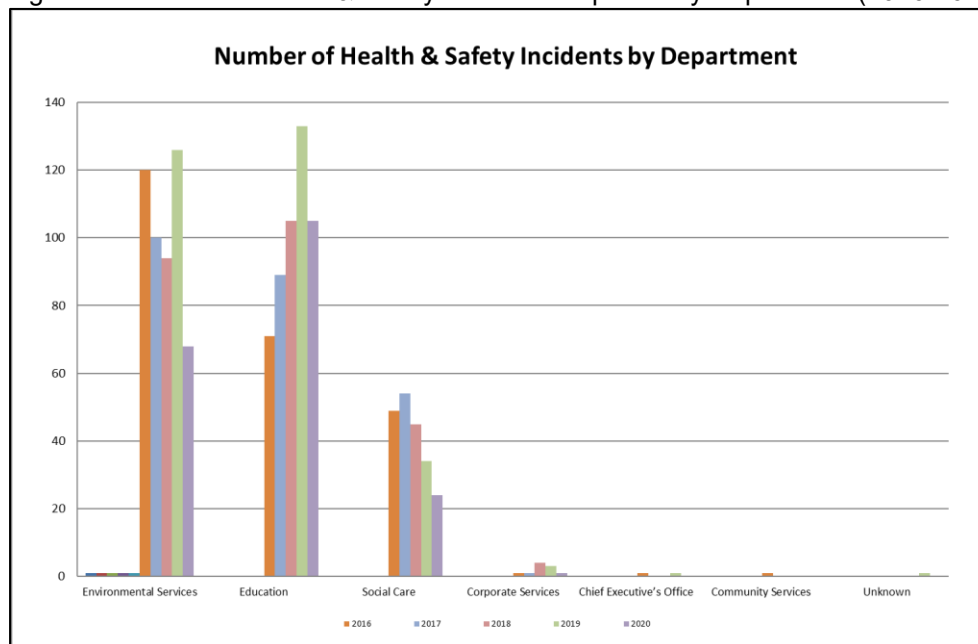


Figure 1a above shows the fall in incidents from March, when the pandemic began, into July when restrictions began to lift. Although incidents increased from August onwards, numbers were still below that recorded during the pre-COVID period in January and February.

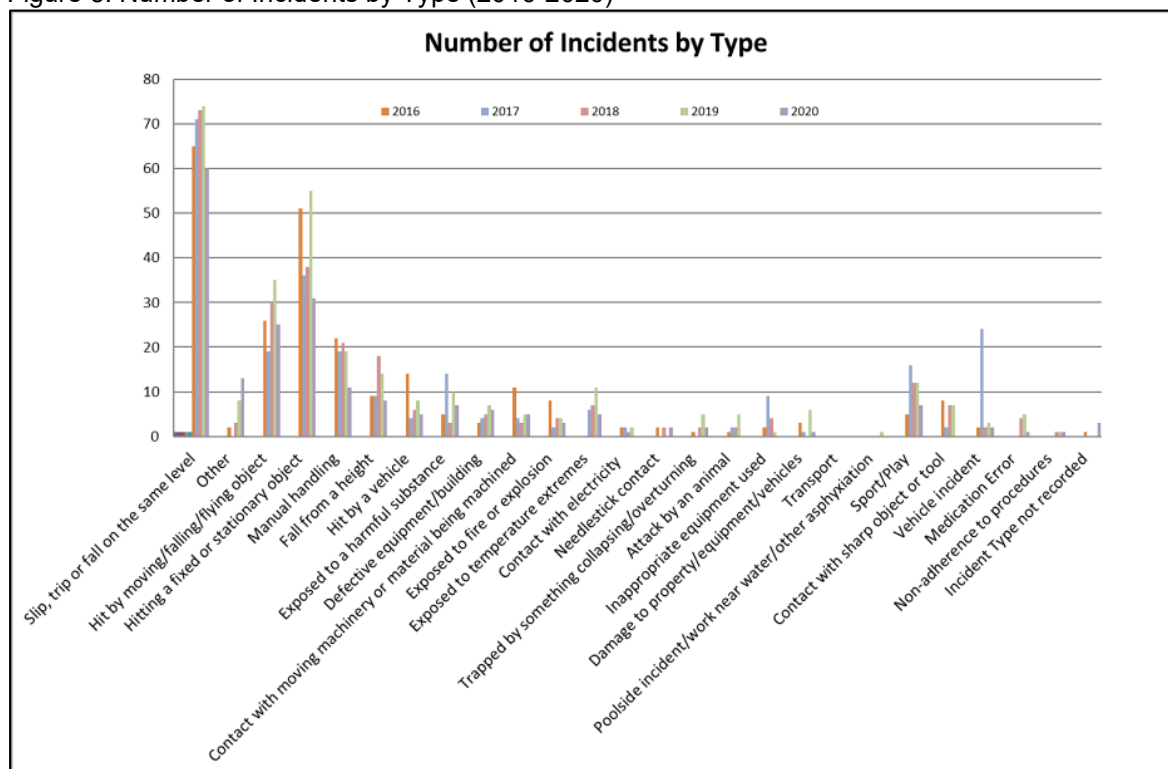
Figure 2: Number of Health & Safety Incidents Reported by Department (2016-2020)



NB: The incident reporting form and recording spreadsheet are yet to be amended therefore the departments noted in the graph above do not reflect the current structure of Moray Council introduced in 2019. This does however allow for comparisons to be made with previous years.

Against all other departments, Education continues to record the highest number of Health and Safety incidents. Even with lockdown restrictions closing schools for the whole of term 4 and only limited pupils attending Hubs, total incidents during 2020 fell by just 21%. In comparison, incidents recorded within Environmental Services and Social Care fell by 46% and 29% respectively.

Figure 3: Number of Incidents by Type (2016-2020)

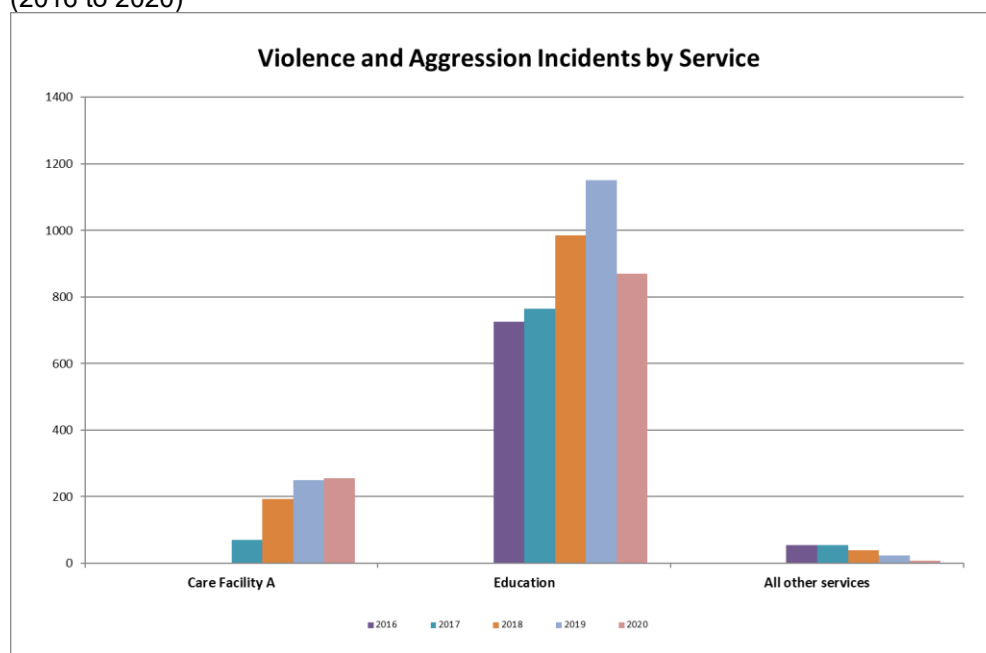


Number of Incidents by Type within figure 3 shows during 2020, “Slip, trips or falls” continued to account for the largest proportion of incidents reported (60) followed by “Hitting a fixed or stationary object” (31) and “Hit by moving/falling/flying” (25).

13 incidents this year remain recorded as “Other”. Looking at the description recorded via the accident form, the majority of these (62%) were medical matters. There were also 3 incidents where no “Incident Type” was recorded, the highest number in recent years.

## **VIOLENCE AND AGGRESSION INCIDENTS 2020**

Figure 4: Violence and Aggression Incidents by Service based on quarterly performance report data (2016 to 2020)



### **Adult Services**

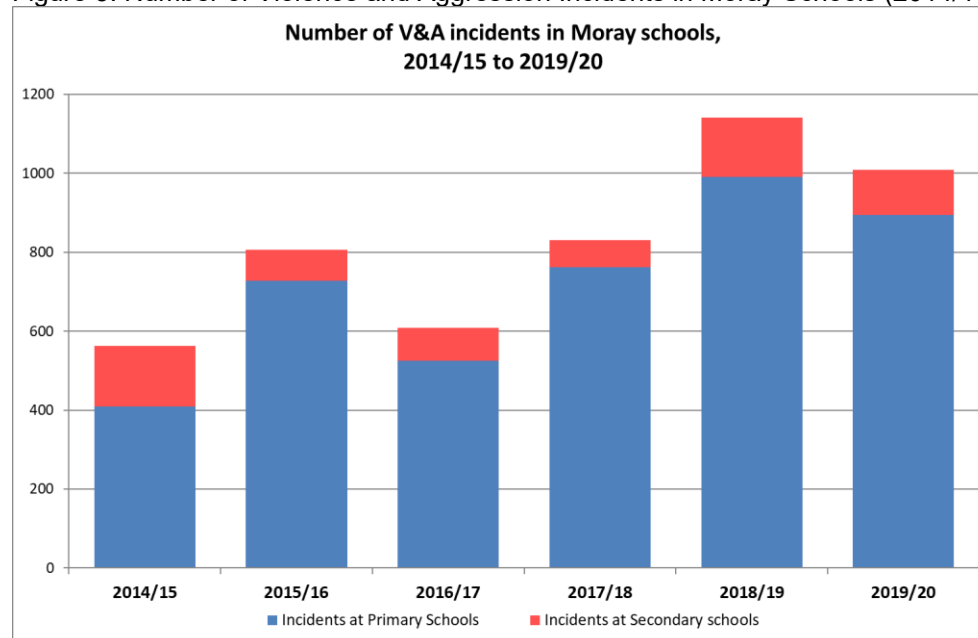
Figure 4 above shows Violence and Aggression Incidents at Care Facility A have increased during 2020 by 2% from 250 in 2019 to 255.

### **Education**

Between 1 January to 31 December 2020, Violence and Aggression in schools has declined 24% with incidents falling from 1151 in 2019 to 871 in 2020. As with the decline in Health and Safety Incidents noted earlier, the reduction in Violence and Aggression is also likely due to the school closures between March and June 2020.

Violence and Aggression is reported to Education by academic year. Looking at data this way in figure 5 shows 2019/20, the year that included school closures for the whole of term 4, had the second highest number of incidents in recent years; 1,009, just 12% less than the year before. Of the 1,009, 88.6% were reported at Primary schools with 11.4% at Secondary schools.

Figure 5: Number of Violence and Aggression Incidents in Moray Schools (2014/15 to 2019/20)

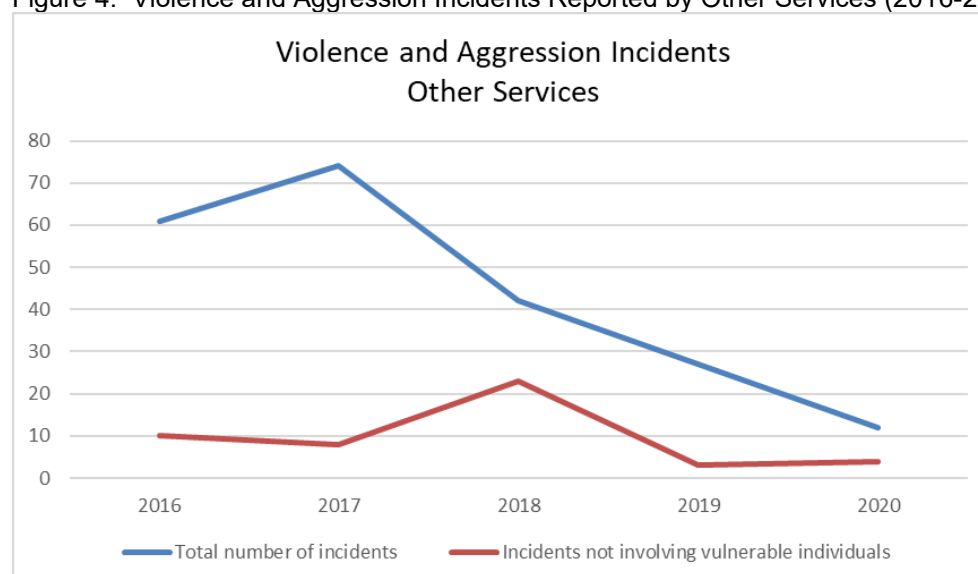


NB: Figure 5 includes revised data from that reported in last year's Health and Safety Report.

The most common type of V&A within Schools is "Physical assault with no weapon", which accounts for 58.7% of all incidents.

## Other Services

Figure 4: Violence and Aggression Incidents Reported by Other Services (2016-2020)

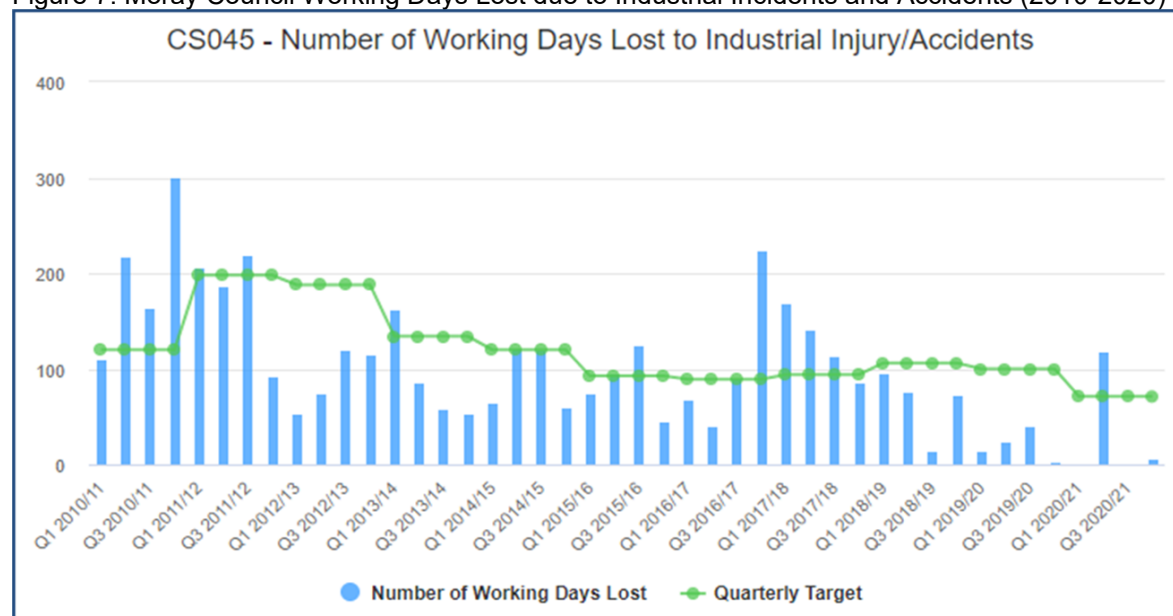


Since 2017, the number of Violence & Aggression incidents reported by other services within Moray Council has steadily declined. In 2020 just 12 incidents were reported compared to 74 in 2017, a fall of 84%. Incidents not involving vulnerable

individuals peaked in 2018 at 23 but in the past two years have remained steady at around 4 incidents per year.

## **WORKING DAYS LOST DUE TO INDUSTRIAL INJURY/ACCIDENT 2010-2020**

Figure 7: Moray Council Working Days Lost due to Industrial Incidents and Accidents (2010-2020)



The number of working days lost due to industrial injury or accident can fluctuate considerably from quarter-to-quarter however, since quarter 1 2018/19, days lost had remained well below target. During 2020, the impact of COVID-19 is clear with only 3 days lost during quarter 4 2019/20 and quarter 1 2020/21. However, as restrictions began to lift in quarter 2 2020/21, a significant spike of 118 days was recorded. Analysis of this increase is ongoing with more information into the cause of the spike requested.

## **Conclusion**

It is already well document the impact COVID-19 has had across all areas of Moray Council. The effect of school closures, unprecedented levels of home working and the pausing of many social care services can clearly be seen from the decline recorded with both Health and Safety and Violence and Aggression incidents.

Education continues to account for the highest proportion of Health & Safety and Violence and Aggression incidents despite school closures and only limited pupils attending hubs between March and June 2020.

Ensuring the Health and Safety of staff and service users continues to be a priority for Moray Council. The Interim Corporate Workforce Plan 2020-2022 and the HR & OD Service Plan 2020-22 both detail planned actions that will deliver effective health and safety systems and promote this culture across the organisation. Data relating to these issues will continue to be monitored as services enter a phase of COVID recovery and renewal.