

## 2024/25 Health and Safety Key Performance Indicators

Objective	Key Performance Indicator
<b>Act Together</b> to develop collective ownership amongst everyone who shares responsibility for helping Greenwich work and study well	<b>KPI 1</b> - All Health & Safety role holders complete competency training (% completion rates)
	Comments:
	For the purpose of this KPI, the key role holders and associated training expectations (as per the H&S training matrix) are : <ul style="list-style-type: none"> <li>• Senior Managers to attend Senior Leadership training, within 12 months of appointment (5yr refresher)</li> <li>• H&amp;S Managers to maintain an ongoing IOSH Blueprint CPD schedule (30 hours per year)</li> <li>• H&amp;S Local Officers to attend Core H&amp;S course, prior to appointment to role (5yr refresher)</li> <li>• Risk assessors to attend a risk assessment course, prior to signing any risk assessments (5yr refresher)</li> <li>• All staff to complete H&amp;S induction, DSE training and Fire Safety training within 1 month of appointment (5yr refresher for Induction and DSE training; 2yr refresher for Fire Safety)</li> </ul>
<b>Manage Risk Well</b> by embedding a sensible and proportionate approach to risk management and improve on the gains made in safety whilst giving health the same priority.	<b>KPI 2</b> - Accident / incident frequency rates fall below sector averages (targeting zero)
	Comments:
	At year end 2023/24 we were slightly above sector average for both staff & students (1.09 compared to 0.82 for staff / 0.1 compared to 0.05 for students). Our aim for 2024/25 is to see a reduction.
<b>Monitor and measure health and safety performance</b> to improve productivity whilst protecting workers' health and safety	<b>KPI 3</b> - All areas are able to demonstrate compliance with mandatory H&S record keeping requirements (% of areas meeting 'basic assurance')
	Comments:
	For the purpose of this KPI, mandatory requirements are described in the basic assurance criteria set out in the HASMAP audit documentation. Achievement of basic assurance at audit therefore demonstrates that mandatory requirements are met. Where areas do not meet basic assurance, they are expected to provide evidence to

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	address this within 12 weeks of the audit close out meeting. Once evidence is provided, they will be considered as having met mandatory requirements.
<b>Share our successes</b> to create a positive health and safety culture that all staff and students support	<b>KPI 4</b> – Increase staff / student understanding of H&S arrangements (% of audit interviewees who can demonstrate knowledge of most of our key H&S arrangements)
	<b>Comments:</b>
	For the purpose of this KPI, the key H&S arrangements are: <ul style="list-style-type: none"> <li>a) Summoning a first aider</li> <li>b) Action upon hearing a fire alarm</li> <li>c) Incident reporting platforms</li> <li>d) Use of SafeZone app</li> <li>e) Local H&amp;S resource</li> </ul>
<b>Keep pace with change:</b> Use innovation and new technologies to ensure a proportionate, risk-based approach and support better outcomes.	<b>KPI 5</b> – Implement an electronic chemical inventory system, to improve compliance with COSHH requirements.
	<b>Comments:</b>
	To be monitored / measured via audits / inspections – reduction in number of actions raised.  Currently, we rely on local, in some cases paper-based, inventories. An online tool would help us better: <ul style="list-style-type: none"> <li>• Manage stock levels,</li> <li>• identify and implement safe storage arrangements,</li> <li>• identify and manage waste arrangements</li> </ul>