

2025/26 Objectives

1. Improve Mental Health and wellbeing: Depts to nominate and train a minimum of 10% of their staff as Wellbeing Allies.

2. Improve COSHH compliance: 100% of LEV users to complete the online training on LEV Systems on Totara. Line Managers to identify all COSHH assessments where RPE is required as an additional control to supplement other control measures, specifying RPE in terms of protection factor and type of filtration required.

- 100% of relevant line managers to read the guidance of the selection use and maintenance of RPE

- 100% of relevant line managers and RPE users to complete training on RPE face fit testing (as identified)

- 100% of relevant line managers to confirm that 100% of RPE users have been face fit tested (as identified).

3. Improve Contractor Management: 100% of Depts who manage contractors to review SHE Code and submit comments to SHE Group.

100% of departments that use contractors to carry out training needs analysis to correctly identify staff who manage contractors.

100% of staff identified as managing contractors, to undertake relevant training and ongoing coaching, and provide formal CSO appointment and registration on the SHE Directory.

4. Risk Assessment: 100% of moderate/SoPS rated incidents to result in a review of relevant risk assessments. Reviews to be recorded. 75% of line managers to have in-person RA training.

5. Tenants, users, visitors: 100% of these to have completed the relevant site inductions. 75% of staff who manage tenants to complete SHE Tech/Non-Tech course depending on Dept hazard profile.

