

Climate Impact Assessment, Appendix 5 CIA 629, Health & Safety Policy & Statement of Intent

Will the decision/proposal impact...	Impact	If an impact or potential impacts are identified:			
		Describe impacts or potential impacts on emissions from the Council and its contractors.	Describe impact or potential impacts on emissions across the Borough as a whole.	Describe any measures to mitigate emission impacts	Outline any monitoring of emission impacts that will be carried out
Emissions from non-domestic buildings?	None				
Emissions from transport?	None				
Emissions from waste, or the quantity of waste itself?	None				
Emissions from housing and domestic buildings?	None				
Emissions from construction and/or development?	None				
Carbon capture (e.g. through trees)?	None				

Identify any emissions impacts associated with this decision which have not been covered by the above fields:

None

Will the proposal affect Council services' resilience to climate change, or the capacity of people living in the Borough to adapt to climate change?

Changes to the Council's Health and Safety Policy will not have a carbon impact, but carbon emissions will affect the Council's management of health and safety at work. Hotter summer temperatures, more rainfall and more intense downpours in Rotherham are likely to increase Council employees' exposure to heat stress, flooding and new or emerging hazards, such as vector-borne diseases.

Provide a summary of all impacts and mitigation/monitoring measures:

Changes recommended to the Council's Health and Safety Policy following its two years' review are unlikely to affect greenhouse gas emissions from the Council's activity, or otherwise negatively affect actions to mitigate climate change in Rotherham: there is no expected increase in energy use, transport, waste etc. implied by the present report and its recommendations.

However, in its next review of Health and Safety Policy in two years' time, the Council should consider how arrangements for health and safety can support employees' and services' adaptation to climate change, including but not limited to: increasing exposure to high temperatures, more frequent flooding and emergence of vector-borne diseases which are not presently established in the UK.

Climate change impacts will affect Council employees and services differently e.g., staff working outdoors will be more exposed to risks of dehydration and heat stress during periods of high temperatures. HSE guidance is available which recommends rescheduling work to cooler times of day, providing more frequent rest breaks, access to cool drinking water and shade: these and similar measures have already been adopted by Council services ad hoc, but increasing frequency of heatwaves merits their treatment in corporate policy, alongside arrangements such as those for Display Screen Equipment, driving at work and infectious disease.

Climate change will disproportionately affect services and employees who are involved in the Council's emergency response e.g., to an extreme weather event or flood. An International Labour Organization report notes the mental as well as physical impacts, for emergency responders: as the frequency of extreme weather events increases, services' resilience and ability to recover may be degraded.

Supporting information:	
Climate Impact Assessment Author	James Kitchen Head of Health & Safety Health & Safety Corporate Services
Please outline any research, data or information used to complete this Climate Impact Assessment.	<ul style="list-style-type: none"> <li>• Health and Safety Executive. 2026. <i>Temperature in the Workplace</i>. [Online]. [Accessed 1 April 2026]. Available from: <a href="https://www.hse.gov.uk/temperature/employer/managing.htm">https://www.hse.gov.uk/temperature/employer/managing.htm</a>.</li> <li>• Met Office. 2025. <i>Climate Report for Rotherham</i>. [Online]. [Accessed 1 April 2026]. Available from: <a href="https://www.reports.esriuk.com/view-report/b8eb3cee8f764147a2cfc69cf36238f/E08000018">https://www.reports.esriuk.com/view-report/b8eb3cee8f764147a2cfc69cf36238f/E08000018</a>.</li> <li>• UK Health Security Agency. 2023. <i>Health Effects of Climate Change in the UK: State of the Evidence 2023</i>. [Online]. [Accessed 1 April 2026]. Available from: <a href="https://www.gov.uk/government/publications/climate-change-health-effects-in-the-uk">https://www.gov.uk/government/publications/climate-change-health-effects-in-the-uk</a>.</li> </ul>
If quantities of emissions are relevant to and have been used in this form please identify which conversion factors have been used to quantify impacts.	
Validation	Tracking Reference: CIA 629  Arthur King Principal Climate Change Officer