

## Board Meeting in Public

### Tuesday, 30 September 2025

<b>Title of Paper</b>	Health Safety and Wellbeing Annual Report, 2024/25	<b>Agenda No.</b>	4.2
<b>Nature of Paper</b>	<input checked="" type="checkbox"/> Official <input type="checkbox"/> Official Sensitive		
<b>Author(s)</b>	Phil Tanner Assistant Director, Safety, Wellbeing and Governance		
<b>Lead Executive</b>	Julie Pinder, Chief People Officer		
<b>Non-Executive Director Sponsor</b>	N/A		
<b>Presenter(s) at meeting</b>	Phil Tanner, Assistant Director, Safety, Wellbeing and Governance		
<b>Presented for</b>	<input checked="" type="checkbox"/> Approval <input type="checkbox"/> Information* <input checked="" type="checkbox"/> Assurance <input type="checkbox"/> Update		
<b>Executive Summary</b>			
<p>The purpose of this paper is to provide an annual Health Safety and Wellbeing report for NHSBT, enabling us to meet the management review requirement of the International Standards Organisation ISO45001 quality standard for Occupational Health Safety and Wellbeing (HSW).</p> <p>The standard provides a best practice approach to the implementation of a Safety Management System (SMS), allowing the organisation to set its own aims, which are to reduce accidents, increase wellbeing and meet regulatory requirements. We seek to continually improve our SMS, meaning what is good this year, is ok next year and may be improved thereafter. The standard sets a requirement to undertake a top management review, which we comply with by the Executive team receiving a quarterly report, with quarter 4 being the annual report. The report was reviewed and approved by the Executive team on 24/06/2025. The People Committee reviewed the report for assurance and approval prior to submission to the Board in September 2025.</p> <p>To note, this report also references the annual flu vaccination report, which shows a reduction in vaccination rates across most areas, plans have been established to increase take up this year. A board assurance framework for flu vaccination has been drafted, presented and approved by the Executive Team, and reviewed by the People Committee on 13/08/2025.</p>			
<b>Previously Considered by</b>			
Executive Team 24/06/2025, People Committee 13/08/2025 and approved for presentation to the Board.			
<b>Recommendation</b>	The Board is asked to approve the report.		
<b>Risk(s) identified (Link to Board Assurance Framework Risks)</b>			
P07 Staff Capability Capacity Recruitment and Retention			
<b>Strategic Objective(s) this paper relates to:</b> [Click on all that apply]			
<input type="checkbox"/> Collaborate with partners <input checked="" type="checkbox"/> Invest in people and culture <input type="checkbox"/> Drive innovation <input type="checkbox"/> Modernise our operations <input type="checkbox"/> Grow and diversify our donor base			
<b>Appendices – available in Meeting Review Room:</b>	Appendix 1: Harm Incidents 2024/25 including donor incidents, except donor faints Appendix 2: Safety Programme Review Appendix 3: Audit Report Appendix 4 Datix Stress Reporting Trial Report Appendix 5 Flu Vaccination Report Appendix 6 GMO Committee Report		