

Board Meeting in Public Monday, 18 May 2026

Title of Paper	Health Safety and Wellbeing Annual Report 2025/26	Agenda No.	3.7
Nature of Paper	<input checked="" type="checkbox"/> Official	<input type="checkbox"/> Official Sensitive	
Author(s)	Phil Tanner, Assistant Director, Safety, Wellbeing and Governance		
Lead Executive	Julie Pinder, Chief People Officer		
Non-Executive Director Sponsor	N/A		
Presenter(s) at Meeting	Phil Tanner, Assistant Director, Safety, Wellbeing and Governance		
Presented for	<input checked="" type="checkbox"/> Approval	<input type="checkbox"/> Information	
	<input checked="" type="checkbox"/> Assurance	<input type="checkbox"/> Update	
Is there a plan to communicate this to the organisation?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yet to be determined
Executive Summary			
<p>Overall, the report provides strong assurance that NHSBT's HSW management system remains effective, mature and compliant, with sustained certification to ISO 45001 confirmed through successful recertification in February 2026. This report was presented to Executive Team on 28/04/2026, with the recommendations accepted, including approval to review at People Committee.</p> <p>Accident and near-miss performance remains strong across most directorates, with extremely low harm rates in Clinical Services, Plasma, OTDT and Donor Experience. Blood Supply (BS) did not meet its stretch harm reduction target; however, this reflects increased reporting of superficial harm rather than a deterioration in safety performance. The report therefore recommends resetting the BS harm reduction target to ensure continued improvement without discouraging reporting.</p> <p>Wellbeing indicators show clear improvement, particularly in workload manageability, stress management and perceived line-manager support, despite additional pressures during amber alert. However, the lack of improvement in perceptions of senior leadership commitment to wellbeing highlights an area requiring further Executive focus and visible leadership action.</p> <p>Audit outcomes, regulatory engagement with the HSE, and violence prevention data provide further assurance that risks are being appropriately identified, managed and addressed. Where weaknesses have been identified, such as incident categorisation and mental health training uptake, proportionate actions are in place to improve effectiveness.</p>			
Previously Considered by			
Executive Committee 28/04/2026, People Committee 07/05/2026			
Recommendation			
<p>The Board Review is asked to:</p> <ol style="list-style-type: none"> 1. Review and approve the Health, Safety and Wellbeing Annual Report 2. Confirm that the Committee has appropriate assurance regarding the management of Health Safety and Wellbeing in line with associated policies, standards and priority areas for focus in 2026/2027. 			
Risk(s) identified (Link to Board Assurance Framework Risks)			
P07 Staffing			
Strategic Objective(s) this paper relates to:			
<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			
Appendices:	Appendix 1 Harm Incident Rate Appendix 3 causes of Accidents	Appendix 2 Near Miss Incident Rate Appendix 4 GMO Minutes	