

Role Description and Employee Specification

We deliver great services to local communities on behalf of their local council. We are owned by the Councils and not shareholders, so we know our priorities and have strong values. At Publica we put people and our communities at the centre of everything.

Job title:	Health and Safety Business Partner	Location:	Witney based / Hybrid working TBA
Department:	Health & Safety	Service:	Business Support
Reports to:	Corporate Health and Safety Business Partner	Working Hours:	37 per week
Job group:	Specialist – Level 2	Peer group no:	PGI4
Business World Post number:	TBA	Direct Reports (if applicable):	N/A
FTE Salary pro rata:	£45,023 - £46,886	Contract type:	Permanent

Main purpose of this specific role:	<ul style="list-style-type: none"> • To act as a locality lead officer for health and safety advice and /property compliance support for West Oxfordshire District Council and to support the Publica Health & Safety Team. The role, based in Witney, will promote high standards of health and safety management to maintain a positive Health & Safety culture across all the service areas. • To provide advice and guidance to managers and staff in order to assist them in meeting their health and safety obligations. • To ensure West Oxfordshire District Council, Publica and other partner Councils are compliant to relevant legislative requirements and standards, to protect employees, contractors, customers and visitors using Council premises and services. • As a Health and Safety Business Partner you will also contribute to the development, co-ordination and implementation of health and safety policies and procedures that is led by the Corporate Health and Safety Business Partner. You will also work collaboratively with the West Oxfordshire District Council Assets Team to support with all property compliance matters under direction from the Assets Manager to increase levels of health and safety property management compliance at West Oxfordshire District Council.
--	--

Main requirements of this specific role:	<p>As a Health and Safety Business Partner, your role will be to -</p> <ol style="list-style-type: none"> 1. Work collaboratively with the Publica Team Health & Safety Team to fulfil the objectives and delivery of the Health & Safety Team work plan. 2. Support the West Oxfordshire District Council Assets Manager with all aspects of building health and safety compliance. 3. Fulfil the requirement of 'Competent Person' as required in Regulation 7 of the Management of Health, Safety and Welfare Regulations 1999. 4. Ensure any changes to legislation or guidance are implemented as appropriate. 5. Promote and influence a strong safety culture throughout the organisation.
---	--

	<ol style="list-style-type: none">6. Be the point of contact to provide advice on health and safety matters and best practice to ensure compliance7. Analyse performance data, creating regular performance reports.8. Present performance data to local H&S Committee and feed this forward to the Corporate Health and Safety Business Partner for H&S performance and strategic higher level reporting purposes.9. Create, implement, and review health and safety policies and procedures for effectiveness and to reflect changes in legislation.10. Work with service area managers providing the right advice to ensure risk assessments and safe working procedures are suitable and sufficient.11. Conduct and record internal H&S audits and offer necessary support to managers.12. Assess first aid requirements, providing equipment, ensuring adequate cover, and arranging training.13. Create, implement, and review evacuation procedures on a regular basis.14. Provide fire safety training as required and arrange and review fire risk assessments.15. Create & deliver health, safety, and wellbeing training.16. Implement health & wellbeing initiatives in line with best practice.17. Consult with external agencies, e.g., HSE, Fire & Rescue Services,18. Keep up to date with industry best practice and H&S initiatives and legislation.19. Advise on health and safety considerations during procurement process.20. Record incidents and report to the HSE if necessary.21. Support incident investigations and prepare reports as required.22. Lead on project work across all areas of the council to assist in ensuring health and safety compliance.23. Provide advice on arrangements required to ensure compliance with statutory requirements, corporate policy and good practice.
--	--

The post holder is responsible for maintaining a safe working environment and ensuring, as is reasonably practicable, that safe working practices are adopted by employees within this work environment. This will largely be achieved by undertaking on-site inspections, therefore regular attendance at all sites is required.

Essential qualifications/skills/experience specific to this role:	<p>Qualifications</p> <ul style="list-style-type: none"> NEBOSH Diploma or NVQ Level 6 in Occupational Health and Safety (or recognised equivalent) which meets Chartered or CertIOSH professional membership requirements. <p>We may consider a candidate that holds NEBOSH national general certificate (NVQ 4) and is willing to work towards Diploma level, if deemed they hold over 5 year's relevant practical experience and have a proven track record for delivering health and safety management, within a similar working environment.</p> <ul style="list-style-type: none"> Evidence of continuing professional development, CPD, through training, research-based practice and expansion of knowledge and experience. <p>Experience</p> <ul style="list-style-type: none"> Considerable post qualification experience in a health and safety advisory capacity. Development and delivery of health and safety training Leading health and safety compliance within an organisation Project management with practical outcomes Experience in or sound knowledge of working within health and safety in a local authority or multi disciplinary organisation Policy development and implementation Working flexibly as part of a team and collaborating with colleagues and stakeholders Experience of being involved in continuously improving processes and health and safety Ability to remain calm and confident when dealing with challenging environments Ability to resolve complex issues by negotiation Deliver commitments and take ownership of own caseload, reshaping of plans where necessary to deliver required outcomes Demonstrate commitment and resilience to succeed Ability to work independently under pressure and within tight deadlines Excellent written and verbal communication skills Competent in using a range of technology and software packages, including Microsoft
--	--

Desirable Requirements Qualifications, Skills and Abilities:	<ul style="list-style-type: none">• CertIOSH/Chartered IOSH qualified• Project Management qualification• Qualifications or experience in property compliance related fields such as fire safety, asbestos, and water, gas and electrical safety.
	Generic Job Profile:

Main Purpose of a role within this job group:	The purpose of this role is to: <ul style="list-style-type: none">• Provide technical expertise, advice and direction to internal, and when required external, customers when solving problems or managing risks• Apply a high level of expert knowledge within a technical area of expertise and manage sensitive, open ended and complex case or project-based work
--	--

Key Responsibilities of a role within this job group:	<ul style="list-style-type: none"> ● Use detailed, technical knowledge within the subject matter to objectively analyse situations and make decisions that meet the needs of all stakeholders with limited guidance and direction ● Working in a multi-disciplinary team on technical cases and projects to a highly efficient and effective standard ● Be responsible for small projects or input into large projects ● Maintain a detailed understanding of appropriate legislation, policy, procedure and guidelines and make informed assessments, advise stakeholders and take action ● Ability to interpret and find solutions to ambiguous and partial information ● Play an integral role in innovating products and continuously improving services ● Act as a lead technical advisor within the relevant service area ● Mentor and train colleagues ● Carry out duties with discretion, integrity and maintain confidentiality ● Deliver commitments and take ownership of own caseload, reshaping of plans to deliver required outcomes ● Ensure that issues and problems are effectively mitigated and solutions developed which meet customer needs ● Ensure all relevant customer and company information is captured and recorded accurately ● Understand and demonstrate commitment in delivering the key performance indicators within the function ● Undertake any other reasonable duties appropriate to your role, as directed by the Corporate Health and Safety Business Partner, who you report to.
General Accountabilities:	<ul style="list-style-type: none"> ● The post holder is responsible for taking a professional and proactive approach in managing hazards and risks within their area of operation to maintain a safe working environment by ensuring, operational managers fulfil their responsibilities in keeping themselves and their employees safe and without risks to health by adopting safe working practices within their work environments. This will largely be achieved by undertaking on-site inspections, therefore regular attendance at all sites within the designated area of operation is required.

	<ul style="list-style-type: none"> Work collaboratively with partner Councils and the Corporate H&S Business Partner to ensure a standardised, harmonious approach is achieved for management of policy and procedural development and all other health and safety related compliance matters across Publica and partnership Councils. Support the response to a major incident, including taking up a designated role within the emergency management framework Safeguarding – The Council/Publica is committed to meeting its statutory and moral duties to safeguard and promote the welfare of children, young people under 18 years of age and adults at risk who are the recipients of its services and/or activities.
	<ul style="list-style-type: none"> To provide advice and guidance within your level of competence and recognise when you have reached your limitations, so that advice you provide is not increasing operational risks to employees or the business
Special Conditions:	<ul style="list-style-type: none"> You will provide the health and safety on-site presence at West Oxfordshire District Council, working closely with the Assets Team to support Property compliance activities. This will require travel to, and inspection of, all sites/buildings owned by West Oxfordshire District Council across the district. This complements similar roles, at Cotswold District Council and West Oxfordshire District Council. The Corporate Health and Safety Business Partner will provide the strategic oversight and will lead policy, procedure and training activity which benefits all three partner Councils. You will be expected to support Health and Safety at the other Councils to cover absences and to work collaboratively on issues and policy that will benefit all partner councils and Publica. Whilst much of this can be undertaken remotely there may be a need to travel to site in the Cotswold and Forest of Dean Districts in specific circumstances such as accident investigations or for team meetings. There may be a requirement to work at other Publica Group (Support) Ltd and/or client locations to meet the needs of the business You will be expected to remain flexible and when required work reasonable additional hours in line with the needs of the business A Full UK Driving Licence is required. Ability to travel/ access to an appropriate vehicle for work purposes
Date reviewed:	09/12/2025
Reviewed by:	Stan Akhurst Claire Locke and Jasmine McWilliam.

PUBLICA

Manager job title:	Stan Akhurst BP H&S
Date of issue:	
Checked HRBP:	Jenny Wells, 23.12.2025