

# Health and Safety Policy Statement

## Policy objectives

We will:

- Provide for the health, safety, and welfare of all staff and volunteers and those who may be affected by what we do
- Establish clear direction for the organisation through this policy and the implementation of effective procedures which aim to minimise injuries and ill health (both physical and mental); protect the environment and reduce unnecessary losses and liabilities
- Ensure there are arrangements in place for effective policy development, organisation, planning, monitoring, performance management, audit, and review of our health and safety practices to maintain our compliance with relevant Statutes, Regulations, and Codes of Practice.

We are committed to ensuring:

1. The continual improvement of the organisation's occupational health and safety management system and that it is implemented across the whole service
2. The continual prevention of workplace injury and ill health through effective risk management and the implementation of safe systems of work
3. The periodic review of our legal compliance and our occupational health and safety management system to ensure that it remains relevant and appropriate for the services undertakings
4. The allocation of proportionate financial and physical resources to ensure that the occupational health and safety management system is effectively established, maintained and implemented
5. That the place of work is safe and without risks to health (physical and mental) and where, in the case of emergency operations this is not possible, to protect personnel from readily identifiable hazards
6. The necessary information, instructions, training and supervision are provided to ensure staff and volunteers are fully aware of their responsibilities and are accountable when carrying out their duties. This will also allow staff and volunteers to carry out their duties effectively and safely and to ensure the highest levels of competence
7. The monitoring and reviewing of our occupational health, safety and welfare performance and objectives to ensure standards are maintained and progressing to ensure continuous improvement
8. The development and maintenance of a positive health and safety culture, where staff are consulted with regarding health and safety matters as it is recognised that staff can make a vital contribution to health & safety procedure formulation and implementation
9. The investigation of all accidents, incidents and near misses with the objective of establishing root causes and preventing reoccurrence

10. That suitable and sufficient assessments of all significant risks to staff, and those who may be affected by the Service's activities, are undertaken and recorded. Safe systems of work are provided and maintained to reduce risk to health to the lowest level possible
11. That operational personnel are prepared for the foreseeable hazards associated with emergency incidents through operational training where risk is both assessed and managed. In the operational environment, we will control health and safety risks to our fire fighters by employing the Fire Fighter Safety Maxim and in exceptional circumstances apply the operational discretion in pursuance of saving human life; taking decisive action to prevent an incident escalating and in incidents where taking no action may lead others to put themselves in danger.

### **Compliance and assurance**

The Authority delegates these policy objectives to the Chief Fire Officer. The Deputy Chief Fire Officer will be responsible for ensuring compliance with this policy through maintaining a suite of supporting procedures and by monitoring, auditing, and reviewing our health and safety practices to maintain our compliance with relevant Statutes, Regulations, Codes of Practice and British Standards Institute (BSI) 18001 Occupational Health and Safety Management Certification. They will also undertake an annual assurance of this policy to support the Statement of Assurance required under the National Framework for Fire and Rescue Services which will be approved by the Finance and Governance Committee.

We will also assure through reports received and judgements made by BSI auditors and Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS).

### **Document Management:**

<b>Lead director</b>	<b>Review Date</b>
Derek James	February 2020