



# **PS 055 Health & Safety Policy**

**April 2015**

**Version 5.0**

## **Statement of Legislative Compliance**

This document has been drafted to comply with the general and specific duties in the Equality Act 2010; Data Protection Act; Freedom of Information Act; European Convention of Human Rights; Employment Act 2002; Employment Relations Act 1999, and other legislation relevant to policing.

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## **Aims and Objectives of the Policy**

The Strategy for a Healthy Police Service and ACPO Benchmarking Standards for Health and Safety, require Chief Constables to have a health and safety management system in place, there is also a requirement for the Office of Police and Crime Commissioner to ensure that all statutory provisions are addressed in relation to Health & Safety.

The basis for a health and safety management system is a policy, compliant with the Health and Safety at Work etc. Act 1974 Section 2(3). The Act requires every employer with five or more employees to produce a written statement of general policy with respect to health and safety, including organisational health and safety responsibilities and arrangements for meeting the policy commitments. Unlike other parts of the Act, which are qualified by reasonable practicability, the requirement to produce a policy and communicate it to all staff carries an absolute duty.

This policy outlines our commitment to and standards for the management of health and safety within the Nottinghamshire Office of the Police and Crime Commissioner (NOPCC) and Nottinghamshire Police. It should be read in conjunction with the Guidance and Information Sheets issued by the Health & Safety Department. Together, this policy and the guidance & information sheets specify the over-arching standards to be met to secure the health, safety and wellbeing of our Police Officers, Police Staff, NOPCC staff and others who may be affected by our activities.

One of the key elements required for defence against a Health & Safety or Corporate Manslaughter prosecution, either criminal or civil, is the adequacy of a health and safety management system, with the policy and under-pinning procedural guidance and forms providing the basic framework to deliver a safe policing service.

## **Policy Statement**

Nottinghamshire Office of the Police and Crime Commissioner and Nottinghamshire Police H & S Policy, Organisation and Specific Responsibilities for Health & Safety.

## **Introduction**

This section contains the Nottinghamshire Office of the Police and Crime Commissioner and Nottinghamshire Police's Statement of Health and Safety policy together with the organisation and arrangements for managing Health and Safety in our policing operations.

All staff must have easy access to this document and it must also be made available to Health and Safety Inspectors on request.

The 'Health and Safety Policy Statement' must also be displayed in all premises occupied by Police and Crime Commissioners staff and Nottinghamshire Police premises.

### **Legislation**

Health and Safety legislation is criminal law and failure to comply with policies; training or standards could lead to a criminal prosecution of the organisation or an individual.

If found guilty, the result could be:

- In a Magistrates Court - a maximum fine of £20,000 / and or 6 months imprisonment.
- In a Crown Court - an unlimited maximum fine, and / or 2 years imprisonment.

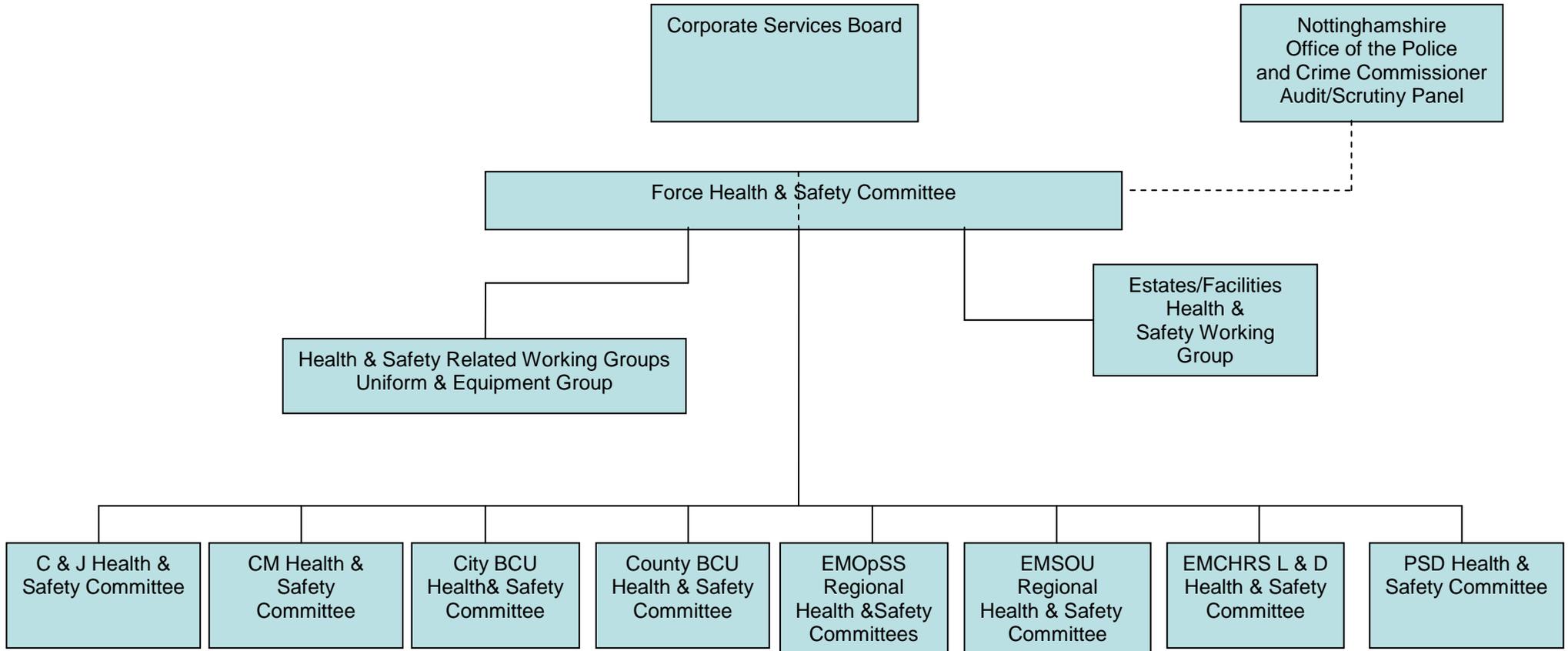
However, the rigorous application of the procedures/guidance issued by the Office of the PCC and Force will ensure a safe and healthy environment.

## Organisation

Organising for health and safety is the process of creating a structure of responsibilities and relationships to enable work to take place in a safe manner. The organisation section of our health and safety management system has four key components:

- Co-operation – arrangements to ensure everyone’s participation in health & safety, through the health and safety governance structure, including Health & Safety Committees, which are dedicated to partnership working and effective consultative arrangements. Effective co-operation relies upon a network of safety reps throughout the force; contact the Federation, GMB or UNISON Offices for further details.
- Control – allocating responsibilities for health and safety and how people will be held to account. The main responsibilities for health and safety within the Office of the Police and Crime Commissioner and Nottinghamshire Police are laid down later in this document. These responsibilities in are not exhaustive, e.g. they do not cover all related duties, such as managing statutory records in accordance with the force procedure for information and records management. It does not cover all staff with significant health and safety responsibilities, e.g. tactical advisers and emergency planners. Where specific health and safety responsibilities are assigned to individuals, performance should be measured and any training provided via PDR. Any sanctions for failure to deliver health and safety requirements should be reflected in the PDR for the individual/s concerned.
- Communication – arrangements for receiving and transmitting information on health and safety issues. In addition to the health and safety intranet site, the health and safety committee structure and senior management meetings should be effectively utilised to communicate significant health and safety issues. Standard force communication tools should also be utilised and in particular line management briefings and debriefings are critical to achieving effective two-way health and safety communication.
- Competence – establishing the level of competence necessary for specific tasks and ensuring that individuals are capable of carrying out those tasks. The health and safety learning and development strategy forms the basis for core competencies in the force, supplemented by specialist training for related roles, e.g. Tac Advisers.

## Health & Safety Governance Structure



## Health and Safety Committees and Working Groups

### Introduction

The Office of the Police and Crime Commissioner and the Chief Constable recognises that joint consultation with employees on health and safety matters is of prime importance and has set up health and safety committees, in accordance with the Safety Representatives and Safety Committees Regulations 1977. In addition to consultation, the main purpose of the committees and working groups is to routinely review health and safety management and assist in ensuring that it is addressed in a consistent way across the organisation. The terms of reference for health and safety committees and working groups are detailed below.

### Force Health & Safety Committee

The Force Health & Safety Committee will act as the strategic focus for Health & Safety issues across the Force.

It will be a decision making body that maintains an overview of strategic health & safety issues affecting the organisation, police officers and police staff.

The Force health & Safety Committee shall be held every 4 months and will be chaired by a Senior HR Manager (Strategy).

The committee will monitor, review and advise the Force on the following:

- Strategic health & safety risks.
- Force health & safety management system via inspection and audit reports.
- Force accident/near miss/assault data including trends and other statistical data.
- Horizon scanning in relation to health & safety legislation.
- The Force annual health & safety report.
- Inspections from external bodies such as the Health & Safety Executive.
- Health & Safety risks reported routinely by Divisional/Departmental health & Safety Committees, tasking relevant parties or other working groups to address significant risks where necessary.
- Where necessary refer health & safety issues back to Divisional/Departmental committees for resolution.
- Raise awareness of health & safety and promote a positive safety culture.

Membership of the Force Health & Safety Committee should include:

- Senior HR Manager (Chair)
- Divisional Commander/Department Head representative
- Estates / Facilities Manager
- Corporate Risk Manager
- Elected Police Federation health & safety representative.
- Elected UNISON / GMB health & safety representative
- Force Health & Safety Manager/Advisor
- Superintendent's Association representative

The Committee Chair will reserve the right to co-opt individuals with specific knowledge or skills relevant to the topic in question.

### **Divisional/Departmental Health and Safety Committees**

Divisional Commanders/Department Heads are responsible for ensuring that Health and Safety Committee meetings are held on a quarterly basis.

The Committee will monitor and review:

- Divisional/Departmental Health and Safety Risk Registers, including reviewing the completion of generic assessments, training of assessors and implementation of significant control measures, e.g. equipment.
- Accident, sickness, assault and injury and claims statistics/trends, discussing any serious incidents, lessons learnt and how recurrence can be prevented.
- Near misses – discussing any significant near misses since the last meeting, including any lessons learnt.
- Estates Health and Safety Issues, e.g. as a result of Health and Safety Inspections – any issues requiring senior management involvement
- Good Practice to communicate to other Divisions/Departments or the Force Committee if the issue could apply to the whole force
- Health and Safety Training – completion and significant issues arising

All committee issues that are identified as having a strategic impact on the Force should be referred to the Force Health and Safety Committee; this does not include local issues, which give rise to a budgetary request.

Membership of the Divisional HS&E Committees should include:

- Divisional Commanders/Department Heads (Chair)
- Estates / Facilities Officer
- Business Partner or person with budgetary control
- Divisional Police Federation Representative/s
- Divisional UNISON / GMB Representative
- Force Health & Safety Manager/Advisor

The Estates/Facilities Health and Safety Working Group is a group which meets to discuss and address estates/facilities health and safety risks.

The Committee Chair will reserve the right to co-opt individuals with specific knowledge or skills relevant to the topic in question.

Frequency of meetings: Quarterly as a minimum

Reporting to: Force Committee as appropriate

## **HEALTH & SAFETY- RELATED WORKING GROUPS**

Health & Safety related working groups may operate or be formed to address specific issues in relation to a subject that requires work to be carried out. Examples of these groups are Transport and Uniform.

The chair of any group formed to address a particular issue will be responsible for the terms of reference and make-up of the group.

Meetings of these groups will be minuted.

## **HEALTH AND SAFETY RESPONSIBILITIES**

All employees have a personal responsibility for health and safety and as the most valuable organisational resource, have a unique and valuable contribution to make. Ultimate responsibility for health and safety is vested in the Office of the Chief Constable and the Office of the Nottinghamshire Police and Crime Commissioner.

### **Office of the Police and Crime Commissioner (PCC) and Chief Constable (CC)**

To meet the requirements of the Health & Safety at Work etc. Act 1974 and associated legislation the Chief Constable and the Police and Crime Commissioner as 'Corporation Soles' are required to exercise their health and safety responsibilities through the Force Chief Officer Team, Divisional Commanders and Departmental Heads in the case of the Chief Constable and Senior Management Team for the Police and Crime Commissioner in ensuring that health and safety is recognised as a core business activity and thereby instrumental in maintaining legal compliance.

The Chief Constable (CC) is the senior line manager of police officers, specials, volunteers and any police staff transferred from the Office of the Police and Crime Commissioner, equivalent to the employer in legal terms.

The Police and Crime Commissioner (PCC) is the senior line manager of police staff who remain under the direction and control of the PCC.

Both have responsibility for the management of health and safety in relation to their staff, for which responsibility may be delegated as necessary:

Both the Chief Constable and the Police and Crime Commissioner should:

- Demonstrate visible leadership and commitment to health and safety.
- Ensure there are sufficient finances available to manage health and safety effectively.
- Regularly review health and safety performance within the monitoring structure.
- Agree the Force/OPCC Health and Safety Policy Statement.
- Ensure there is adequate auditing to evaluate the effectiveness of the policy.
- Ensure that significant health and safety issues are dealt with as a strategic priority.
- Ensure that the impact on health and safety of critical business decisions is adequately assessed and appropriate action taken where necessary.
- Collect data about injury, ill health and absence to a required national standard, using the information to improve performance.

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- Undertake analysis of the significant health and safety issues amongst staff ensuring that prompt preventative or remedial action is taken where necessary and that relevant stakeholders are informed in a timely fashion.
- Ensure that all line managers receive training appropriate to their role, enabling them to deliver their responsibilities and that they are held to account for any failings.
- Meet their legal obligations under health and safety legislation and related Acts and regulations, e.g. employment law.
- Consult and work with trade unions and staff associations in relation to health & safety.

### **Force Chief Officer Team / OPCC Senior Management Team**

The Force Chief Officer Team and the OPCC Senior management Team are responsible for:

- Supporting the Chief Constable and the Police and Crime Commissioner to discharge their health and safety responsibilities.
- Ensuring that health and safety issues are an integral part of all operational planning and decisions.
- Ensuring that those Department Heads, who do not have health and safety committees, include health and safety as a standing agenda item at their management meetings.
- Ensuring that adequate resources are made available to provide for health, safety and welfare in their areas of responsibility.
- Accepting any specific health and safety responsibilities related to their role and ensuring that these are included in their PDR where necessary.

### **ACO Resources**

In addition to the Chief Officer responsibilities above, ACO Resources shall:

Provide strategic direction to improve health and safety in the force. This may include setting performance indicators and targets on behalf of the CC and directing health and safety audits.

Arrange for the communication and distribution of the force health and safety policy on behalf of the CC.

Provide and maintain a comprehensive occupational health and safety support service for the force.

- Where necessary advise the Chief Constable and the Police and Crime Commissioner of resources required to deliver the force health and safety priorities.
- Ensure the availability of adequate and suitable health and safety training to all staff in the force.
- Ensure that meaningful discussions on health and safety issues take place in relation to strategic decisions at chief officer level.
- Be the Chief Officer lead in all discussions with the Health and Safety Executive.

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- Receive regular updates on health and safety performance and risks from the Force Health and Safety Team and update the chief officers on any issues related to health and safety which are relevant to them.
- Provide an annual report on health and safety performance of the force to key stakeholders and in particular the Chief Constable and Police and Crime Commissioner.

**Divisional Commanders/Department Heads are responsible for the effective formulation and implementation of this Policy in their Divisions/Departments, as follows:**

- Ensure that they are competent to discharge their health and safety responsibilities by providing training and information.
- Undertake health and safety risk management for divisional/departmental activities, including ensuring that a risk register is produced and maintained, ensuring risk assessments are completed for all tasks representing a significant risk to health and safety under their control.
- Ensure the production and maintenance of a Divisional/Department health and safety plan to implement this policy and communicate the plan to all staff affected.
- Ensure the production and maintenance of Divisional/Department procedures where force policy needs amplification or is not available.
- Chair quarterly Divisional/Department meetings, or delegate to an appropriate senior line manager, and put health and safety on the agenda of all relevant senior management meetings.
- Provide adequate resources to fully meet the requirements of this policy.
- Ensure significant health and safety incidents affecting their staff or on their premises are reported and investigated, circulating any lessons learnt.
- Ensure health and safety performance is monitored, both reactively by reviewing significant health and safety incidents/trends and pro-actively by ensuring that inspections of workplaces are completed
- Develop and maintain effective emergency and continuity plans
- Demonstrate visible leadership and commitment to health and safety, including understanding the Force Policy and ensuring it is brought to the attention of all Divisional employees
- Ensure that personnel under their command with specific health and safety responsibilities have the appropriate accountabilities and objectives in their PDR and that evidence is provided.
- Ensure that personnel under their command receive all necessary health and safety training
- Ensure that Appointed Safety Representatives are consulted meaningfully on any changes to work practices or work design that could impact upon the health and safety of employees.
- Ensure that Safety Representatives are allowed access to collective and anonymous health and safety data from HR & H & S.
- Ensure that Safety Representatives are provided with paid time away from normal duties to attend any Staff Association training relating to health and safety.

**All other managers and supervisors are responsible for the health and safety of all persons in their area of responsibility, as follows:**

- Ensure that they are competent to discharge their health and safety responsibilities
- Manage the health and safety significant risks affecting their staff, ensuring that risk assessments are completed for all tasks representing a significant risk to health and safety of staff under their control.
- Involve Safety Representatives in health and safety risk assessments.
- Ensure all risk assessments are communicated to the relevant staff who need to know, providing briefings/job instructions and safety signs as necessary
- Make sure members of staff who require protective clothing, equipment, devices and aids are provided with suitable kit and use it
- Ensure all assets under their control are suitable for use and maintained in a safe condition
- Ensure that personnel under their command with specific health and safety responsibilities have the appropriate accountabilities and objectives in their PDR and that evidence is provided
- Ensure that personnel under their control receive all necessary health and safety training
- Report and investigate health and safety incidents, determine root causes and expedite corrective action, informing their managers of any lessons to be learnt from major incidents
- Encourage the immediate reporting of near misses, unsafe acts and conditions, for you to act upon appropriately
- In case of serious or imminent danger (fire or bomb), make sure that all their members of staff know how to evacuate the building to reach a safe assembly point, and how to warn others
- Make sure that defects in property or equipment are repaired promptly, reporting any major issues to management
- Make sure that equipment and waste do not obstruct access to and egress from any work areas
- Ensure that health and safety records are retained as necessary, e.g. risk assessment, equipment and training records.

**All employees of Nottinghamshire Police and the Office of the Police and Crime Commissioner have a duty to themselves, their colleagues and the community to work in a safe manner, as follows:**

- Take action to prevent workplace accidents and ill health – work in such a way to ensure the safety of themselves and others.
- Report health and safety accidents, near misses, unsafe acts and conditions to their manager as soon as possible.
- Suggest areas of improvement to their management.
- Follow any health and safety rules relating to their job, including instructions from their manager.
- Use equipment and control measures (e.g. protective clothing) provided as instructed and not interfere with or misuse them.
- Co-operate in health screening or surveillance and force surveys as required.
- Co-operate with all health and safety procedures relating to their work.

- Make themselves aware of their responsibilities and participate in the health and safety training that is made available to them.

### **The Health & Safety Department are responsible for:**

- Producing and maintaining the health and safety policy and plan on behalf of the Police and Crime Commissioner and Chief Constable
- Providing competent advice and assistance to the Police and Crime Commissioner and the Chief Constable.
- Producing a system which, if used effectively by Divisional/Department managers and competent assessors in the force, will enable the effective management of health and safety risks
- Analysing accident, near misses and assault reports for the Force to reveal incident trends, recommending action to management
- Informing senior management, the Police and Crime Commissioner/Chief Constable and regulatory authorities of any serious health and safety incidents related to force activities and/or premises.
- Assisting in the investigation of serious incidents, when requested to do so by management
- Assisting in the design, planning, implementation and delivery of effective safety education campaigns and training programmes
- Carrying out health and safety audits of Divisions and Departments and their operations
- Being active members of health and safety committees and related groups for review and improvement of health and safety in the force
- Liaising and forging links with health and safety regulatory bodies
- Collaborating with regional forces to maximise the resources available to deal with health and safety issues in the force
- Keeping up-to-date with health and safety information and techniques.

### **The Occupational Health Unit are responsible for:**

- Advice to management on medical fitness for work, including pre-employment screening to ensure suitability of a role to an individual's health and assessment of individual's health issues affecting their ability to do their work.
- Producing and maintaining occupational health policies and plans.
- Proactive management of sickness absence, including advice on work capability and return-to-work programmes.
- Health assessments of specific workgroups to ensure that no adverse health effects arise as a result of their duties.
- Advice and recommendations on the prevention of work-related health problems – assessment of individuals with concerns about the effect of work on their health, and monitoring health trends in the Force to identify, investigate and control potential health problems.
- Provision of a confidential counselling and welfare support service to individuals.
- Design and present training programmes on health and welfare issues.
- Facilitate access to physiotherapy, Police Convalescent Homes, Charitable Fund services and other external services including specialist counselling.
- Respond to critical incidents and provide appropriate interventions.
- Health promotion activities including Healthy Lifestyle advice.

- Maintaining all medical records relating to individuals at the same standards of confidentiality as a hospital or GP records (Data Protection Act 1997). Note: medical information will not be released outside OHU without an individual's consent (Access to Medical Records Act 1988)
- Liaising with health and safety regulatory bodies on significant health-related matters.

### **H R Business Partners/H R Partners:**

- Work with other senior managers to ensure the effective management of people safety issues, e.g. stress, working time, musculoskeletal disorders and first aid.

### **Finance Business Partners:**

- Work with senior management to manage significant health and safety risks, recommending that there is adequate funding to deal with significant risks; escalating those risks on the Divisional/Departmental register, which they have responsibility for and which cannot be addressed within the local budget.

### **Facilities Manager/Officer:**

- Ensure the effective management of Estates health and safety issues, e.g. fire safety, control of contractors and building management/maintenance.
- Produce the annual health and safety inspection programme for the Division/Department, ensuring that significant outstanding actions are highlighted at Divisional/ Department Committee meetings.
- Ensure systems and records are in place to enable the safety management of significant Divisional/Dept physical assets, e.g. buildings and vehicles.
- Attend all Divisional/Department health and safety committee meetings, or send a suitable representative.

### **Safety Representatives:**

Safety representatives have responsibilities to carry out the following duties in this policy, although the principal responsibilities of safety reps are defined in law:

- Carry out workplace inspections with management representatives at an agreed frequency or following substantial changes to work conditions, e.g. major building alterations potentially impacting upon staff welfare.
- Assist in the consultation process with management on matters affecting the health, safety and welfare of staff
- Assist with investigating the causes of accidents and near misses affecting staff.
- Investigate potential hazards and dangerous occurrences, as defined by legislation, affecting staff at work.
- Investigate complaints by staff in relation to health, safety and welfare at work.
- Inform management and health and safety of issues affecting the health, safety and welfare of staff at work.

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- In compliance with the Data Protection Act, have access to health and safety records that Nottinghamshire Police/OPCC is required to keep, based upon the provision of reasonable notice and agreement of the individual where necessary.
- Attend meetings of relevant health and safety committees and groups in connection with any of the above-described functions.

## SECTION 5 GUIDANCE AND INFORMATION NOTES

Guidance and Information notes are provided to give practical advice on a range of topics and are listed below.

They are available via the Corporate Library under Non Policing? People> [Health and Safety](#), and also Intranet – Human Resources - Health & Safety. New Guidance and information notes will be produced on an ad-hoc basis in line with business needs and added to the intranet.

- GN 01. Driving & Fatigue
- GN 02. Electricity
- GN 03. Slips, Trips & Falls
- GN 04. Manual handling
- GN 05. Ladders & working at height
- GN 06. New & Expectant Mothers
- GN 07. Display screen equipment
- GN 08. Asbestos
- GN 09. Attachments to Police Officers
- GN 10. Lighting, Heating & Ventilation
- GN 11. Young Persons
- GN 12. First Aid arrangements
- GN 13. Accident/Incident/Near Miss reporting
- GN 14. Control of Substances Hazardous to Health (COSHH)
- GN 15. Personal Protective Equipment (PPE)
- GN 16. Fire Safety
- GN 17. Work Equipment
- GN 18. Workplace Noise
- GN 19. General Office Safety
- GN 20. Weather (Safety & Health Protection)
- GN 21. Effective Accident Investigation
- GN 22. Workplace Inspections
- GN 23. Risk Assessments
- GN24. Snow/Ice & Gritting guidance
- GN25. Corporate manslaughter
- GN26. Stress at work
- GN27. Police cycles
- GN28. Dealing with cannabis grows
- GN29. Lone Working

## **SECTION 6 CONTACT INFORMATION**

**Health & Safety Department  
Force Headquarters,  
Sherwood Lodge, Arnold,  
Nottingham. NG5 8PP**

Carl Taylor-Walster (Health & Safety Manager) – 101. Internal - 800 2280

Billy Pruden (Health & Safety Adviser) – 101. Internal - 800 2284

**Force Occupational Health Department  
Force Headquarters,  
Sherwood Lodge, Arnold,  
Nottingham. NG5 8PP**

General Enquiries – 101. Internal - 800 2271

Urgent out of hours – contact via control room

## **SECTION 7 HEALTH & SAFETY FORMS/TEMPLATES**

Below is a list of statutory forms which are available on the Force Forms/NCFForms drive (Health, Safety, Welfare).

G1089A – General Risk Assessment Form

G1089E – New & Expectant Mothers Risk Assessment Form

G1089D – Young Person's Risk Assessment Form

G1089B – Annual workplace inspection pro-forma

G1089C – Quarterly workplace inspection pro-forma

G1089J - Hot Works Permit

G1089I – Ladder Inspection Pro – Forma

G1089F – RA – Team Stress Action Plan

G1089G – RA – Individual Stress Management Plan

## RELATED DOCUMENTS AND APPENDICES

### Nottinghamshire Office of the Police and Crime Commissioner and Nottinghamshire Police Health and Safety Policy Statement



#### **Nottinghamshire Office of the Police and Crime Commissioner and Nottinghamshire Police Health and Safety Policy Statement**

The Police and Crime Commissioner and Nottinghamshire Police attach the greatest importance to safeguarding the health, safety and welfare of all its Police Officers, Police Staff and Volunteers whilst at work and other persons who may be directly affected by its activities. We also recognise that effective health and safety management makes good business sense and can positively contribute to operational objectives. To this end, the Police and Crime Commissioner and Chief Constable aim to meet their legal responsibilities as an employer ensuring compliance with the underpinning standards required by the police service and regulatory authorities.

In particular we shall ensure the provision and maintenance of:

- Equipment and systems of work that are safe
- Safe and appropriate arrangements for the use, handling, storage and transport of articles and substances
- A safe place of work including safe access and egress for all
- A healthy working environment with suitable and sufficient welfare facilities
- Adequate information, instruction, training and supervision to enable officers and employees to conduct their duties in a competent and safe manner, to avoid hazards where possible and positively contribute to their own and others' health and safety at work.

It must be accepted that on occasions Police Officers and Police Staff have to enter high risk situations. In order to minimise the risk of injury or ill health to employees and members of the public, the Chief Constable and the Police and Crime Commissioner will ensure that a suitably proactive, robust and formalised health & safety management system are in place. We are committed to identifying and controlling organisational and workplace risks through a system of risk assessment and management.

We also aim to pursue progressive improvements in health and safety performance, reducing injuries and ill-health, and keeping unnecessary losses or liabilities to a minimum. Performance will be reviewed and reported on at regular intervals.

The Police and Crime Commissioner and Force will provide adequate financial and physical resources and seek professional advice to ensure the commitments outlined in this policy and our legal duties are met satisfactorily. People are our most valuable asset and are key to the success of our organisation. We will consult and communicate with our employees and others on health and safety matters and ensure that our employees have the necessary skills, knowledge and equipment to ensure the health, safety and welfare of all.

The Police and Crime Commissioner and Chief Constable fully accept our responsibilities in this policy and expect all police officers and police staff to fully co-operate in its fulfillment, assisting us in our duties to protect others and raising any significant health and safety issues with their line management without delay.

Signed:

A handwritten signature in black ink, appearing to be "Chris Eyre".

Chris Eyre QPM - Chief Constable

A handwritten signature in black ink, appearing to be "Paddy Tipping".

Paddy Tipping - Police and Crime Commissioner

**ADMINISTRATION**

Registered Owner	
Owner	Author
ACO Resources	Carl Taylor – Walster, Force Health & Safety Manager

Monitoring and review	
Measure	Date/period and process of review

Version Control	
Section changed	Details of change
1.0	Acceptance
2.0	Minor amendment to principles
3.0	Policy Update
4.0	Policy Review & Update
5.0	Policy Review & Update
6.0	Policy reviewed