



HUMBERSIDE FIRE AND RESCUE SERVICE

HEALTH, SAFETY & ENVIRONMENT

HEALTH AND SAFETY POLICY STATEMENT

Owner	Director of Service Improvement
Responsible Person	Head of Health & Safety
Date of first review	May 2017
Date Reviewed	January 2021
Date of next review	January 2022

CONTENTS

1. [Policy Statement](#)
2. [Organisational Goals](#)
3. [Equality and Inclusion](#)
4. [Arrangements](#)
5. [Application](#)
6. [Appendix A. Health and Safety Organisational Flowchart](#)

1. POLICY STATEMENT

The Chief Fire Officer (CFO) and members of the Strategic Leadership Team (SLT) of Humberside Fire and Rescue Service (HFRS) are personally committed to constantly improving health, safety and welfare throughout the Service as they believe that good safety is good business and should be given equal status to other business objectives. HFRS acknowledges that the health, safety and welfare of its employees are an integral and fundamental part of its function. Consequently, best practice will be adopted to ensure that the Service complies with its legal duties and fulfils its moral obligations to its employees and other people affected by its activities.

Individual responsibility will be clearly allocated at every level with effective consultation with representative bodies a key element.

2. ORGANISATIONAL GOALS

The HFRS Health, Safety & Environment policy aligns to the organisational vision; “Safer Communities, Safer Firefighters.”

The ultimate goal of the Joint Health and Safety Service is to drive continuous improvement beyond the minimum legal requirements and aspire to organisational excellence. This will be achieved by making workplace health, safety and welfare an integral part of doing business in every workplace and fundamental to every activity carried out within the Service.

3. EQUALITY AND INCLUSION

HFRS has a legal responsibility under the Equality Act 2010, and a commitment, to ensure it does not discriminate either directly or indirectly in any of its functions and services nor in its treatment of staff, in relation to race, sex, disability, sexual orientation, age, pregnancy and maternity, religion and belief, gender reassignment or marriage and civil partnership. It also has a duty to make reasonable adjustments for disabled applicants, employees and service users.

4. ARRANGEMENTS

HFRS utilises the recognised health and safety management system (HSMS) defined by the Health and Safety Executive (HSE) guidance document HSG65. This provides a framework built around the Plan/Do/Check/Act methodology. To achieve the stated aims of the policy and implement the HSMS effectively, it is essential that SLT demonstrate strong leadership and commitment to the cause. Specific guidance and support will be provided by the Joint Health and Safety Service. High standards of individual and team performance are a crucial element in the promotion and maintenance of a positive health and safety culture. A combination of proactive and reactive methods will be used to measure the degree of compliance with organisational standards and procedures, which in turn will raise health and safety awareness at all levels throughout the organisation.

Although the Joint Health and Safety Service will operate a “no-blame” culture to maximise the opportunities for learning from every safety event, they will also act

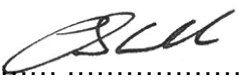
HEALTH & SAFETY
HEALTH AND SAFETY POLICY STATEMENT

promptly to protect the workforce and promote safety in the workplace by challenging inappropriate, reckless or negligent behaviour.

Further specific guidance as to the organisation and arrangements in place to implement the policy are contained within related sub-policy documents. All of these will be regularly reviewed, and relevant changes brought to the attention of all employees.

5. APPLICATION

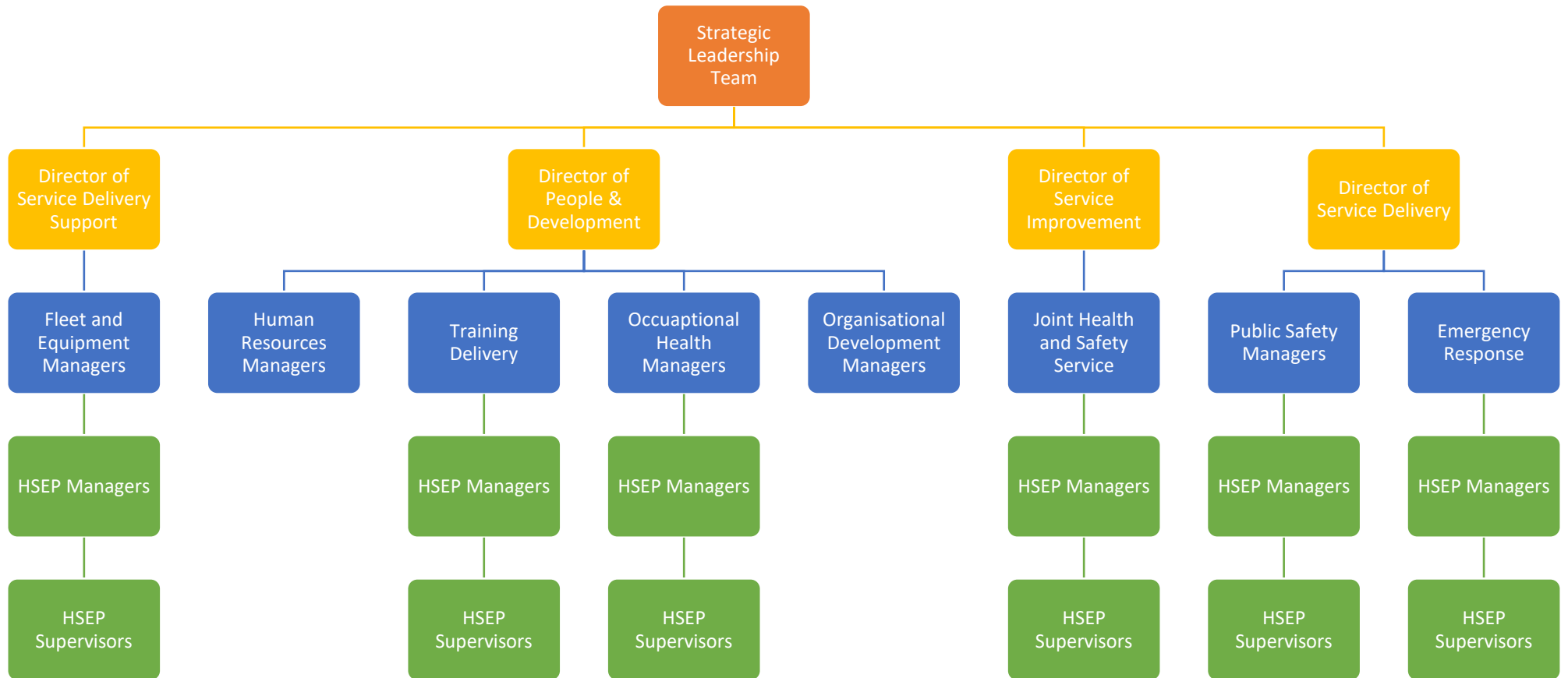
This policy applies to all employees, the employer and others that may be affected by work activities and is available to all stakeholders via the Service External Website. See attached Organisational Health and Safety Flowchart at [Appendix A](#).

Signed: 

Chief Fire Officer and Chief Executive

Date: 28th January 2021

APPENDIX A FLOWCHART



Appendix A: Organisational Health & Safety Flowchart