



HUMBERSIDE FIRE AND RESCUE SERVICE

# Service Improvement

## Health and Safety Policy Statement

<b>Owner</b>	<b>Executive Director of Corporate Services</b>
<b>Responsible Person</b>	<b>Head of Health and Safety</b>
<b>Date of first review</b>	<b>May 2017</b>
<b>Date Reviewed</b>	<b>October 2024</b>
<b>Date of next review</b>	<b>October 2025</b>
<b>EIA Reviewed</b>	<b>April 2024</b>



What we must do well



How we support our communities



We value and support the people we employ



We efficiently manage the Service

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## **1. INTRODUCTION**

The Chief Fire Officer (CFO) and members of the Executive Leadership Team (ELT) of Humberside Fire and Rescue Service (HFRS) are personally committed to developing a positive organisational safety culture, supported by the individual responsibilities of every employee. This objective is designed to facilitate the application of a management system that provides for, and continually improves, the health, safety, and welfare of all staff groups throughout the Service. Consultation and engagement with representative bodies will further support this goal by providing a cohesive, pragmatic, and balanced approach.

It is the firm belief of the CFO and ELT that the proactive management of health and safety is integral to the effective functioning of HFRS. Accordingly, this priority must be integrated into all departments and work activities at every level of the organisation as a fundamental element of its function. Recognised good practice will be adopted to ensure that HFRS complies with all relevant statutory requirements and fulfils its moral obligations to its employees and any other people potentially affected by its activities.

### **Core Code of Ethics**

HFRS has adopted the Core Code of Ethics for Fire and Rescue Services. The Service is committed to the ethical principles of the Code and strives to apply them in all we do, therefore, those principles are reflected in this Policy.

### **National Guidance**

Any National Guidance which has been adopted by HFRS, will be reflected in this Policy.

## **2. EQUALITY, DIVERSITY 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 or 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.

## **3. AIM AND OBJECTIVES**

The HFRS Health and Safety Policy Statement aligns to the organisational vision “Safer Communities, Safer Firefighters.”

The aim of the Health, Safety and Environment Section is to implement an effective health and safety management system (HSMS) using a recognised model and associated guidance which is reflective of sector specific good practice.

The objectives of this management system are to drive continuous improvement of the health, safety and welfare of all staff using legislative compliance as a minimum standard, whilst aspiring to organisational excellence by the elimination of all preventable injuries and ill-health.

#### **4. ASSOCIATED DOCUMENTS**

- [Equality Impact Assessment](#)
- Legal References  
The primary pieces of legislation informing this Policy are the:
  - [Health and Safety at Work Act 1974](#)
  - [Management of Health and Safety at Work Regulations 1999](#).

All other related legislation is documented in the [Compliance Register](#).

- National Guidance  
There is no specific National Guidance relevant to this policy.
- [HSE Guidance Document HSG65](#)
- [Health, Safety & Environment Policy Delivery Guidance](#)

#### **5. 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 aim of the policy and implement the HSMS effectively, it is essential that senior leaders demonstrate strong and visible commitment to the cause. Specific guidance and support will be provided by the Health, Safety & Environment Section.

High standards of individual and team performance are a critical 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. This in turn will raise health and safety awareness at all levels throughout the organisation.

Although the Health, Safety and Environment Section will operate a “no-blame” culture to maximise the opportunities for learning from every safety event, they will also act promptly to protect the workforce and promote safety in the workplace by challenging inappropriate, reckless or negligent behaviour.

All staff will be encouraged to immediately report any practices, situations or conditions they feel are unsafe and feedback post-event reflections to foster realistic and tangible future improvements.

Further specific guidance as to the organisation and arrangements in place to implement the policy are contained within related policy guidance documents ([See Section 4](#)). All of these will be regularly reviewed, and relevant changes communicated to all staff.

## 6. APPLICATION

This policy applies to all HFRS employees, and any other employer engaged to provide goods or services on HFRS premises or temporary workplaces. The document is available to all stakeholders and members of the public via the HFRS website. The Organisational Structure of responsibility is provided at [Appendix A](#).

Signed: 

Chief Fire Officer and Chief Executive

Date: 24 October 2024

APPENDIX A: Organisational Structure

