



## Health & Safety General Policy Statement

Hereford & Worcester Fire and Rescue Service (HWFRS) are committed to providing a healthy and safe environment for all employees, visitors, contractors and the general public who have cause to be on our premises. Furthermore, as a public service with responsibility for safeguarding the community, we will also endeavour to ensure the safety of all persons affected by our activities.

We recognise that effective management of health and safety will assist in meeting our organisational objectives and in maintaining and improving standards in all of our activities and are therefore fully committed to our duty to minimise risks by:

- Recognising that accidents, work-related illness/disease and harm in the workplace are predominantly the result of human error;
- Ensuring that adequate resources are committed to the management of health and safety;
- Devising and implementing effective policies and procedures;
- Monitoring our performance and measuring outcomes;
- Reviewing and auditing our policies and procedures;
- Making improvements in health and safety management systems.

The Service will maintain a positive health and safety culture by:

- Identifying key managers and their areas of responsibility;
- Providing dedicated specialist health and safety advice where required;
- Organising effective methods of control;
- Facilitating communication and consultation between individuals, safety representatives and groups;
- Ensuring the competence of all employees, recognising the diverse roles they perform and their availability for training;
- Applying legislative and regulatory requirements as a *minimum* standard of performance.

The organisation will mitigate the risks faced by our employees by employing a process of risk assessment, task analysis, effective management, employee participation and application of appropriate controls, and results of performance will be communicated via regular reports to the Health & Safety Committee, Senior Management Board and the Fire and Rescue Authority.

A handwritten signature in black ink, appearing to read 'N. G. 18'.

**Chief Fire Officer – July 2018**