



Hereford & Worcester
Fire Authority



HEREFORD & WORCESTER
HWFR
FIRE AND RESCUE SERVICE

Health & Safety General Policy Statement

Hereford & Worcester Fire and Rescue Service (HWFRS) is committed to providing a healthy and safe environment for all employees, volunteers, visitors, contractors, and the public who have cause to be on our premises or working alongside us.

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

- Providing visible leadership through the demonstration of the behaviours and a safety-based culture that is required of all employees and those who work with us;
- Ensuring that adequate resources are committed to the management of safety and health;
- 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:

- Promoting both managerial and individual accountability and responsibility for health and safety with everyone.
- Providing specialist health and safety advice where required;
- Organising effective methods of control;
- Facilitating communication and consultation between individuals, safety representatives and groups and support a positive culture that promotes honesty and openness around the reporting of health and safety incidents;
- Developing 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, Strategic Leadership Board and the Fire and Rescue Authority.

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