



West Midlands Region Health and Safety Policy Statement of Intent

As the Chief Fire Officers and Chief Executive of the West Midlands Regional Fire and Rescue Services, we are committed to providing the highest level of Health, Safety and Wellbeing for our employees and anyone affected by our work activities.

We recognise our moral and legal requirements, and will always strive to achieve the best possible health and safety standards. We will secure the necessary financial and physical resources to enable each member of the West Midlands Region to implement each local Health and Safety Policy.

Each fire and rescue service within our region will develop its own internal health and safety management system, resources and arrangements. They will collaborate via the National Fire Chiefs Council regional and national health and safety practitioners' groups, using the regional health and safety business plan to help achieve the goal of making the West Midlands Fire and Rescue Service Region the safest place to be at work.

We will actively seek the full participation of employees and representative bodies along with our managers to co-operate in achieving a positive culture within a safe and healthy working environment.

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

- Applying legislative and regulatory requirements as a *minimum* standard of performance.
- Identifying key managers and their areas of responsibility.
- Providing dedicated specialist health and safety advice.
- Undertaking effective risk assessment and creating safe systems of work.
- Supplying work equipment that is fit for purpose and suitably maintained.
- Ensuring the competence of all employees, recognising the diverse roles they perform and their availability for training.

Effective communication of all health and safety matters will be provided to employees and information on health and safety performance will be regularly reported via each organisation's internal arrangements.

These arrangements will be reviewed regularly in line with the Regional Health and Safety business plan.

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