



## Leicestershire Police

### Health and Safety Policy

Policy Owner:

Department Responsible:

Chief Officer Approval:

Date of Next Review:

**This policy has been reviewed against APP and all relevant procedures.**

Moved to APP:

Rationale:

**This document has been produced in conjunction with the Leicestershire Police Legislative Compliance Pack**

#### Review log

Date	Minor / Major / No change	Section	Author
24 <sup>th</sup> November 2014	Minor	Statement	Peter Coogan
23 <sup>rd</sup> February 2016	Chief Officer approving document has changed		Peter Coogan
March 2017	Reviewed		Peter Coogan
September 2018	Reviewed		Peter Coogan
November 2019	Minor change to Director of h&s	Statement	Peter Coogan

## 1. Statement

We will support Our Duty to protect our communities through supporting:-

- The efficient and effective use of our resources,
- Trusting our people to make good decisions, and
- The effective deployment of our people.

Through the robust minimisation of risk we will reduce the likelihood of our staff becoming ill or injured and therefore unable to fulfil our duty to protect the communities of Leicester, Leicestershire and Rutland.

We will ensure our use of resources is effective and efficient by ensuring we comply with the Health and Safety at Work etc. Act 1974 and the Police (Health and Safety) Act 1997 and their supporting legislation. We will seek to exceed these legal minimums thus enabling us to act as efficiently as possible and avoid financial losses through fines and civil compensation.

We will insist on continuous improvement in the management of risks to the health and safety of our staff and others in order to maximise our ability to deliver Our Duty to protect our communities.

We will pursue health and safety objectives with the same rigour as other business objectives as we recognise failure to manage risk undermines our ability to deliver an effective service.

We will actively seek the contribution of our staff to the implementation of this policy by ensuring they are trained and competent in recognising risk. We will consult our staff so their views can be taken into account regarding the risks they face and the most effective way to manage these risks. We will also ensure our staff receive effective communication regarding the risks they face.

We recognise, poor decision making could hamper our ability to protect the public. Our staff may need to deal with situations, which involve risk as well as potentially needing to put themselves at risk in order to safeguard public safety. Failure to do this appropriately may put the public at risk. We will support our staff to take risk based decisions based on the principles contained in the National Decision Model and the Health and Safety Executive's 'Striking the balance' guidance.

We will provide sufficient physical and financial resources to enable risks to be identified, assessed and managed effectively. We will ensure we have access to competent advice in order to ensure our approach to risk reflects best practice at all times.

We will encourage our staff to become health and safety representatives under the Safety Committees and Safety Representatives regulations to ensure they are empowered to take ownership of their own health and safety.

We will ensure all managers are committed to managing risk in an appropriate manner and we will provide oversight through the Deputy Chief Constable who is our Director of Health and Safety.

## **2. Aims**

The corporate health and safety policy aims to ensure:-

- The health and safety of all of our members of staff and those of the officer of police and crime commissioner is adequately protected.
- Our staff take the right decisions in situations involving risk and we actively support good decision making, taking risks where appropriate whilst still safeguarding the health and safety of our staff.
- Our approach to health and safety is adequately documented.
- Health and safety standards are maintained in a corporate manner

## **3. Scope**

All police officers, police staff, volunteers, staff of the OPCC and special constables as well as contractors and visitors to Leicestershire Police are required to carry out their activities in accordance with the health and safety policy.

## **4. Legal Basis**

Health and Safety at Work etc Act 1974  
Police (Health and Safety) Act 1997

## **5. Monitoring**

Adherence to the policy will be monitored by managers who will ensure their staff are acting in accordance with the policy.

Appropriate aspects of the policy and associated health and safety procedures, which elaborate on these duties, will be monitored. To ensure managers are discharging their duties and in order to identify any areas of good practice, which can be shared more widely.