

# Health and Safety Policy

## Executive Summary:

The purpose of this policy document and supporting procedures is to set out the commitment of West Midlands Police to the health and safety of all its officers, staff and members of the community in which it serves.

It details the roles and responsibilities of its management and employees, including the need for appropriate and proportionate risk management, training, advice and support mechanisms.

This policy will be reviewed a minimum of every two years unless circumstances necessitate an earlier review, e.g. legislation changes, organisational changes, audit or accident investigation findings.

## Approved Professional Practice:

This policy has been checked against APP and there is none in relation to the subject matter of this policy.

## Policy Statements:

***West Midlands Police are committed to creating a safe working environment for all colleagues and all members of the community we serve whilst recognising the challenging and unique risks that policing presents.***

### ***We will strive to reduce those risks by providing:***

- ✓ *Safe ways in which to work and information on how to minimise the risk of injury*
- ✓ *Clear supervision, guidance and training*
- ✓ *Suitable equipment for the role together with appropriate protective equipment provision*
- ✓ *Support for individuals to develop and exercise their professional judgement in assessing risk where our work requires a dynamic response*
- ✓ *Conditions for the development of a positive safety culture*
- ✓ *A Force Development Plan to ensure the organisation minimises risk and that it encourages professional health and safety practice*

### ***In support of this aim, all levels of management have a duty to:***

- ✓ *Understand and discharge their responsibilities for the management of health and safety*
- ✓ *Supervise colleagues to ensure they work safely in accordance with their training*
- ✓ *Ensure health and safety is considered with equal importance to all other priorities*
- ✓ *Encourage and support development of a positive safety culture*
- ✓ *Maintain effective consultation and communication with staff side representatives and others on matters of health and safety*

### ***All colleagues have a duty to contribute to this process by:***

- ✓ *Understanding and accepting responsibility for their own safety, the safety of others they work with and members of the wider public*
- ✓ *Using protective equipment that is provided*
- ✓ *Following the training and guidance they are given*
- ✓ *Reporting all incidents and hazards which have or could have led to injury*

**Acknowledging our responsibilities for health and safety** and in support of our vision to prevent crime, protect the public and help those in need we will continue to regularly review our performance to ensure we meet the challenge of managing and reducing risk. This can only be achieved with the help of all colleagues and contractors working on behalf of the Force and we rely upon full support of our officers and staff to ensure we successfully meet this objective.

**Procedural Guidance Documents List:**

- Health and Safety Responsibility Organisational Chart & Senior Roles and Responsibilities
- Health and Safety arrangements and guidance documents are retained on the intranet on the [health and safety arrangements page](#).

**Publication Instructions:**

OFFICIAL – Suitable for publication (No Restrictions)

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**Policy Owner: People & Organisational Development Portfolio**

**Policy Author: Alan Whitehouse 54393**

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**Approved by: ACC Chris Johnson – Operations (Force Executive Health & Safety Lead)**

**Any enquiries in relation to this policy should be made directly with the policy contact/department shown above.**

**Force Executive Approval:**

**CHIEF CONSTABLE**

**ACC OPERATIONS**

**Monitoring and Review**

<b>Version</b>	<b>Date Reviewed</b>	<b>No change / Minor Changes / Major Changes (<i>detail</i>)</b>	<b>Amended / Agreed by</b>	<b>New review date</b>
1.0	03/10/2019	Minor Changes – New Template adopted	Alan Whitehouse	03/10/2021

**PRINTED VERSIONS SHOULD NOT BE RELIED UPON. THE MOST UP TO DATE VERSION CAN BE FOUND ON THE INTRANET POLICY PORTAL.**