



**Hampshire  
& Isle of Wight**  
FIRE & RESCUE AUTHORITY

## **HIWFRA Full Authority**

Purpose: Approval

Date: **21 February 2023**

Title: **Health, Safety and Wellbeing Statement of Intent 2023/24**

Report of Chief Fire Officer

### SUMMARY

1. The Fire Authority is required by the Health and Safety Executive to have a Health and Safety (H&S) Statement of Intent. This statement should be an annual document covering the general policy on H&S at work, our aims and gives a commitment to managing H&S appropriately.
2. A draft statement for 2023/24 is included (Appendix A) for Fire Authority approval. The statement is heavily drawn from our existing statement covering 2022/23 with some very minor drafting amendments. We believe the statement appropriately covers the Fire Authority's commitment to H&S across the organisation.

### BACKGROUND

3. The Health and Safety Executive guidance requires a Statement of Intent be produced to state your general policy on health and safety at work, including your commitment to managing health and safety and your aims. As the employer or most senior person in the company, you should sign it and review it regularly.
4. The Statement is the Fire Authority's pledge giving an ongoing and determined commitment to supporting and improving health, safety and wellbeing at work. It confirms we will continue to provide and implement a process of continual improvement to ensure a safe and healthy working environment. It will be prominently displayed within every workplace to demonstrate a service wide commitment to HSW leadership at our highest level.

5. The draft statement for 2023/24 is consistent with the statement agreed by the Fire Authority covering 2022/23. The statement should be signed by the Chair of the Fire Authority and the Chief Fire Officer.
6. Our overall intent is to put health, safety and wellbeing at the heart of everything we do and that we are committed to providing the highest level of support. The statement also provides several intentions including:
  - striving for the best possible health and safety standards
  - defining responsibilities and giving direction
  - providing required training and necessary equipment
  - giving a commitment to reporting and investigating incidents
  - placing an onus on preventing injuries
  - empowering our staff to carry out their work in a competent and diligent manner
7. The Service has strong health and safety arrangements and has structures in place to meet the requirements of the Statement. H&S is monitored by the Executive Group who will continue to oversee progress.

#### SUPPORTING OUR SAFETY PLAN AND PRIORITIES

8. The statement of intent and its supporting policies and procedures ensure that all staff are aware of and are committed to health, safety and wellbeing. It is directly linked to the delivery of our priorities, specifically supporting our people, and learning & improving and it also fits with our core values.
  - Our people: supports clear strategic intent to ensure we look after each other by creating great places to work and promoting the health, wellbeing and safety of our people.
  - High performance: provides clarity that our teams are skilled and feel equipped to deliver a leading fire and rescue service today and into the future.
  - Learning and improving: supports a learning culture of learning from ourselves and others.

## CONSULTATION

9. Hampshire and Isle of Wight FRS encourages a culture of cooperation in its management of health and safety. The Service promotes the use of the guidance within the TUC Safety Representatives and Safety Committees Code of Practice (also referred to as the 'Brown Book') where appropriate.
10. Trade unions (representative bodies) have always played a vital role in ensuring that our people go home safe and well from their work. We continue to pro-actively consult with our trade union health and safety representatives whenever needed. Engaging representative bodies in decisions about health and safety provides opportunities to encourage a culture of good health, safety and welfare which is achieved through trust and consensus. This is also recognised by our health and safety laws which set down legal obligations on employers to work with recognised trade unions in the belief that this is the best way to develop a positive health and safety culture in the workplace.
11. HSW Statement of Intent has been shared with Representative Bodies through the Joint Trade Union meeting, chaired by Director POD.

## COLLABORATION

12. As outlined above, the Service will be unable to meet the Statement of Intent in isolation and is dependent on the involvement of representative bodies and others. We will use our existing relationships to fulfil our requirements.

## RESOURCE IMPLICATIONS

13. There are no specific financial implications from the contents of this paper, as HSW policies and procedures are already operating within our Service.

## IMPACT ASSESSMENTS

14. There are no specific impact assessment implications from the contents of this report. As impact assessment should be completed for every new policy, procedure and guidance document, where new PPG with HSW implications is developed and/or reviewed a specific impact assessment for that PPG will take place.

## LEGAL IMPLICATIONS

15. Approving this report will demonstrate compliance with Health and Safety Executive guidance on HSW Statement of Intent.

## BENEFITS

16. The Statement of Intent will drive a pro-active and positive health and safety culture across the organisation, thereby supporting our People and our wider communities.

## RISK ANALYSIS

17. There are no specific risk implications from the recommended option within this paper.

## EVALUATION

18. HSW Statement of Intent will continue to be reviewed every year and updated based on new learning or any HSW legislative changes.

## CONCLUSION

19. By approving the adoption of the revised HSW Statement of Intent, HIWFRA will comply with a Health and Safety Executive requirement. In addition, the Service will be able to continue developing our culture of accountability and engagement with respect to all Health, Safety and Wellbeing matters.

## RECOMMENDATION

That the proposed Statement of Intent for 2023/24 be approved by the HIWFRA Full Authority.

## APPENDICES ATTACHED

Appendix A: [Health, Safety and Wellbeing Statement of Intent 2023/24](#)

Contact: Steve Polly, Head of Policy and Risk, [stephen.polly@hantsfire.gov.uk](mailto:stephen.polly@hantsfire.gov.uk), 07919152068