



STATEMENT OF SAFETY POLICY

Wiltshire Police attach great importance to safeguarding the health and safety of all our employees. Our business must be conducted in such a way as to ensure that the health and safety of others working on or visiting our premises and members of the public to whom we provide a service is not adversely affected.

Together Wiltshire Police and the Office of Police and Crime Commissioner for Wiltshire and Swindon are fully committed to complying with the requirements of the Health and Safety at Work etc Act 1974, the Police (Health and Safety) Act 1997 and all other relevant statutory provisions and codes of practices. The Chief Constable has ultimate responsibility for the management and discharge of health and safety regulations throughout the Force governed by the Police and Crime Commissioner. The Deputy Chief Constable has been assigned specific responsibility for co-ordinating health and safety on behalf of the Force. This includes supporting the policy with adequate financial and physical resources.

The Chief Constable and the Commissioner will establish suitable and sufficient risk control measures and ensure, so far as is reasonably practicable, the provision and maintenance of safe and healthy working conditions, equipment, safe systems of work and provide the associated training, information, instruction and supervision.

The Chief Constable and the Commissioner appreciate that effective health and safety management makes good business sense. By embracing these principles and aligning them with other policing objectives Wiltshire Police will enhance its operational and business performance through reduced absence, injuries and ill health, reducing liabilities, unnecessary losses and protecting the environment. This goes hand in hand with delivering an effective and efficient policing service for Wiltshire and Swindon.

People are our most valuable resource, and as such the Chief Constable and the Commissioner are committed to ensuring all work activities are conducted in a manner that will, so far as is reasonably practicable, protect their health, safety and welfare. All managers are expected to ensure their working environment is as safe as possible, identifying significant hazards and adequately assessing and controlling risks. Wiltshire Police are committed to preparing organisational procedures on new and specific health and safety issues and pursuing progressive improvements in health and safety performance beyond that required by legislation.

Central to creating a positive health and safety culture is the need for all managers and supervisors to actively consult with staff and staff association safety representatives. This will encourage their participation, co-operation and contribution to health and safety policy and will continuously improve standards of health and safety. Effective communication of health and safety information, visible leadership and positive values and behaviours displayed by managers and all employees is fundamental. As well as ensuring the health and safety competence of all employees through regular performance appraisals and the provision of expert safety advice.

Wiltshire Police and the Office of Police and Crime Commissioner for Wiltshire and Swindon acknowledge that accidents, ill health and incidents may result from failings in management control and are not necessarily the fault of individual employees. All employees irrespective of their rank, grade or position within the Force have a core responsibility for health and safety and have a unique and valuable contribution to make. All employees are expected to co-operate fully in the achievement of this policy and understand their legal responsibilities to take reasonable care of the health and safety of themselves and those other persons who may be affected by what they do or fail to do at work. A copy of this statement will be brought to the attention of all employees and will be reviewed on an annual basis or in light of any significant changes.

We give our full backing to this policy and will support all those who endeavour to carry it out.

Kier Pritchard
Chief Constable for Wiltshire Police
16/03/21

Angus Macpherson
Police and Crime Commissioner for Wiltshire and Swindon
16/03/21