



HUMBERSIDE FIRE AND RESCUE SERVICE

Service Improvement

Health and Safety Policy Statement

Owner	Executive Director of Corporate Services
Responsible Person	Head of Health and Safety
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HUMBERSIDE FIRE AND RESCUE SERVICE

HEALTH AND SAFETY POLICY STATEMENT

Our Commitment

The Chief Fire Officer (CFO) and Strategic Leadership Team (SLT) of Humberside Fire and Rescue Service (HFRS) are personally committed to developing a positive organisational safety culture, supported by the individual responsibilities of every employee. We will apply and continually improve a management system that protects the health, safety and welfare of all staff groups and those who may be affected by our activities, aligning to our vision: “**Safer Communities, Safer Firefighters.**” This statement follows a clear, accessible structure so it is easily understood and prominently displayed across HFRS locations and channels.

Policy Aim

The aim of the Health, Safety and Environment Section is to implement an effective Health and Safety Management System (HSMS), using a recognised model reflective of sector-specific good practice, so that legislative compliance is treated as the minimum and organisational excellence is the goal.

Our Management System

HFRS utilises the HSE’s HSG65 framework, built on the **Plan–Do–Check–Act** methodology. We will:

- **Plan:** set clear objectives, define roles, provide resources and establish controls.
- **Do:** implement safe systems of work, training and supervision proportionate to risk.
- **Check:** monitor leading and lagging indicators, audit compliance and investigate events.
- **Act:** review performance, learn, and improve policies, procedures and practice.

Leadership, Roles and Responsibilities

The CFO and SLT will provide strong, visible leadership, adequate resources and clear expectations for health and safety performance. Managers are accountable for local implementation, monitoring and assurance. Every employee has a duty to take reasonable care of themselves and others, follow procedures, and challenge unsafe acts or conditions. Health and safety requirements form part of induction, ongoing training and routine supervision, and are communicated through established HFRS channels and consultation forums.

Consultation and Engagement

We will consult and engage with representative bodies and staff networks to ensure a cohesive, pragmatic and balanced approach. Constructive workforce involvement is essential to designing workable controls, encouraging innovation and sustaining a positive safety culture.

Standards and Compliance

Recognised good practice will be adopted to ensure compliance with all relevant statutory requirements and to meet our moral obligations as a public service. Policies and arrangements will be maintained, accessible, and up to date; they will be supported by risk assessments, competence frameworks, and targeted training.

Measuring Performance

We will use a blend of proactive and reactive measures, observation, assurance activities, audits, near-miss reporting, incident investigation and trend analysis, to assess performance against standards and identify opportunities to improve awareness and behaviours at every level.

Learning Culture and Accountability

The Health and Safety Section will promote a “**just** health and safety culture” a which is a fair, learning-focused approach that balances accountability with system improvement and recognises that human error is foreseeable. Where behaviour is inappropriate, reckless or negligent, HFRS will act promptly and fairly to protect the workforce and uphold our standards.

Reporting and Feedback

All staff are encouraged and expected to report immediately any unsafe practices, situations or conditions and to share post-event reflections. Feedback will be acknowledged and used to inform changes to policy, training, equipment and supervision.

Review

This Policy Statement will be reviewed at least annually, or sooner following significant change, an event, or new guidance, to ensure continued relevance, compliance and alignment with best practice. The updated statement will be communicated to all staff and made readily available.

Signed: 

Chief Fire Officer and Chief Executive

Date: 01/10/2026