



**NOTTINGHAMSHIRE**  
**Fire & Rescue Service**  
*Creating Safer Communities*

Nottinghamshire and City of Nottingham  
Fire and Rescue Authority

# HEALTH AND SAFETY POLICY – STATEMENT OF INTENT

Report of the Chief Fire Officer

**Date:** 15 December 2023

**Purpose of Report:**

To update Members that the Service's written Health and Safety Policy 'Statement of Intent' has recently been reviewed and updated to reflect current best practice.

**Recommendations:**

That Members endorse the content of the updated 'Statement of Intent' to reaffirm their commitment to effective health and safety risk management for employees and others who are affected by the Service's activities.

## CONTACT OFFICER

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Chief Fire Officer

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## **1. BACKGROUND**

- 1.1 Nottinghamshire Fire and Rescue Service (NFRS) is required to produce, and then regularly review, a written Health and Safety Policy (HSP). The written HSP outlines the approach to identifying the hazards and associated risk to employees and others who may be affected by the work of the Service.
- 1.2 An important part of the HSP is the Statement of Intent (SOI). The SOI states the commitment of the Service to a high standard of health and safety risk management.
- 1.3 The current SOI was last considered and endorsed by the Combined Fire Authority on 16 September 2022.

## **2. REPORT**

- 2.1 The content of the SOI has been updated to reflect the best practice of ensuring that the most senior person within the organisation sends a personal message to lead the direction of health and safety management.
- 2.2 Graphics have been added to reflect the statement of the Chief Fire Officer to employees and also NFRS as an organisation when displayed or provided to third parties.
- 2.3 The SOI is supported by various organisational health and safety policy and procedural documents to form the Service's Safety Management System. These are being reviewed separately and will be subject to full consultation through the Service's Health, Safety and Welfare Committee (SHSWC).
- 2.4 Endorsement signatures of the Chief Fire Officer, the Chair of the Fire Authority, and representative bodies, will continue to provide a collective, high-level commitment to the management of health and safety.

## **3. FINANCIAL IMPLICATIONS**




- 3.1 There are no direct financial implications arising from this 'Statement of Intent'.
- 3.2 There is a commitment within the 'Statement of Intent' to ensure that adequate resources are made available to support the statement and the organisational Safety Management System.

#### 4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

It is a requirement of the Health and Safety at Work etc. Act 1974 that the 'Statement of Intent' is brought to the attention of all employees. This will be achieved through the Service's induction process, notice boards, and through internal digital communications. The communications plan will be reviewed and monitored by the SHSWC.

#### 5. EQUALITIES AND ETHICAL IMPLICATIONS

##### 5.1 Core Code of Ethics

	<b>Leadership</b> – The Statement of Intent sets the direction of NFRS for health and safety management.
	<b>Integrity</b> – The Statement of Intent is an open and honest statement that will be available to all employees and relevant stakeholders.
	<b>Putting our Communities First</b> – The communities of Nottinghamshire expect NFRS to be an outstanding Fire Service. The Statement of Intent and effective health and safety management is a central part of this process.

5.2 An equality impact assessment has been completed and shows no adverse implications for any persons with protected characteristics. The actions associated with the Statement of Intent show improved outcomes for the entire workforce.

#### 6. ENVIRONMENTAL AND SUSTAINABILITY IMPLICATIONS

There are no environmental and sustainability implications arising from this report.

#### 7. LEGAL IMPLICATIONS

It is a legal requirement under the Health and Safety at Work etc. Act 1974 for employers to prepare and as often as may be appropriate revise a written Statement of Intent.

#### 8. RISK MANAGEMENT IMPLICATIONS

8.1 The 'Statement of Intent' is the basis for the Service's commitment to having an effective health and safety management system.

- 8.2 An effective health and safety management system ensures a proactive approach to identifying, managing and mitigating risk thus ensuring the safety of our staff, partners and communities.

## **9. COLLABORATION IMPLICATIONS**

There are no collaboration implications arising from this report.

## **10. RECOMMENDATIONS**

That Members endorse the content of the updated Statement of Intent to reaffirm their commitment to effective health and safety risk management for employees and others who are affected by the Service's activities.

## **11. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)**

None.

Craig Parkin  
**CHIEF FIRE OFFICER**

## Health, Safety and Welfare - Statement of Intent, November 2023

***“Only by consistently providing the highest standards of Health, Safety and Welfare for you, our employees and the people of Nottinghamshire can we be an outstanding fire and rescue service”.***



The Fire Authority, trade unions and I are committed to maintaining a positive safety culture and ensuring that all our employees stay safe.

To achieve this, I commit that:

- Compliance with published Acts, Regulations, procedures, and processes shall be the minimum requirement of Nottinghamshire Fire and Rescue Service (NFRS) and its employees – my aspiration is to go beyond these where practicable.
- We will consult and engage with the workforce and others to promote and maintain safety, health (mental and physical), wellbeing, and welfare.
- Adequate resources, structure, and a Safety Management System (SMS) will be provided to support health and safety practices.
- You will receive the relevant training, information, and instruction for your position.
- We will provide and maintain systems for safe plant and equipment, for safe handling of substances, maintain safe and healthy working conditions, and implement emergency procedures as required, reviewing all on a regular basis.
- We will remove hazards and reduce risks as low as reasonably practicable using the hierarchy of controls as described in the Safety Management System.
- Firefighters work in high-risk environments to protect our communities and the environment. In these situations, your training, risk management controls and preparations will be of the highest importance.
- All contractors will be required to meet our minimum health, safety and welfare standards.

### **I expect:**

- Managers to ensure that health, safety and welfare is part of their management thinking and processes.
- All employees to be proactive in looking out for their health, safety and welfare by training and reporting safety critical incidents, accidents, near misses, or other dangerous occurrences.

***“To all my colleagues in NFRS - please stay safe”***





Signed:

**Councillor Michael Payne**  
**Chair of the Fire Authority**

Signed:

**Craig Parkin**  
**Chief Fire Officer**

This policy is supported and endorsed by:

Name: Steve Tucker Signature:	Name: Jo Dawson Signature:	Name: Jacob Collier Signature:
<b>Fire Brigades Union</b>	<b>Fire Officers Association</b>	<b>UNISON</b>

