

# Appendix 1 - HIWFRA Health and Safety Statement of Intent



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



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

## Health and Safety Statement of Intent 2024-25

Hampshire and Isle of Wight Fire and Rescue Authority (HIWFRA) and Hampshire and Isle of Wight Fire and Rescue Service (HIWFRS) are committed to providing the highest level of health and safety for all employees and others who may be affected by our work.

**We recognise our legal and moral requirements and will always strive to achieve the highest health and safety standards**

**We will** prioritise safety and put H&S at the heart of everything we do in all organisation activity

**We will** demonstrate the strategic importance of H&S with visible leadership, and commitment of directors and senior managers

**We will** evolve as an organisation to meet new or changing risks, through robust strategic planning and ongoing risk assessment

**We will** establish and maintain proportionate financial and physical resources to ensure effective H&S management

**We understand** that prevention of injury and illness is an indispensable part of our organisational culture

**We will** appoint a H&S competent person to provide advice and active support

**We will** provide and maintain safe workplaces and equipment, reducing our impact on the environment

**We will** provide and maintain suitable arrangements for employee welfare

**We will** follow sector approved guidance where practicable, including the health, safety, and welfare framework for the operational environment

**We will** support trade unions H&S representatives through engagement and involvement in consultation

**We will** recruit employees and provide all necessary training and instruction to enable them to work safely, improving our approach wherever possible

**We will** remind our employees of their legal requirement to use equipment provided in accordance with training and instruction, to co-operate and take care of their own H&S and that of others affected by their activities

**We will** empower our employees to carry out their work in a competent and diligent manner, and to report and where possible rectify, any unsafe act or condition

**We will** report and investigate all H&S events to identify and implement improvements, sharing learning and taking necessary action promptly

**We will** ensure robust quality assurance, through an inspection and audit process

**We will** monitor performance and review outcomes

**We will** define health and safety responsibilities at all levels within the organisation

**We will** follow approved guidance to maintain a suitable and flexible health and safety management system covering all activities

HIWFRA has overall responsibility for the health and safety of all employees in HIWFRS and others who may be affected by our activities.

### Signed:

For and on behalf of HIWFRA  
Chairman of HIWFRA  
Councillor Rhydian Vaughan MBE  
Date:



### Signed:

For and on behalf of HIWFRS  
Chief Fire Officer  
Neil Odin QFSM  
Date:

