



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

HIWFRA Full Authority

Purpose: Approval

Date: **15 February 2022**

Title: **HEALTH, SAFETY AND WELLBEING STATEMENT OF INTENT**

Report of Chief Fire Officer

SUMMARY

1. This report seeks approval for the revised Health, Safety and Wellbeing (HSW) Statement of Intent for the Hampshire and Isle of Wight Fire and Rescue Service (HIWFRS) on the 1st April 2022.
2. The HSW Statement of Intent (Appendix A) is reviewed on an annual basis. The current Statement of Intent has been subject to a full review and illustrates our commitment to HSW, encouraging engagement and accountability.

BACKGROUND

3. The Health and Safety Executive guidance confirms that a Statement of Intent should 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 HSW Statement of Intent is the pledge of the Hampshire and Isle of Wight Fire and Rescue Authority (HIWFRA) and demonstrates 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.
5. The HSW Statement of Intent will be prominently displayed within every workplace to demonstrate a service wide commitment to HSW leadership at our highest level.

SUPPORTING OUR SAFETY PLAN AND PRIORITIES

6. 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.
7. 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.
8. 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.
9. Learning and improving – supports a learning culture of learning from ourselves and others.

CONSULTATION

10. 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.
11. Trade unions (Representative Bodies) have always played a vital role in ensuring that our people go home safe and well from their work. We will proactively consult with our trade union health and safety representatives. Engaging representative bodies (RBs) 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.
12. HSW Statement of Intent has been shared with Representative Bodies through the Joint Trade Union meeting, chaired by Director POD.
13. HSW Statement of Intent design has been assured and approved by HIWFRS Communications and Insight team.

RESOURCE IMPLICATIONS

14. 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

15. 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

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

OPTIONS

17. Option 1 (Recommended) – That HIWFRA approve the HSW Statement of Intent for display from the 1st April 2022.
18. Option 2 – That HIWFRA do not approve the HSW Statement of Intent for display from the 1st April 2022.
19. Option 1 will demonstrate compliance with Health and Safety Executive guidance on HSW Statement of Intent for HIWFRA. Option 2 will remove that compliance with Health and Safety Executive guidance on HSW Statement of Intent from 1st April 2022.

RISK ANALYSIS

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

EVALUATION

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

CONCLUSION

22. By approving the adoption of the revised HSW Statement of Intent, HIWFRA will demonstrate compliance with Health and Safety Executive guidance on

HSW Statement of Intent. 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

23. That the HSW Statement of Intent is approved by HIWFRA for display from the 1st April 2022.

APPENDICES ATTACHED

24. [Appendix A – Health, Safety and Wellbeing Statement of Intent 2022](#)
25. Contact: Shantha Dickinson DCFO HIWFRS
shantha.dickinson@hantsfire.gov.uk 07918887986