



Leicestershire Police

Health and Safety Policy

Owner:	Head of Safety, Sustainability and Risk
Department Responsible:	Specialist Support Directorate
Chief Officer Approval:	Deputy Chief Constable
Date of next review:	May 2026
Security Marking:	OFFICIAL NOT MARKED
This policy and procedure has been reviewed against APP and all relevant procedures.	
Moved to APP:	No
Rationale:	APP doesn't sufficiently cover the subject area

This document has been produced in conjunction with the Leicestershire Police Legislative Compliance Pack

Review log

Date	Minor / Major / No change	Section	Author
24 th November 2014	Minor	Statement	Peter Coogan
23 rd February 2016	Chief Officer approval changed		Peter Coogan
March 2017	Reviewed		Peter Coogan
September 2018	Reviewed		Peter Coogan
November 2019	Minor change to director of health and safety	Statement	Peter Coogan
19 th August 2021	Inclusion of fees for intervention as a loss & minor adjustment regarding safety representatives	Statement	Peter Coogan
5 th May 2022	Reviewed. Chief officer approval updated given changes to COT portfolios.		Peter Coogan
19 th April 2024	Minor. Links to police pledge added.	Statement	Matthew Jones

Note: Authorised Professional Practice (APP) has been checked.

POLICY

Statement

Leicestershire Police pledge to protect our communities, maintain the peace and prevent and detect crime through the robust minimisation of risk.

We will achieve our pledge by investing in the health and safety of our people to reduce the likelihood of our staff becoming ill or injured and therefore allow our staff to be able to deliver good service and provide high standards that strengthen trust and confidence in Leicestershire Police.

With our ongoing financial challenges we recognise that good health and safety management is synonymous with good policing as it allows our staff to be at their best, allowing us to achieve:

- Sustained work performance improvement.
- Reduced accident and injury rates.
- Reduced costs through sickness days lost.
- Reduced presenteeism and absenteeism.
- Improved organisational reputation and confidence.
- Increased staff engagement and wellbeing.
- Reduced threat of legal action (including financial enforcement) and lower insurance premiums.
- Reduced costs of other incidents such as fire and building faults.

This in turn allows us to have the most efficient human resources to achieve our strategic priorities set out in the Force Management Statement:

- **Improving service, raising standards**
- **Finding efficiency and productivity**
- **Developing the right people, right skills and wellbeing**
- **Maximising the best tech we can**
- **Reducing demand through partnership**

We will ensure that our use of resources is efficient and effective by ensuring that we comply with the Health and Safety at Work Act 1974 and the Police (Health and Safety Act) 1997 and their supporting legislation. We will seek to exceed these legal minimums thus enabling us to operate as efficiently and effectively as possible and avoid loss through fines, fees for intervention and civil compensation.

We will insist on continuous improvement in the management of risks to the health and safety of our staff and others. This will maximise our ability to deliver a high quality police service with high standards that local people can trust.

We will pursue health and safety objectives with the same rigour as other organisational objectives as we recognise that failure to manage risk undermines our ability to carry out our duty and service.

We will actively seek the contribution of our staff to the implementation of this policy by ensuring that they are trained and competent in recognising risk. We will consult our staff so that their views can be considered regarding the risks that they face and the

most effective way to manage these risks. We will ensure that our staff receive effective communication about the risks that they face.

We recognise that poor decision making could hamper our ability to protect the public. Our staff may need to deal with situations which involve risk as well as potentially needing to put themselves at risk to protect public safety. Failure to do this appropriately may put the public at risk. We will support our staff to take risk-based decisions based on the principles contained in the National Decision Model and the Health and Safety Executive's 'Striking the Balance' guidance.

We will provide sufficient physical and financial resources to enable risks to be identified, assessed and managed effectively. We will ensure that we have access to competent advice to ensure that our approach to risk reflects best practice at all times.

We will encourage our staff to be health and safety representatives under the Safety Committees and Safety Representatives regulations to ensure that they are empowered to take ownership of their own health and safety and support the organisation to fulfil its duties.

We will ensure that all our managers are committed to managing risk in an appropriate manner and we will provide oversight through the Deputy Chief Constable who is our Director of Health and Safety.

Aim

The corporate health and safety policy aims to ensure that:

- The health and safety of all of our members of staff and those of the Office of Police and Crime Commissioner are adequately protected,
- Our staff take the right decisions in situations involving risk and we actively support good decision making, taking risks where appropriate whilst still protecting the health and safety of our staff,
- Our approach to health and safety is adequately documented,
- Health and safety standards are maintained in a corporate manner,
- Our health and safety performance is monitored and reviewed to allow continuous development.
- Our staff feel empowered to report an accident or near miss at work.

Scope

All police officers, police staff, volunteers, staff of the OPCC and special constables as well as contractors and visitors to Leicestershire Police are required to carry out their activities in accordance with the corporate health and safety policy.

Legal Basis

Health and Safety at Work etc. Act 1974
Police (Health and Safety) Act 1997

Monitoring

Adherence to this policy will be monitored by managers who will ensure that their staff are acting in accordance with the policy.

Appropriate aspects of the policy and associated health and safety procedures, which elaborate on these duties, will be monitored. This will ensure that managers at all levels are discharging their duties and in order to identify any areas of good practice which can be shared more widely.