

REVIEW OF HEALTH AND SAFETY POLICY**REPORT OF CHIEF FIRE OFFICER****For Approval****1. PURPOSE OF REPORT**

- 1.1 This purpose of this report is to present a revised Health and Safety Policy for approval.

2. RECOMMENDATION

- 2.1 Members are asked to approve the Authority's revised Health and Safety Policy, set out as Appendix A.

3. HEALTH AND SAFETY POLICY REVIEW

- 3.1 The Health and Safety at Work Act 1974 requires the Authority to maintain a current policy, which sets out its general approach to managing health and safety. Cleveland Fire Authority recognises its duties under the Health and Safety at Work Act 1974 and the Regulations made under it. The Authority's Health and Safety Policy is kept under constant review.
- 3.2 The Authority meets its legal obligations by conducting its business in a safe and healthy working environment. In addition, it also aims to promote a positive health and safety culture, achieved by the suitable and sufficient management of risk.
- 3.3 It is a legal requirement under the Health and Safety at Work Act 1974 that every employer must maintain, prepare and revise a written statement showing the policy on safety of the organisation and what arrangements are in place to ensure the general policy is implemented. The current Health and Safety Policy was approved in July 2021 and in accordance with good practice, it has recently been reviewed and a number of amendments made.

4. PROPOSED CHANGES TO HEALTH AND SAFETY POLICY

4.1 The amended Health and Safety Policy is set out as Appendix A.

4.2 The Policy has been amended to reflect a number of changes:

- A revised organisational structure
- The introduction of a dedicated Health and Safety Audit and Compliance Officer role
- The establishment of a Health and Safety Strategic Committee
- Reorganisation of the Health and Safety Sub Committee
- New terms of reference for the above Committees
- Introduction of the Health and Safety Strategy 2022-2026, which includes six strategic outcomes:
 - Compliance
 - Competency
 - Culture
 - Communications
 - Controls
 - Workforce Health and Safety

4.3 The Health and Safety Policy has been amended to include these elements, which includes clarity on individual roles and responsibilities. For ease of reading, the changes have been highlighted in yellow in the appended document.

5. CONSULTATION

5.1 Employee representatives have been consulted on the proposed changes and any feedback has been carefully considered. This discharges the Authority's duty to consult under the Safety Representatives and Safety Committees Regulations 1977 and the Health and Safety (Consultation with Employees) Regulations 1996.

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