



FORCE HEALTH AND SAFETY POLICY

Executive Summary:

The Chief Constable of West Midlands Police recognises that effective health and safety management has positive benefits in providing the highest level of service to the public of the West Midlands, and is committed to creating a safe and healthy working environment for all officers, staff, volunteers, cadets, contractors, and others who may be affected by our activities, whilst recognising the challenging and unique risks that policing presents.

The Chief Constable fully accepts their responsibility for the management of health and safety and requires all officers, staff, volunteers, cadets, and contractors to support the implementation of this policy.

Officers, staff, volunteers, cadets and contractors have a duty under health and safety legislation to comply with health and safety guidance and to support the Force in discharging its duties under health and safety legislation. They also have a duty to use and maintain equipment correctly and not to recklessly misuse or interfere with equipment provided for the purposes of health and safety.

This policy will be reviewed annually unless circumstances necessitate an earlier review, e.g. legislation changes, organisational changes, audit or incident investigation findings.

Authorised Professional Practice (APP):

- This policy has been checked against APP and there is none in relation to the subject matter of this policy.

Scope

This policy applies to all its officers, staff, volunteers, cadets, contractors and members of the community in which it serves.

Objectives

This Policy sets out:

- The commitment of West Midlands Police to the health and safety of all its officers, staff, volunteers, cadets, contractors and members of the community in which it serves.
- The roles and responsibilities of its management and employees



- The need for appropriate and proportionate risk management, training, advice and support mechanisms.

Definitions/Acronyms

APP	Authorised Professional Practice
DSE	Display Screen Equipment
H&S	Health and Safety
HR	Human Resources
PEEP	Personal Emergency Evacuation Plan
RAP	Reasonable Adjustment Passport
RPE	Respiratory Protective Equipment
WMP	West Midlands Police

Policy Statements and Information

In order to deliver effective health and safety management, West Midlands Police will:

- 1.1 Comply with the requirements of the [Health and Safety at Work Act 1974](#), the [Police \(Health and Safety\) Act 1997](#) and all other relevant statutory provisions including Approved Codes of Practice
- 1.2 Provide a safe working environment so far as is reasonably practicable by maintaining premises, equipment and safe systems of work
- 1.3 Ensure that the working environment contains adequate welfare facilities and arrangements
- 1.4 Provide sufficient information, instruction, training, and supervision to officers, staff, or individuals acting on our behalf
- 1.5 Allocate sufficient resources to comply with all relevant health and safety legislation
- 1.6 Ensure that health and safety is given equal importance to all other organisational objectives
- 1.7 Ensure that hazards are identified and assessments of risk are undertaken and control measures are implemented
- 1.8 Ensure that all accidents, incidents (including assaults), and near misses are reported and proportionately investigated
- 1.9 Encourage the involvement of our employees in the implementation of the Health and Safety Policy
- 1.10 Engage and then gain support of all officers, staff, cadets, volunteers and contractors in improving the health and safety standards and, to this end, promote open communication and actively encourage suggestions that could lead to improvements in safety and health at work



- 1.11 Ensure that there are effective procedures for consultation on health and safety with all personnel and their safety representatives
- 1.12 Measure and monitor our health and safety performance with the aim of continuous improvement across the organisation
- 1.13 Promote communication and co-operation with all partner agencies on all matters relating to health and safety
- 1.14 Promote a positive safety culture and allocate appropriate resources to assist with the implementation of the health and safety policy
- 1.15 Undertake periodic review of our health and safety policy and arrangements.

Relevant Legislation / Policies / Guidance

- Health and safety [organisational chart](#)
- Health and safety arrangements and guidance documents on the [health and safety intranet site](#)

Legislation:

- [Health and Safety at Work Act 1974](#)
- [The Police \(Health and Safety\) Act 1997](#)
- [Human Rights Act 1998](#)
- [Equality Act 2010](#)

Equality Impact Assessment

WMP places trust in their employees to comply with force policies and to work in accordance with and in support of:

- [WMP Vision and Values](#)
- [Code of Ethics | College of Policing](#)
- [Voice of the Child](#)

	What impact has this policy had on the nine protected characteristics in relation to the three general duties?	How will this updated policy positively impact each of the nine protected characteristics in relation to the three general
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	(If applicable)	duties? If not, explain why it will not.
Age	Age related health deterioration occurs as humans naturally get older. Muscular skeletal and cardio vascular conditions can become chronic with age. Data gathered a consequence of this policy may disproportionately discriminate older colleagues. Some research has suggested that younger people are more likely to be involved in accident. This policy may adversely impact younger people because it is not age specific. Younger adults are more at risk from everyday accidents caused by sports, scooters, and mobile phones (nationalfriendly.co.uk)	This policy will not focus on any particular age. WMP employees, contractors and members of the public are covered. This policy must consider age related health deterioration. Older people can take longer to return to work following an injury or illness. WMP People Services have a number of policies and initiatives to ensure people return to work at the right time. Under 18's covered by other specific legislation. The Health and Safety at Work Act 1974 covers everyone else. For under 18's there is specific legislation that determines our approach. WMP have H&S arrangements in place for managing the safety of young persons.
Disability	H&S covers DSE. It does not cover disability. Internal Reasonable Adjustments Policy and practices cover issues of disability. There may be adverse impact on colleagues with certain health conditions. Colleagues with visual impairments may be adversely affected by this policy if it is not available in standard formats only. Colleagues with ADHD may be adversely affected by this policy if it is not available in standard formats only. Colleagues with hearing impairments may be adversely	WMP have a number of other policies and agreements in place to ensure that colleagues with health conditions are protected (RAPS etc). This policy will be shared with all colleagues using the Policy and Strategy Portal. WMP currently uses MS365 and other specialist software to ensure colleagues with visual impairments are able to access this information WMP has a policy on Reasonable Adjustments. Colleagues with ADHD have access to visual stress and DSE Reasonable Adjustment equipment. WMP has a policy on reasonable adjustments. Colleagues with hearing impairment have access



	affected by this policy if it is not available in standard formats only. General fire safety evacuation plans could adversely affect people who require assistance to evacuate a building as they are not specifically addressed. H&S signage could adversely affect persons with visual impairment.	to reasonable adjustment equipment including specialist software and sign language interpreters WMP has existing policies to ensure that those away from work are able to follow developments at work via regular contact with supervisors and others tasked with welfare. WMP has a Personal Emergency Evacuation Plan (PEEP) arrangement in place to specifically address individuals' requirements. WMP displays signage that complies with the Health and Safety (Signs and Signals) Regulations 1996. The PEEP arrangement will specifically address individuals' requirements.
Gender Reassignment	The authors of this Equality Assessment have tried to examine how this policy and the decisions made as a consequence of this policy could impact colleagues undergoing or considering gender reassignment and ensuring they are not directly or indirectly discriminated or disadvantaged. We have discussed this protected characteristic and found a potential negative impact for colleagues who have or may transition.	WMP has a number of policies already in place. We will review the impact this policy has on gender reassignment in 12 months from launch.
Pregnancy & Maternity	This policy will impact colleagues who are pregnant. Each case will be assessed on its own credit and this policy will not replace existing HR policies on leave or those working with pregnancy related restrictions. Colleagues on leave due to Maternity, Paternity, Adoption	WMP have existing HR policies to ensure colleagues who are pregnant and on leave are regularly updated and informed of changes For local managers and supervisors to ensure they update team members on leave through existing welfare



	and Careers leave could be negatively impacted by this policy if they are not told about it.	appointments and meetings. Colleagues on leave have access to laptop and other devices.
Marriage & Civil Partnership	We have been unable to identify any impact on people with this protected characteristic. The Health and Safety department do hold any data on this protected characteristic.	No impact anticipated.
Race	<u>Language</u> H&S Signs - Non-English-speaking visitors who come onto WMP may be indirectly disadvantaged by this policy. All signs in internal areas are presented in English. Public Areas have signs in English and some other commonly spoken languages. As a result, not all languages are covered. WMP require all colleagues to be able to speak, read and write English to a basic standard. There could be a potential disadvantage for those for whom English is not their first language.	It would impractical to provide signs in all languages. WMP uses Office for National Statistics data to present signs in languages that are commonly spoken in the UK and are not English. WMP displays signage that complies with the Health and Safety (Signs and Signals) Regulations 1996. The policy is written in simple language and avoids technical jargon. Any person requiring additional support to understand this policy can speak to their line manager or supervisor.
Religion or Belief	Demand and risk during periods where demand on resourcing might be high due to religious holidays and holy days. Face fit testing of respiratory protective equipment (RPE) requires the wearer to be clean shaven for testing and when wearing the RPE - Some religions have facial hair, which may result in discrimination against the person because they cannot wear the protective equipment.	For risk managers and resourcing managers to understand and plan effectively. In some cases, alternative RPE may be suitable which does not require the wearer to be clean shaven, which can be provided. Where that is not the case, WMP has HR policies in place and Staff Associations who support individuals.
Sex	Men more likely to be involved in accidents. Data collection may show men are involved in more	We do not plan to target any particular group on the basis of protected characteristic. Gender



	accidents than other genders. This policy will not address this issue and as a consequence may indirectly adversely impact men. WMP Accident Data 2023/2024 739 Total Male 472 (64%) Female 250 (34%) Blank 17 (2%) 2024/2025 625 Total Male 379 (61%) Female 230 (37%) Blank 16 (3%)	specific training will not be available. Each incident will be dealt with on case by case basis. H&S training will be inclusive of all.
Sexual Orientation	No impact known.	No impact anticipated.

Publication Instructions

- Suitable for publication to public

Document Control

Strategic Lead:	[REDACTED], Head of Health and Safety
Policy Author(s):	[REDACTED], Head of Health and Safety
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Approver Signature:	Mr Gillett – Director of People and Commercial Services
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Any enquiries in relation to this policy should be made directly with the Strategic Lead.



All policies are subject to a formal consultation process which encompasses Legal, Professional Standards, Faith Groups, Trade Unions, Independent Advisory Groups and wider force groups and any other relevant parties. A record of consultation can be found on the Policy Portal.

It is responsibility of the Strategic Lead to ensure that all links within the policy are correct and accessible.

Amendment History:

Version Number:	Effective Date:	Summary of Amendments:	Author:
2.0	06/02/25	Amends to update responsibilities of departments and terminology	[REDACTED]