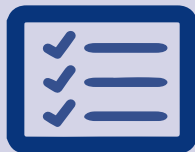


### How are we going to do this?



The H&S Strategy supports the strategic and operational management of SYP and looks to go beyond the traditional H&S role of preventing harm.

The H&S Strategy commits the Force to continually improving H&S for its officers and staff and is not just about achieving compliance but will assist in realising:– efficient, proactive and pragmatic ways of delivering H&S; a safe and healthy environment for all police officers, police staff and volunteers; a robust H&S culture across SYP; an effective means of protecting stakeholders, including staff, the public, contractors and visitors from harm.

#### Theme 1

##### Strengthening leadership & management of H&S:

- H&S Policy detailing statement of intent, organisational arrangements & responsibilities;
- Commanders & Department Heads produce local action plan to be monitored through local H, S and Wellbeing Boards;
- Strategic and local Boards meet regularly;
- Ensure Strategic aims are communicated and embedded throughout SYP;
- Corporate reporting on SYP H&S performance.

#### Theme 2

##### H&S competence:

- Ensure the Force remains legally compliant;
- Ensure adequate H&S training and guidance is provided to SYP Senior Managers;
- Ensure mandatory H&S NCALT e-learning modules are complete – Fire Safety, DSE etc;
- Development of training related to specific risks e.g water safety, contractors.
- Develop first line managers H&S awareness through appropriate training package.

#### Theme 3

##### Risk Management:

- Improve reporting, recording and investigation of accidents, incidents and near misses;
- Ensure fire risk assessments are completed for all premises;
- Force H&S procedures and guidance to be reviewed and updated as necessary.
- New guidance and safety alerts published as new H&S concerns arise;
- Ensure all risk assessments for police activities are up to date and regularly reviewed;
- Ensure COSHH assessments are produced and are up to date for Force activities;
- All DSE assessments are carried out where identified as necessary.

#### Theme 4

##### Risk Control Systems (KPI's):

- Develop protocols for Managing Contractors
- Management of H&S compliance on SYP Estate through a program of 1/4 inspections;
- Ensure Occupational Road Risk is managed in SYP;
- Ensure Operational Activities have suitable and sufficient risk assessment in place which protects officers and staff without being risk averse;
- Ensure the welfare and safety of all non SYP employees.

#### Theme 5

##### Audits and Inspections:

- Ensure Force activities are audited through a recognised QSA audit process;
- Review compliance of local 1/4 H&S inspections;