

## Health & Safety, Statement Of Commitment

1: The health, safety and security of everyone who may be affected by our operations is of paramount importance to us all. We, at Essex Probation, fully endorse the National Commitment to improving health and safety at work signed by the Director General and leading representatives of the Probation Association and the Trades Unions.

Working in partnership it is our intention, in Essex Probation, to continually strive to deliver a healthy & safe working environment that protects the welfare of all employees. This Policy provides the top tier of our approach to the management and delivery of health and safety across Essex Probation. Working within its framework will assist in ensuring that we comply with our statutory obligations and conform to the requirements of the overall approach to health & safety in NOMS. Equally importantly it will enable us to deliver a working environment in which health and safety becomes part of our everyday approach to our work and commitments. This commitment to high standards embraces all aspects of occupational health and safety and includes the effect of work on both physical and mental health.

Good health & safety performance is not just a legal requirement – it is an essential contributor to our goal of excellence and being an employer of choice who values its people. The National Offender Management Service People Management Strategy is: 'Working in partnership to make the National Offender Management Service an excellent organisation and an employer of choice by having the right people doing the right things in the right way....' Essex Probation Health & Safety Policy supports this strategy as stated below.

- In Essex Probation we believe that the health, safety and security of our employees, employees of other organisations working with us, the general public and the people for whom we have supervisory responsibility is of paramount importance.

- Our goal is to aspire to a local health & safety performance that positively contributes to NOMS being within the upper quartile for the Public Sector.

2:

- Working in partnership with the Board, managers and the recognised Trades Unions, and by building on best practice (within or external to the Trust) we will seek to continually improve our performance.

- We will ensure that all our employees are properly trained and made aware of their responsibilities for contributing to a safe and healthy working environment.

- We will ensure that all our service users are properly trained and made aware of their responsibilities for contributing to a safe and healthy working environment.

- We will work in partnership with our contractors (and other similar groups) to ensure that they contribute fully to the health & safety goals of Essex Probation.

- We recognise the importance of communication of our performance both internally and to our external stakeholders and we will openly report our health & safety performance through the Board.

- We will work with the relevant local Regulatory bodies and other external organisations to identify appropriate areas of best practice.

- We will seek to continually learn from our own experiences by reviewing and auditing our performance and ensuring that lessons learnt are acted upon.

Date: 1st April 2010

This Statement will be reviewed annually.