

SCOTTISH POLICE

AUTHORITY



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**Health, Safety and Wellbeing
Policy**

Owning Department:	People and Development
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NOT PROTECTIVELY MARKED

Compliance Record

Equality and Human Rights Impact Assessment (EqHRIA):	Date Initially Completed	24/06/2016
Information Management Compliant:	Yes	
Health & Safety Compliant:	Yes	
Publishable Externally in Current Format:	Yes	

Version Control Table

Version Number:	History of Amendments:	Date:
V1.00	Initial Version	23/09/2016

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Health, Safety and Wellbeing Policy

The Scottish Police Authority (SPA) and the Police Service of Scotland, (hereafter referred to as Police Scotland) are committed to promoting and implementing policy, procedures and guidance to ensure that workplace activities are carried out in such a manner that risks to the health, safety and welfare of staff and the public are eliminated or reduced, so far as is reasonably practicable.

The key principles of this policy are to:

- aid and advise staff of their roles and responsibilities concerning the management of health, safety and wellbeing issues to meet legal requirements;
- promote a culture in which our staff understand the value they bring to the organisation, and support them in maintaining their wellbeing;
- promote the implementation of robust Health, Safety and Wellbeing practices.

This policy is underpinned by a number of related documents which cover, but are not restricted to the following subject areas:

- Alcohol, Drugs and Tobacco
- Attendance Management
- Death in Service
- Health and Safety
- Ill – Health Retiral – Injury on Duty
- Occupational Health and Wellbeing
- Stress Management
- Substance Misuse
- Trauma Risk Management (TRIM)

Our duty of care to staff includes a commitment to creating an environment where our staff have equitable access to professional Health, Wellbeing and Counselling services that have the ability to provide high quality support, advice and guidance. Early intervention and support will assist these services to make a positive contribution towards the performance of SPA/Police Scotland.

As such we seek to provide greater consistency and transparency of management practices and reporting around all Health, Safety and Wellbeing issues.

In addition we will continue to enhance our Health and Safety approach in line with legislative requirements as well as promoting best practice to create a safe and conducive working environment.

SPA/Police Scotland is also cognisant of the statutory requirements laid down by the Equality Act 2010 and will ensure compliance with the Public Sector Equality Duty, and the SPA/Police Scotland Health and Safety Policy Statement in managing and delivering Health, Safety and Wellbeing.

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