Lincolnshire Police

Policy Document

Health and safety training policy PD 243

Policy document information

Reference number: PD 243

Policy sponsor: Chief Constable – CC Paul Gibson

Policy owner: Head of Assets and Facilities Management

Reviewer: Health, Safety and Compliance Manager- Jane Betts

Publication date: October 2026

Review date: May 2028

Version history

Version	Date	Reason for issue
1	December 2019	New Policy
2	December 2021	Agreed review date
3	May 2024	Policy review
4	May 2026	Policy review

Code of Ethics

All staff involved in carrying out functions under this policy and associated procedures and appendices will do so in accordance with the principles of the Code of Ethics. The aim of the Code of Ethics is to support each member of the policing profession to deliver the highest professional standards in their service to the public.

Legislative compliance

This document has been drafted to comply with the principles of the Human Rights Act. Proportionality has been identified as the key to Human Rights compliance; this means striking a fair balance between the rights of the staff and those of the rest of the community. There must be a reasonable relationship between the aim to be achieved and the means used.

Equality and Diversity issues have also been considered to ensure compliance with the Equality Act 2010 and meet our legal obligation in relation to the equality duty. In addition, Data Protection, Freedom of Information and Health and Safety Issues have been considered. Adherence to this policy or procedure will therefore ensure compliance with all relevant legislation and internal policies.

Other legislation/law which this policy has been drafted to comply with:

- Human Rights Act 1998 (in particular A.14 – Prohibition of discrimination)
- Equality Act 2010

- Crime and Disorder Act 1998
- Health and Safety at Work etc. Act 1974
- The Management of Health and Safety at Work Regulations 1999
- Health and safety training: A brief guide - HSE
- Data Protection Act 2018
- Freedom Of Information Act 2000

Security classification

Policy to be published on Intranet: Yes

Policy to be published on Force Website: Yes

Authorised Professional Practice (APP)

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

1. Policy aims (Purpose)

1.1. The aim of this policy is to ensure that police officers, police staff and special constables at all levels, have sufficient guidance and knowledge of basic requirements to achieve compliance with those statutory obligations that are delegated to them under the respective health and safety policies of the Force and can be judged as competent for these requirements.

2. Policy statement (Key information)

2.1. Training enables people to acquire the skills and knowledge necessary for them to be competent members of staff and also influences their attitude and safety culture at work. The degree of training required will depend on the complexity of the respective tasks and any existing level of competence.

2.2. Health and safety training depends on:

- What training your organisation needs
- Your training priorities
- Does the law require you to conduct specific training (e.g. first-aid training)?
- Training methods and resources
- Who can deliver the training?
- Checks that the training has worked.
- How you monitor training records so that refresher training can be given

Health and safety training: A brief guide - HSE

2.3. The National Police Chiefs' Council Police Health & Safety Guidelines — A Management Benchmarking Standard states that "People are the most valuable asset of every police force in the country. It is vital, therefore, that staff are trained and equipped in order to perform to the highest possible standard. This learning and development can take many forms ranging from practical demonstration, briefings, instruction, through to the formal classroom setting. The expectation is that the training fits the task required.

2.4. The Force health and safety training policy is developed by the Health, Safety and Compliance Manager in line with compliance and needs of the force. This then should be analysed and used to inform the Force Annual Training Plan. This ensures that health and safety training needs are incorporated into police officer and police staff core and deployable skills and the delivery of the required training through the training plan.

2.5. The Health and Safety Training Policy is approved by the Force Health and Safety Committee, chaired by the Head of Assets and Facilities Management who are the health and safety portfolio holders for the Force.

2.6. Legal Requirements

2.6.1. Legislation places a duty upon employers to provide adequate health and safety training. In Lincolnshire Police this responsibility lies with the Chief Constable as the employer.

2.6.2. Health and Safety at Work etc. Act 1974, requires every employer, so far as is reasonably practicable, to ensure the health, safety, and welfare at work of their employees and anyone else affected by their undertakings. Employers also have a duty under the Health and Safety at Work etc. Act 1974, to “ensure the provision of such information, instruction, training and supervision as is necessary to ensure so far as is reasonably practical, the health, safety and welfare at work of his employees”.

2.6.3. The Management of Health and Safety at Work Regulations 1999 require every employer to “ensure that his employees are provided with adequate health and safety training on being recruited into the employers undertaking and on being exposed to new or increased risks”.

2.6.4. Health and safety training: A brief guide - HSE This leaflet explains what you, as an employer, may need to do to ensure your employees receive appropriate health and safety training. It gives advice on who may need training, what form the training may take and how to organise it. The leaflet will also be useful to employees and their representatives.

3. Other related documents and appendices

3.1. Appendices.

- Appendix A – Health and Safety Training Guidelines

4. Monitoring and review

4.1. As required by the Health and Safety at Work etc. Act 1974, the monitoring of the implementation and compliance with this policy will be conducted by the Force Health and Safety Committee in conjunction with the Head of Assets and Facilities Management and Health, Safety and Compliance Manager.

4.2. The policy will be formally reviewed two years after implementation, or prior to that date in the case of legislative changes or any identified inefficiencies.’

5. Who to contact about this policy

5.1. This policy is owned by the Head of Assets and Facilities Management. Any enquires about this policy should be directed to the Health, Safety and Compliance Manager.