Hampshire County Council

Health and safety policy statement of intent

At Hampshire County Council, we place the highest importance on the health and safety of our employees, members, contractors, service users, residents and the wider community. We are fully committed to fostering a proactive safety culture where every individual feels empowered and supported to contribute to a safe working environment.

Health and safety is not just a statutory obligation — it is a core value that underpins everything we do and is a strategic objective for the council. We recognise that effective health and safety management is essential to delivering high-quality services, maintaining public trust, and ensuring the resilience of our organisation.

In our roles as Chief Executive and Leader of the Council we will:

- **Lead by example**, with senior leadership visibly championing health and safety across all levels of the council.
- **Integrate health and safety into strategic planning**, operational delivery, and decision-making processes.
- **Provide appropriate resources**, training, and support to ensure all staff are competent and confident in managing risks.
- **Engage and consult with staff and stakeholders**, fostering open communication and collaboration on health and safety matters.
- **Monitor and review our performance regularly**, ensuring compliance with legal and corporate requirements whilst striving for progress.
- **Promote continuous improvement**, learning from incidents, near misses, and best practices to strengthen our safety performance.

Health and Safety is everyone's responsibility, and we will work to ensure this culture is embedded across the organisation. We expect all our employees, contractors, and partners to meet their statutory health and safety obligations, ensuring adherence to all legal regulations and our corporate health and safety policies and procedures. We know they will share in our commitment to foster a positive safety culture in every aspect of their work where together we will create and maintain a safe, healthy and resilient environment for all.

Councillor Nick Adams-King
Leader

Gary Westbrook
Chief Executive

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