



Alliance Health and Safety Committee

Thursday 26 March 2026

Commenced at 9.00am via Microsoft Teams

Attendance

Alexis Poole (Assistant Chief Officer, People) (Devon and Cornwall) (Chair)	Jim Richardson (Head of People) (Devon and Cornwall)
Gavin House (Superintendent, Head of Criminal Justice) (Dorset)	Philip Williams (Superintendent, Local Policing) (Devon and Cornwall)
Helen Dewaele-Davies (Superintendent, Criminal Justice) (Devon and Cornwall)	Sam Munnings (Head of Estates) (Dorset)
James Honeywill (Chief Inspector, Local Policing) (Devon and Cornwall)	John Wood (Alliance Health and Safety Manager)
Jo George (Senior Audit Manager) (Alliance Audit Insurance and Risk Department)	Jon Nickson (Wellbeing Manager) (Dorset)
Paula Roberts (Corporate Communications and Internal Engagement Manager) (Dorset)	Steve White (Police Federation) (Devon and Cornwall)
Yvonne Fenwick OPCC Representative (Dorset)	Mark Jones (UNISON Health and Safety Officer) (Dorset)
Paul O'Dwyer (UNISON) (Devon and Cornwall)	Tracey Bolt (Specialist Support Coordinator)

Guests

Chris Chamings (Chief Inspector, Call Management
Communications) (Devon and Cornwall)
(rep for Lucy Baillie)

Apologies

Rachel Farrell (Deputy Chief Constable) (Dorset)	Lindsay Dudfield (Superintendent's Association) (Dorset)
Ian Thompson (Superintendent's Association) (Devon and Cornwall)	Lucy Baillie (Police Staff Commander, Contact Resolution Centre) (Devon and Cornwall)
Gregory Hine (Superintendent, CRC) (Devon and Cornwall)	Brendan Downes (Head of Administration and Business Support) (Devon and Cornwall)
Louise Saxton (Senior Force Legal Advisor) (Devon and Cornwall)	Emma Edwards (Fleet and Compliance Manager) (Dorset)
Teri Roberts (Strategic Risk Manager) (Dorset)	Phil Haywood (Compliance and Contractor Coordinator) (Dorset)
Flick Dalladay (Staff Officer) (Dorset)	Debi Potter (UNISON Representative) (Dorset)

01/26/01 Opening and Declaration of Interests [FOIA Open]

Alexis Poole opened the meeting, welcoming members and noting apologies. No declarations of interest, equality, or Health and Safety issues were raised.

01/26/02 Minutes of the Meeting 6 November 2025 [FOIA Open]

The minutes of the previous meeting held on Thursday 6 November 2025 were agreed as a true and accurate record.

01/26/03 Action Log [FOIA Open unless exemptions specified below]

- a. Action 32 Alliance Health and Safety Report c. Fire Safety (previous minute reference 04/23/28c, 01/24/03j, 02/24/10e, 03/24/17d, 04/24/24c, 02/25/10a, 03/25/18 and 04/25/24a) [FOIA Closed s.31]**
- b. Action 42 Body Armour Warranty and Annual Checks (previous minute reference 01/24/06, 02/24/10m, 03/24/17j, 04/24/24d, 02/25/10b, 03/25/18 and 04/25/24b)**
As the body armour check data was very low, it was accepted a more rigorous process should be implemented. Jim Richardson would work with John Wood to review the compliance process to build in a more robust compliance regime, which would include the generation of automated messages.
Action to remain open.
- c. Action 66 Action Log – Body Armour Checks (previous minute reference 02/25/10b, 03/25/18 and 04/25/24c)**
As the body armour check data was very low, it was accepted a more rigorous process should be implemented. Jim Richardson would work with John Wood to review the compliance process to build in a more robust compliance regime, which would include the generation of automated messages.
Action to remain open.
- d. Action 67 Alliance Health and Safety Report – Risk Register (Building Controllers) (previous minute reference 02/25/12a, 03/25/18)**
John Wood would liaise with Dorset Buildings and Estates due to the difference in the Building Controllers role, in regard to compliance. The role of the Building Controller had been reviewed, and the fire attendance element of the role had been removed, and it was confirmed the role of the Fire Marshall would remain as a separate role. An update would be brought back to the 2 July 2026 Health and Safety Committee meeting.
Action to remain open.
- e. Action 71 Alliance Health and Safety Report – General Health and Safety Update – Medium to Long Term Plans (previous minute reference 02/25/12b, 03/25/18 and 04/25/24f)**
The Devon and Cornwall Police (DCP) Gold Continuous Professional Development (CPD) event scheduled for 27 March 2026 had been cancelled, the next CPD event would take place on 8 May 2026. John Wood would liaise with Gavin House to identify a suitable date to deliver the Gold CPD event in Dorset.

Action to remain open.

- f. Action 72 Health and Safety Executive Letter or Non – Compliance (previous minute reference 02/25/13, 03/25/18 and 04/25/24g) [FOIA Closed s.31]**
- g. Action 74 Accidents, Injuries and Near Misses (previous minute reference 04/25/26 [FOIA Closed s.31])**

James Honeywill joined the meeting.

01/26/04 Terms of Reference [FOIA Open]

Members received the revised Terms of Reference (ToR) for the Alliance Health and Safety Committee.

The Committee agreed:

1. The revised ToR's.

01/26/05 Alliance Health and Safety Report [FOIA Open unless exemptions specified below]

a. Risk Register

John Wood presented the Risk Register, with the following key points raised:

- R045 had identified the failure to adequately manage risks within large Force premises, and work continued with the Head of Buildings and Estates to resolve any potential risks.
- R055 related to climatic injuries when operating in hot weather. The Climatic Injury Policy was in the consultation period, and work had commenced to develop a suitable work package for staff.

Concerns had been raised by UNISON members in regard to climatic temperatures, and specific stations had been identified where the temperatures were above the Trade Union Congress (TUC) recommended levels of 24°celsius. These issues would be mitigated through the Climatic Injury Policy and Working Practice, which was in development.

It was recognised that some of the risks on the Alliance Health and Safety Risk Register were bordering on becoming issues. Jim Richardson and John Wood would contact several other forces to obtain copies of their Health and Safety Risk Registers, to undertake a comparison exercise, to ensure the Alliance Health and Safety Risks were comparable with other forces.

For action by:

Jim Richardson and John Wood

James Honeywill left the meeting.

b. General Health and Safety Update

John Wood presented the Health and Safety Update paper, which provided an overview of activity undertaken by the Health and Safety department. During discussion, the following key points were raised:

- Improvements had been seen with e-learning training compliance completion, with the four key e-learning packages having achieved above threshold completion rates.
- Discussions had taken place in relation to the frequency of the release of e-learning packages and the burden this placed on staff. The proposal was to extend the release of the four Health and Safety refresher training modules over a three year cycle, with two modules to be completed in the third year, rather than releasing all four modules within one year.

The Alliance Health and Safety Committee were supportive of extending the release of the four Health and Safety refresher training modules over a three year cycle and, accepted the delay of releasing the Display Screen Equipment (DSE) training to a later date.

The following paragraph has been redacted under the Freedom of Information Act 2000 s.22.

John Wood would complete the First Aid Needs Assessment report and submit it to Alexis Poole and Assistant Chief Officer, People (Dorset) for review, prior to sending to Learning and Development (L&D) for progression of any required training.

For action by: John Wood

Paula Roberts left the meeting.

01/26/06 Accidents, Injuries and Near Misses [FOIA Open unless exemptions specified below]

John Wood presented the combined Accidents, Injuries and Near Misses reported during Quarter Three (Q3) of 2024 and 2025 presentation. The Health and Safety team were developing a Teams Channel based tracker to record significant accidents, incidents and near misses, and access would be provided to a limited membership when the Channel was activated.

The following paragraph has been redacted under the Freedom of Information Act 2000 s.38.

The following paragraph has been redacted under the Freedom of Information Act 2000 s.38.

Jim Richardson left the meeting.

The following paragraph has been redacted under the Freedom of Information Act 2000 s.38 and s.43.

The A25 accident reporting tool was working well across the Alliance with an increase in reporting within DCP, and a slight decrease in reporting within Dorset Police (DP). It was noted that physical assaults remained the highest cause of all reported injuries. An update to the reporting criteria had taken place, with 'Assaults – uniformed' and 'Assaults – non-uniformed' having been added. The new data would be included within the Quarter Four (Q4) 2024 and 2025 Health and Safety report. The Professional Standards Department (PSD) were kept updated on the assaults data.

The College of Policing (CoP) were trialling a new Approved Professional Practice (APP) approach in relation to the Public and Personal Safety Training (PPST), where training was becoming more scenario based, to reflect real life scenarios.

01/26/07 Summary of Actions [FOIA Open]

Tracey Bolt provided a summary of the actions created at the Alliance Health and Safety Committee meeting.

01/26/08 Reasonable Adjustments [FOIA Open]

The demands within Buildings and Estates were recognised, but concerns had been raised by UNISON members that there were delays in implementing required reasonable adjustments so that staff could access work buildings to attend work.

Members were reassured that contact would be made with Buildings and Estates to ascertain the current position in regard to the installation of the reasonable adjustments under The Equality Act 2010.

Members thanked John Wood for the very informative update.

Date, Time and Location of Next Meeting

There being no other business the meeting closed at 10.29am. The next Alliance Health and Safety Committee meeting will be held on Thursday 2 July 2026, commencing at 9.00am via Microsoft Teams.