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# ***STATEMENT OF HEALTH AND SAFETY POLICY***

## **Policy Statement**

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Clegwell & Hartleyburn (CIO) accepts its responsibilities as an employer for providing a safe and healthy working environment for all its employees, and for ensuring the safety of persons other than employees, who may be affected by its undertakings.

Without prejudice to its duty as an employer, the Charity recognises that so far as is reasonably practicable its duty extends to include:

- a) The provision and maintenance of plant, equipment and systems of work that are safe and without risks to health.
- b) The provision of arrangement for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances.
- c) The provision of such information, instruction, training, and supervision as is necessary to ensure the health and safety at work of the Charity's employees.
- d) The maintenance of any place of work under the Charity's control in a condition that is safe and without risks to health, and the provision and maintenance of means of access to and egress from it that are safe and without such risks.
- e) The provision and maintenance of a working environment for the Charity's employees that is safe, without risks to health, and adequate as regards facilities and arrangements for their welfare at work.
- f) Compliance with all present and future health and safety legislation relevant to its undertakings.

The Charity recognises, without detracting from its responsibility as the employer, that Senior Managers have a duty within their areas of responsibility, to take all necessary steps to implement the Charity's Safety Policy, including the provision of a supplementary Safety Policy and written statement pertaining to the activities of their respective Groups.

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The Charity will provide appropriate health surveillance for all of its employees with regards to their health and safety and the work they carry out. The necessary standard of health surveillance will be identified by risk assessments carried out under this policy document.

The Charity will provide competent technical advice on health and safety matters to assist such employees in complying with the requirements of all health and safety legislation which is relevant to their activities.

No safety policy can be successful unless it actively involves employees. The Charity will therefore co-operate fully in the appointment of Safety Representatives by recognised trade unions, and where necessary will provide them with sufficient facilities to carry out this function. The Charity will also co-operate in the setting up of Health & Safety Agenda at the Trustees meetings as appropriate.

The Charity reminds its employees of their general duty under Section 7 of the Health and Safety at Work Etc. Act 1974, to take reasonable care for the health and safety at work of themselves and of other persons who may be affected by their acts or omissions. They must co-operate with any person discharging a duty or requirement to be performed or complied with.

Failure by any individual, to comply with the requirements of this policy may lead to disciplinary action.

A copy of this general statement will be issued to all employees and contractors undertaking work on behalf of the Charity. The overall policy will be reviewed regularly and, where necessary, modified in relation to changes in legislation and particular services or groups of workers.

Mr James Trainer

CHIEF EXECUTIVE

April 2021

Mrs Elizabeth McHugh

CHAIR OF THE TRUSTEES

April 2021