



Health and Safety Policy

Statement of Purpose:

GROW-Wellbeing CIC believes that the Health, Safety and Wellbeing of its staff, young people engaged with its services, and of all others impacted upon through its work, to be of paramount importance.

GROW-Wellbeing CIC acknowledges and accepts that it has both moral and statutory responsibilities and duties to all of the above, and to the creation of a safe and healthy environment.

The Health and Safety at Work act 1974 defines the fundamental structure for the support, regulation and enforcement of work place Health and Safety welfare within the UK.

Other relevant Legislation includes:

Management of Health and Safety at work regulations 1999

Regulatory Reform (Fire safety) order 2005

Reporting of Injuries, Diseases and Dangerous Occurrences Regulations

Health and Safety 1st Aid Regulations 1981

In order to promote the Health, Safety and Wellbeing of all those engaged in the activities of the organisation, GROW-Wellbeing C.I.C. will:

- a) Take all reasonably practicable steps to establish and maintain a safe and healthy living and working environment.

- b) Ensure the provision of adequate and appropriate working conditions with proper facilities.
- c) Ensure the provision of appropriate training, supervision and support, to enable avoidance of hazards, and for staff and others to contribute to their own Health and Safety.
- d) Promote a pan organisational culture of positive engagement with Health, Safety and wellbeing issues.
- e) Undertake assessment of the risks to Health and safety of all those involved in the activities of the organisation, and implement all measures as identified through the assessment.
- f) Undertake a specific assessment of risk in respect of each individual young person the organisation is engaged with through its work.
- g) Provide all appropriate resources to staff who have dedicated and particular Health and Safety responsibilities.
- h) Ensure the provision and maintenance of all safety and protective equipment as required by Regulation, or as identified through Risk Assessment processes.
- i) Produce a Health and Safety Policy Statement, with procedures and details of the arrangements in place, and communicate these to all staff and volunteers.
- j) Ensure all equipment is suitable for its intended use re: Health and Safety issues, and is properly maintained and used.
- k) Prevent or adequately control exposure to any substance(s) that may damage health.
- l) Ensure the reporting of any dangerous occurrence, diseases and particular injuries to the relevant Health and Safety authority.
- m) Identify a named individual within the organisation to maintain oversight of all matters relating to Health, Safety and wellbeing, and ensure that they receive training to enable them to discharge their responsibilities.
- n) Appoint as necessary, specialist advisors to ensure all statutory and regulatory requirements are met.

All staff have legal duties and responsibilities under the Health and Safety at Work (and under other relevant legislation) to cooperate with the organisation in establishing and maintaining a safe and healthy environment.

These duties include:

- a) To take all reasonable care for their own Health and Safety and for that of other persons who may be affected by their actions or inactions.
- b) To not interfere with, or misuse, anything provided for Health and safety welfare purposes.
- c) To adhere to organisational processes and procedures for the maintenance of a safe and healthy living and working environment.
- d) To cooperate in any investigation of an accident or incident re: Health and Safety matters.
- e) To contribute to the development of an organisational culture which positively promotes best practice in Health and Safety welfare.

GROW-Wellbeing CIC will operate a review cycle for all Health and Safety matters and establish systems to maintain compliance, reflect changes in legislation and guidance and ensure relevance and sufficiency throughout all the organisations' processes.

This policy will be reviewed annually or when changes to legislation are made.

This Policy will further be reviewed to reflect changes in personnel re: specific Health and Safety responsibilities, or if new activity is introduced to the organisation.

Signed:  Director Date : 12th September 2019

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