



# Health and Safety Policy

## **Health and safety policy statement**

The Catholic Children's Society (CCS) will:

- Establish and implement a Health and Safety Management System to manage the risks associated with our premises and activities.
- Regularly monitor our performance and revise our Health and Safety Management System as necessary to ensure we achieve our objective of continuous improvement.
- Provide sufficient resources to meet the requirements of current Health and Safety legislation and aim to achieve the standards of 'Good Practice' applicable to our activities.
- Actively promote an open attitude to Health and Safety issues, encouraging staff to identify and report hazards so that we can all contribute to creating and maintaining a safe working environment.
- Communicate and consult with our staff on all issues affecting their health and safety and, in doing so, bring this policy to their attention.
- Provide adequate training for our staff to enable them to work safely and effectively, and to ensure they are competent and confident in the work they carry out.
- Carry out and regularly review risk assessments to identify hazards and existing control measures. We will prioritise, plan and complete any corrective actions required to reduce risk to an acceptable level.
- Maintain our premises and work equipment to a standard that ensures that risks are effectively managed.
- Ensure that responsibilities for Health and Safety are allocated, understood, monitored and fulfilled.
- Retain access to competent advice and assistance ensuring that we are aware of relevant changes in legislation and 'Good Practice'.
- Co-operate with other organisations to ensure that they are aware of any risks to their staff and other people posed by our activities, that we are aware of any risks to our staff from their activities, and that we comply with the relevant requirements of legislation.

It is the duty of all of us when at work:

- To take reasonable care of our own safety.
- To take reasonable care of the safety of others who may be affected by what we do or fail to do.
- To co-operate so that we can all comply with our legal duties.
- To ensure we do not interfere with or misuse anything provided in the interests of health and safety.

**Signed:**



(For and on behalf of CCS)

**Position: Chief Executive Officer**

**Date:** 24.10.2024

# Health and Safety Policy

## 1. Purpose

The policy, read in line with CCS's health and safety policy statement, outlines responsibilities in relation to health and safety.

## 2. Responsibility for health and safety

The CEO has overall responsibility for health and safety in the organisation. However, everyone in the organisation has responsibilities in relation to health and safety, as set out in this policy.

## 3. Employer responsibilities

The CEO is the designated person with responsibility for ensuring our compliance with Health and Safety legislation, ensuring that:

- Our Health and Safety policy documentation and Health and Safety Management System are implemented, monitored, developed, communicated effectively, reviewed and amended as required.
- Staff understand the allocated responsibilities for health and safety defined in this policy.
- Suitable and sufficient funds, people, materials and equipment are provided to meet all health and safety requirements.
- Competent persons are appointed to provide health and safety assistance and advice.
- An adequate system of maintenance exists and operates to keep premises, plant and work equipment in a safe condition.
- They communicate and consult with staff on health and safety issues.
- An effective training programme is established to ensure staff are competent to carry out their work in a safe manner.
- Adequate training, information, instruction and supervision is provided to ensure that work is conducted safely.
- Health and safety objectives are set and their achievement is measured and reported in the annual report.

The employer is responsible for ensuring that the employee's health and safety is protected in all activities at work. In particular, the employer is responsible for the following:

- **Ensuring that there is safe and adequate plant and equipment:** The employer will ensure that all plant and equipment is regularly inspected and maintained, in accordance with a maintenance schedule. All repairs will be carried out at the earliest opportunity. If any plant or equipment is judged to be damaged or unsuitable for use for any reason it will be put out of action, with clear signage.
- **Safe premises and place of work:** The employer will ensure that the premises are safe, and that all hazards are removed where possible. If it is not possible to remove a hazard clear signage will be displayed advising employees and any other visitors to the premises of the nature of the hazard and the precautions that should be taken.
- **Competent and safe fellow employees:** The employer will ensure that all employees receive the appropriate training so that they are competent in all their work duties. If any employee acts in a manner that is likely to put others in danger appropriate disciplinary action will be taken.
- **A safe system of work:** The employer will ensure that all processes of work are safe. If there are any hazards the employer will endeavour to remove them. If that is not possible appropriate signage will be displayed advising employees and any other visitors to the premises of the nature of the hazard and the precautions that should be taken.

#### 4. Management responsibilities

Managers will ensure that in their areas of control:

- They actively lead the implementation of our Health and Safety Policy and Health and Safety Management System.
- They supervise their staff to ensure that they work safely, providing increased supervision for new and young workers.
- Safe systems of work are developed and implemented.
- Risk assessments are completed, recorded and regularly reviewed covering all processes and activities where a risk to health and safety exists. The significant findings of these assessments are brought to the attention of staff, contractors, visitors and members of the public who may be affected.
- Adequate resources are allocated to implement the safety policy and meet all safety requirements.
- Accidents, ill health and 'near miss' incidents at work are investigated, recorded and reported.
- They communicate and consult with staff on health and safety issues.

- They encourage staff to report hazards and raise health and safety concerns.
- Safety training for staff is identified, undertaken and recorded to ensure staff are competent to carry out their work in a safe manner.
- Issues concerning safety raised by anyone are thoroughly investigated and, when necessary, further effective controls implemented and communicated to staff.
- Welfare facilities are provided and maintained in a satisfactory state.
- Premises, plant and work equipment are maintained in a safe condition.
- Statutory examinations are planned, completed and recorded.
- Any safety issues that cannot be dealt with are referred to a senior manager for action.
- Health and safety rules are followed by all.
- The monitoring and checking activities required by this system are completed.

## 5. Employee responsibilities

All employees are responsible for acting in a safe manner whilst at work. By understanding their responsibilities and following our safety rules, they will help CCS comply with their legal duties and contribute to the safe running of our workplace.

All employees have the responsibility:

- To take reasonable care of our own safety.
- To take reasonable care of the safety of others affected by what we do or fail to do.
- Not to interfere with or misuse, intentionally or recklessly, anything provided in the interests of safety.
- To co-operate so that we as individuals and our organisation can fulfil our legal duties e.g. comply with our safety rules.
- To report any hazardous defects in plants and equipment, or shortcomings in the existing safety arrangements, to a responsible person without delay.
- To set a good personal example in relation to health and safety.

Further employee responsibilities include:

- ***Not to tamper with any equipment:*** Employees should not carry out any alterations to equipment which might compromise health and safety. Employees who do tamper with equipment are likely to face disciplinary action, which could include summary dismissal.
- ***Not to use any equipment without receiving appropriate training:*** No employee should use any equipment without having the appropriate training. The

employee is responsible for attending any training that is arranged and completing any assessments that are required.

- **To take reasonable care of their own health and safety:** Employees are expected to act responsibly and to take care of their own health and safety. This includes wearing any necessary protective clothing and not acting in a dangerous manner. All employees must take care that their actions do not endanger any other employees or visitors to the company.
- **To use equipment appropriately:** Employees should use equipment for the purpose for which it is provided, and no other purpose. If any equipment is damaged or unfit for purpose in any way the employee is required to inform the employer immediately.
- **To follow appropriate systems of work:** All employees should follow the systems of work that have been specified by the employer. There should be no deviation from these systems without prior permission from the employer.

First aid personnel have the responsibility to:

- Administer First Aid in accordance with the current legislation and approved code of practice.
- Record all accidents that are reported to them in the Accident Book.
- Re-stock first aid boxes at regular intervals and when necessary.

Fire Marshals have the responsibility to carry out the duties for which they are trained when emergency evacuation of the workplace is required.

## **6. Personal protective equipment (PPE)**

The employer is responsible for supplying employees with any personal protective equipment (PPE) that is required. If an employee does not have the appropriate PPE for a specific task then the employee should inform the employer immediately and not perform that task until the PPE is available.

The employee is responsible for taking care of the PPE that has been issued. If any PPE is damaged the employer should be informed immediately. An employee is required to return all PPE that has been issued on leaving the organisation.

## **7. Chemicals and other substances**

All chemicals and other substances that are hazardous to health must be stored and used in accordance with the manufacturers' instructions. Such materials will have a COSHH (Control of Substances Hazardous to Health Regulations 2002) label on them, and the guidance on this label must be followed in full.

## **8. Risk assessments**

All line managers should carry out risk assessments of the area and activities under their management as required. These risk assessments should be carried out annually at least, and some risk assessments will require more regular completion.

The risk assessments should be recorded in writing, with an agreed target date for any actions that have been identified. If there are any risks that cannot be eliminated all employees working in that area must be made aware.

## **9. Manual handling**

All employees who are involved in any lifting or carrying must attend training in relation to manual handling. This training must be renewed every two years. The line manager is responsible for ensuring that all employees requiring this training attend the training course at the appropriate time.

## **10. Accidents**

Although every effort will be made to ensure a safe environment it is accepted that accidents can occur. If an accident does occur this must be reported immediately to the CEO. It must also be recorded in the accident book.

If any of the following occur they must be reported to the Health and Safety Executive under the RIDDOR procedures (see [www.riddor.gov.uk](http://www.riddor.gov.uk)):

- Fatal accidents
- Specified injuries
- Accidents resulting in a period of absence of more than seven days
- Injuries to the public where they have to be taken to hospital.

In addition, some work-related diseases and dangerous occurrences must be reported to the Health and Safety Executive.

Following any accident the situation will be investigated to determine whether changes need to be made to equipment, training or systems to work so that a similar situation can be prevented in the future.

## **11. Health and Safety Committee**

A Health and Safety Committee will be convened as and when required to undertake the following:

- Review accidents and other incidents relating to health and safety.
- Review health and safety training.
- Address any other incidents that impact health and safety.

The committee will include at least three members of staff from a variety of roles and will be chaired by a senior manager. The committee can be convened at any time at the request of a manager, or by two or more members of staff.

## **12. Governance**

The CCS board of trustees will review the CCS Health and Safety Policy at least annually and this will be accompanied by a detailed report outlining how the organisation's health and safety responsibilities are being addressed. This will include information on specific actions taken to promote health and safety across the organisation.