

HEALTH AND SAFETY POLICY STATEMENT

The Chief Executive and the XXXXXXXXXXXXX (the Trust) regard people as our most important asset and as such, accepts responsibility for ensuring, as far as possible, the health, safety and welfare of employees and others who may be affected by our activities.

We recognise that the maintenance of a safe place of work and safe working environment is critical to the continued success of the Trust and accordingly, we view our responsibilities for health and safety equally with our other organisational responsibilities. We require all employees to equally accept their responsibilities as part of the development of a true safety culture. We aim to ensure that other business pressures are not allowed to prejudice the achievement of high standards in relation to health and safety.

The nature of our activities means that a wide range of risks exist but through the implementation of this policy, directors, managers and employees will ensure that all risks to health are addressed and maintained at the lowest level reasonably practicable. The management of health and safety is an integral part of every manager's role. All managers are required to adopt the approach laid out in the Management Of Health & Safety At Work Regulations 1992. These state the need for hazard identification, risk assessment and the implementation of control strategies aimed at reducing accidents, injuries and ill health.

In any event, the requirements of the Health & Safety At Work Act 1974 and other legislation and guidance will form part of the minimum standards to be achieved by the Trust. These standards aim to ensure the health, safety and welfare of employees, patients, members of the public and others who use the Trust's facilities.

This will include the provision of:

- a safe working environment
- safe entry and exit to all workplaces
- adequate welfare facilities
- safe systems of work
- safe plant and equipment
- adequate training, information, instruction and supervision for employees whilst at work

The Trust is committed to the continuing development of an active Safety Management System. We will ensure that sufficient resources are available to fulfil both the letter and spirit of our obligations. Through the provision of training, information and supervision, we will ensure that all staff are competent to maintain high standards of health and safety in all of our activities.

Section A

The Trust will actively seek the participation of all employees, both formally and informally, with appropriate arrangements made for consultation and monitoring. In addition, any issues relating to health and safety should be brought to the attention of managers as soon as possible so that an early remedy can be sought.

The effectiveness of the policy will be monitored and reviewed by the Executive and other specialist forums at least annually. To assist this process, safety aims and objectives will be set and performance will be monitored against these objectives. Annual audits will be undertaken and the Executive will act as the steering body overseeing the audit process.

Managers will ensure that any changes to policy or procedures are brought to the attention of all staff.

We would also remind all employees of their statutory duty to take reasonable care for the health and safety of themselves and others who may be affected by their actions. This includes co-operating in procedures introduced in the interests of health and safety and not interfering with or misusing anything provided in the interests of health and safety. Only with the co-operation and involvement of every employee can the requirements of this policy be met.
