

HEALTH, SAFETY AND WELLBEING POLICY

Caledonia Housing Association Group recognises and accepts its legal responsibilities for health and safety as detailed in the Health and Safety at Work Act etc. 1974 and all other relevant statutory provisions including the Health Protection (Coronavirus) Regulations 2020.

It is the policy of the Association to develop and ensure a safe, healthy and supportive environment for all employees, residents, tenants, service users, contractors and visitors.

The Association recognises that managing health, safety and wellbeing is a business critical function and will ensure that all reasonable steps are taken to achieve and maintain such an environment.

The Association is committed to achieving a measurable, progressive improvement in health and safety performance, with legal requirements establishing a minimum acceptable level.

The objectives of the Health, Safety and Wellbeing Policy are to:

- ❖ Implement and maintain an effective and properly resourced health, safety and wellbeing management system
- ❖ provide an organisational structure that defines the responsibilities for health and safety at all levels
- ❖ promote a positive health, safety and wellbeing culture throughout the Association driven by the Executive Management Team and the Management Board
- ❖ regularly monitor performance and revise policies and procedures to pursue a programme of continuous improvement
- ❖ provide adequate resources to maintain a safe, healthy and supportive working environment
- ❖ empower staff to identify and report all incidents including Near Misses so that we can all contribute towards improving safety
- ❖ communicate and consult with our employees on matters affecting their health, safety and wellbeing
- ❖ maintain our assets and provide and maintain safe plant and equipment
- ❖ provide all employees with the necessary information, training, instruction and supervision in order that they may work safely in an environment that promotes positive employee wellbeing
- ❖ ensure that safe systems of work are in place and ensure that risks are managed by the process of risk assessment and the implementation of suitable risk control systems and workplace precautions to ensure the safety of employees and others who may be affected by the activities of the Association
- ❖ eliminate risk through selection and design of buildings, facilities, equipment and processes. Where risks cannot be eliminated they will be minimised by the use of physical controls or, as a last resort, through systems of work and personal protection
- ❖ only appoint contractors who are able to demonstrate due regard to health and safety matters
- ❖ promote high standards of health, safety and wellbeing awareness and practice for employees through the implementation of a range of E-Learning training and practical workshops;
- ❖ bring this policy to the attention of all employees.

This Health, Safety and Wellbeing Policy will be reviewed at least annually and revised as necessary to reflect changes to business activities and any changes to legislation. Any changes to the Policy will be brought to the attention of all employees.

Signed:



Position: Chair of the Management Board

Signed:



Position: Chief Executive

Dated:

30 June 2021