

Health and Safety Policy

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Issuing Team/Dept.	Children, Young People and Families
Version no:	1
Date Approved: • Committee	10 March 2017
Review Frequency:	1 year
Next Review Date:	October 2017
Circulation (primary location)	Intranet and website

1. Policy statement

- 1.1 The National Deaf Children's Society regards the management of health and safety as a key part of its business and as a management priority. It is our policy that all activities and work will be carried out in a safe manner. The Chief Executive Officer (CEO) is responsible for ensuring that the requirements of this policy are achieved through the line management structure. The Trustee Board and Executive Directors have a shared responsibility for the health and safety and well-being of our employees, users of our services and other stakeholders who may be affected by our activities.
- 1.2 Our goal is to eliminate accidents and work-related ill health by applying current best practice in health and safety management. Compliance with current health and safety legislation namely the Health and Safety at Work Act 1974 is therefore regarded as the absolute minimum standard acceptable.
- 1.3 The organisation and arrangements to meet the above objectives and for the implementation of this policy are detailed within the organisation's specific health and safety policies, guidance and through local arrangements.

2. Responsibilities

- 2.1 We recognise the positive contribution effective health and safety management has on the organisation. Our aim is to apply the principle of positive risk management to effectively and appropriately manage risk.

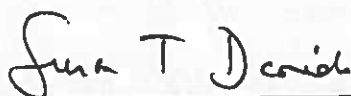
- 2.2 Management, staff and volunteers have responsibility for ensuring compliance with this policy and associated standards throughout the organisation. All employees are expected to read the relevant policies/guidelines, familiarise themselves with its provisions and carry out their defined responsibilities. Copies of these policies/guidelines are held on the intranet and are available to all employees.
- 2.3 Employees are expected and encouraged to be proactive on health and safety issues as part of the continued development of the health and safety culture of the charity.
- 2.4 All employees, volunteers and contractors are required to cooperate with the organisation and their colleagues in implementing the policy and are expected to conduct themselves responsibly and undertake their work in a safe manner so as not to endanger themselves and others.
- 2.5 The organisation will provide appropriate training and make available competent health and safety advice and adequate resources including time and money so that legal obligations may be met.

3. General statement

- 3.1 The organisation's general statement of policy is:
- To effectively and appropriately manage the health and safety risks arising from our activities
 - To comply with health and safety legislation
 - To provide information, instruction and supervision for employees
 - To ensure all employees are competent to do their tasks and to provide adequate training
 - To prevent accidents and cases of work-related ill health
 - To maintain safe and healthy working conditions
 - To provide and maintain safe equipment
 - To ensure safe handling and use of substances



Lisa Capper
Trustee Chair
July 2016



Susan Daniels
CEO
July 2016