



# HEALTH AND SAFETY POLICY – assessment aide-memoire for Prospect Reps



## Employer Statement

Our objective is to attain and maintain high standards of health and safety performance throughout the organisation. We will ensure the health and safety at work of all our people & others, such as subcontractors, who may be affected by our work activities. Our intent is to demonstrate leadership and continual improvement by promoting best practice beyond the legal minimum of health and safety law.

Emphasises company behaviours set the tone

Pledges to be role models & approach is sustainable

This policy reflects our commitment to ensuring health and safety at work is integral to our business and understanding that proactive health, safety and well-being at work is good for productivity and contributes to our success.

Recognises H&S is good for business

It is our aim to prevent work-related accidents and ill health, as well as to provide effective management of health and safety risks arising from our work in accordance with our duties under the Health and Safety at Work Act 1974 and associated regulations. We will achieve this by undertakings risk assessments and ensuring action required to remove or control risks will be carried out. We will check that risk control measures remain valid, effective and up-to-date. We will review risk assessments, particularly when there are changes relating to the work activity.

Recognises core purpose of the law

To enable these commitments to be undertaken, we will ensure that responsibilities for health and safety are effectively assigned, accepted and fulfilled at all levels within our organisational structure. Overall responsibility for health and safety in this organisation is that of the....

Specifies accountability

eg Chief Executive or other named director

[Roles & responsibilities may then be described; or defined in job descriptions/profiles. It is helpful to know who the H&S 'competent person' is. There may be several, eg process safety, human factors, occupational hygiene, occupational health, depending on risk profile and size of the organisation].

## Employees

Employees must take care of themselves and others who may be affected by their work, to co-operate with us in fulfilling our duties (including not interfering or misusing anything provided in the interests of health and safety) and to report any health and safety concerns they may have.

Recognises H&S applies to everyone

Pledges to ensure competency

We will ensure they are provided with the necessary information, instruction, training and supervision competently to be able to achieve this.

## Worker involvement

Recognises evidence

Workplaces where employees are involved in taking decisions about health and safety are safer and healthier. Talking to, listening to and involving our employees will help us improve performance and raise standards.

Recognises employer creates platform for engagement

We are committed to consulting with employee health and safety representatives appointed by our recognised unions with a view to making and maintaining arrangements that will enable us to co-operate in the delivery of this policy and our health and safety strategy. We are committed to a constructive relationship based on mutual respect and problem-solving. We want to create a culture where our people are empowered to report health and safety concerns, confident they will receive a response and be told of any solutions where required.

Advice from HSE & ACAS

Encourages workers to be proactive

Recognises need to embed policy in middle management

## Delivery

Senior management will ensure that adequate resources and managerial support are provided in support of this policy.

This policy shall be implemented in departmental management statements and reviewed and amended as necessary.

Plan for raising awareness of policy

Commitment to keeping the policy relevant