

## HEALTH & SAFETY POLICY STATEMENT OF INTENT

**Classification: Strategic**

**Status: Approved**

<b>Policy Lead:</b>	Chief Executive Officer
<b>Date Approved:</b>	June 2019
<b>Last Review Date:</b>	June 2018
<b>Review Due Date:</b>	June 2020
<b>Review Period:</b>	1 year unless required earlier due to changes in the law, regulation, best practice or requirement of the Association

## REFERENCE PAGE

<b>Document Title:</b>	Health & Safety Statement of Intent
<b>Aim:</b>	Express Eildon's commitment to health & safety as an employer and the expectation placed on employees.
<b>Objective:</b>	1 The Eildon Group will ensure that the highest standards of governance and partnership working are adhered to, including compliance with our regulatory frameworks
<b>Scope of Policy:</b>	All stakeholders
<b>Nominated Officer:</b>	Corporate Services Manager
<b>Approval Source:</b>	Board
<b>Legal &amp; Regulatory References:</b>	Health & Safety at Work etc. (Scotland) Act 1974 Fire Safety (Scotland) Act 2005
<b>Procedural References:</b>	None
<b>Consultation Completed:</b>	Yes - HSWG
<b>Risk Implications:</b>	1- Existing policy, minimal change
<b>Equalities Assessment:</b>	All Eildon policies and key documents are developed with the clear objective of ensuring that they do not discriminate against any person and have negative impacts for equality groups. We will always welcome comments on the impact of a policy on particular groups of people in respect of, but not limited to, age, disability, gender reassignment, race, religion, sex or sexual orientation, being pregnant or on maternity leave and children's rights and wellbeing.
<b>Accessibility:</b>	Accessible electronically/online and in print. All documents can be translated and made available in audio, braille and large print versions upon request.

This document reflects Eildon's commitment to protect all our people and stakeholders from risks of occupational injury or ill health through good working practice and behaviour.

It is Eildon's intention as an employer and service provider to deliver a safe working environment for all our employees, contractors, visitors and any other persons who may be affected by our activities.

The Board will support this intention by demonstrating a strategic commitment to Health & Safety and a recognition that effective Health & Safety actively contributes to the success of the organisation.

Eildon will aim to:

- Maintain compliance with laws, regulations and best practice and continually manage, develop and improve our health and safety related policies, strategies and processes across the organisation.
- Through open communication, ensure that all our people and stakeholders have an awareness and understanding of health and safety hazards and the risk that affect our operations.
- Define roles and responsibilities for health and safety and commit adequate resources to the provision of health and safety in the workplace.
- Provide suitable information, instruction, training and supervision to all our people, contractors, stakeholders and visitors.
- Provide a framework for the establishment and review of health and safety policies, guidance and practice across the organisation.
- Provide and maintain adequate means of escape as required under the Fire Safety (Scotland) Act 2005.
- Make provision for adequate first aid arrangements, welfare facilities and wellbeing at work.
- Report and investigate accidents, incidents and near misses and take corrective action where necessary to prevent reoccurrence in a commitment to drive improvement in our health and safety management.
- Review and report on health and safety performance against published objectives and targets.

We recognise the importance of a positive health and safety culture and actively encourage ownership, commitment and compliance across all areas of the organisation. We regard health and safety as an integral part of every employee's role. It is the duty of every employee to:

- Exercise reasonable care for the health, safety and welfare of themselves and others who may be affected by their actions or omissions.
- Report any unsafe act, condition or occurrence at the earliest opportunity.
- Cooperate with Eildon, as far as is necessary, to enable the organisation to comply with its legal duty towards health, safety and welfare.
- Not intentionally or recklessly interfere with any rules or equipment provided for the purposes of health and safety.

This policy will be reviewed annually unless required earlier due to changes in the law, regulations, best practice or requirement of the organisation

Signed  
EHA CEO: 

Date: 12 June 2019

Signed  
EHA Chair: 

Date: 12 June 2019