

# Health and Safety Policy

## Statement of Intent

The Eildon Housing Association Board is fully committed to enhancing lives in our communities by providing quality homes across the Scottish Borders.

This commitment applies equally to the management of health and safety within our innovative housing association – holding true to the principles and values on which Eildon was founded and its current strategic objectives. This is reflected in our focus on empowering our employees, supporting members, and serving our customers.

We recognise this health, safety and wellbeing policy as integral to enabling us to fulfil our potential as an association capable of delivering the best housing choices, solutions and services. This can only be achieved through the positive actions and application of best practice in health, safety and wellbeing by its managers and employees. Eildon will adopt, maintain and develop this best practice in all areas of health, safety and wellbeing management through continuous improvement in the control of risk and the development of a positive health and safety culture.

Eildon is committed to achieving effective control of risk by working to the health, safety and wellbeing management performance standards contained within this policy. These relate to:

- the way we organise – our leadership, resource allocation, and consideration of health, safety and wellbeing implications arising from business decisions;
- positive organisational health, safety and wellbeing culture;
- effective & sensible, risk control measures and systems;
- clear definition of arrangements;
- competence of those involved in making decisions on health, safety and wellbeing;
- continuous and planned improvement;
- taking corrective and preventative action based on monitoring, auditing and investigating activities;
- provision of information, instruction and training as appropriate; and
- encouraging ownership through communication and consultation.

This policy can only be successful with the active co-operation of employees who have responsibility for taking care of themselves and others, following safe working procedures and reporting any safety issues as soon as possible.

This policy will be reviewed every five years and revised, as necessary, in response to changes in legislation, methods of working, or at other times as deemed appropriate by the Board. This policy (and associated approved guidance notes) applies to all persons, premises and activities falling, to any extent, under the association's control.



**Brian Frater**  
Chair  
Eildon Housing Association

'We require everyone to work with us to ensure this policy is a success to ensure we, and others, can all enjoy a safe and healthy environment.'

Signed: *Brian Frater* Date: November 2025

Brian Frater  
Eildon Chairperson, on behalf of Eildon Housing Association Board

Signed: *Nile Istephan* Date: November 2025

Mr Nile Istephan  
Eildon Chief Executive Officer

