



SYSDON TOWN COUNCIL

HEALTH AND SAFETY AT WORK – POLICY STATEMENT

For the purpose of this policy only and not further or otherwise the term 'worker' should be deemed to include a volunteer.

The Health and Safety at Work etc Act 1974 and the Management of Health and Safety at Work Regulations impose statutory duties on employers and workers.

To enable these statutory duties to be carried out it is the policy of this organisation, so far as is reasonably practicable, to ensure that responsibilities for health, safety and welfare are properly assigned, accepted and fulfilled. All levels within our organisation will identify areas where all practicable steps can be taken to safeguard the health, safety and welfare of all workers, contractors and visitors to the premises who may be affected by operations and premises under our control.

In order to discharge its responsibilities, the management will:

- ***Bring this Policy Statement to the attention of all workers.***
- ***Carry out and regularly review risk assessments to identify proportionate and pragmatic solutions to reducing risk.***
- ***Comply fully with all relevant legal requirements, codes of practice and regulations at International, National and Local levels.***
- The provision and maintenance of plant, machinery, equipment and systems of work are safe and without risks to health.
- The arrangement and precautions for the handling, storage, transport, use and disposal of articles and substances at work are safe and without risks to health.
- To provide adequate training and supervision as is necessary to secure the health, safety and welfare at work of all workers.
- The working environment of all workers is safe, without risk to health and adequate facilities and arrangements are made for their welfare at work.
- Effective means of communication are encouraged and maintained throughout the organisation to promote all aspects of health, safety and welfare.
- ***Encourage staff to identify and report hazards so that we can all contribute towards improving safety.***

- **Ensure that emergency procedures are in place at all locations for dealing with health and safety issues.**
- **Only engage contractors who are able to demonstrate due regards to health and safety matters.**
- **Regularly monitor performance and revise policies and procedures to pursue a programme of continuous improvement.**

2) It is the duty of all workers at work:-

- To take reasonable steps for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.
- As regards any duty or requirement imposed on the employer or any other person by or under any of the relevant statutory duties to co-operate with the Organisation to promote all aspects of health, safety and welfare.

Equality Impact Assessment

We need to understand whether our services are meeting everyone's needs and that everyone who needs them has access to those services. We have developed an Equality Impact Assessment process for the assessment of any new or significantly changed policies, practices, procedures, functions and services.

Undertaking Equality Impact Assessments enables us to take action to prevent direct and indirect discrimination by ensuring that as far as possible any negative consequences for a particular group or sector of the community are eliminated, minimised or counterbalanced by other measures.

Our ultimate aim is to improve our services. By making sure we have considered the potential impacts of a policy, strategy or plan at an early stage potential barriers or problems can be avoided and actions put in place these it can be fully incorporated into any decisions and not just a 'bolt-on' at the end. Working in this way helps us to integrate and mainstream equalities into our work. Likewise, when reviewing the effectiveness and performance of our services, we can use this procedure to identify equality issues and opportunities as an integral part of our review.

This health and Safety Policy will be reviewed annually and revised as necessary to reflect changes to the business activities and any changes to legislation. Any changes to the Policy will be brought to the attention of all workers.

Signed:

Dated:

Name:

Position