



POLICY 01

**HEALTH, SAFETY AND WELFARE
POLICY AND STATEMENT OF
INTENT**



1. Policy Aim

- 1.1 EBS (Stoke) Ltd is committed to ensuring so far as is reasonably practicable; the health, safety and welfare of all employees, students, visitors and contractors, who may be affected by the colleges undertaking, in accordance with Section 2 (3) of the Health & Safety at Work Act 1974.
- 1.2 The Company fully accepts its responsibilities under the Health & Safety at Work Act 1974 and all subsequent health and safety Regulations. The Company views health & safety as core function that must continually progress and adapt to changes. The approach is based on the assessment of health & safety through the implementation and maintenance of a robust health and safety management system.

2. Policy Statements

- 2.1 It is the Policy of the Company to prevent accidental loss through personal injury, occupational ill health (including work related stress) and damage to property throughout the Company and to continually promote a pro-active health and safety culture within the Company. In so far as reasonably practicable.
- 2.2 The Company will ensure a healthy and safe working environment & safe premises to prevent accidents and ill health occurring and will oversee the effective implementation of this policy.
- 2.3 The Company recognises that the Directors and College Management Teams have specific duties and responsibilities to comply with the letter and spirit of this policy. As an academic institution we also promote the active involvement of students and their representatives to ensure they act in accordance with this policy.
- 2.4 All premises within which the Company conducts its business activity and the means of access to and egress from them will be maintained in a condition, which is safe, without risk to health and in accordance with the Disability Discrimination Act.
- 2.5 The environment within which the Company conducts its business activity will be maintained in a condition, which is safe and without risk to health.
- 2.6 All plant, equipment and methods of working will be safe and without risk to health and all statutory inspections will be carried out in accordance with LOLER & PUWER 1998 by competent persons.

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- 2.7 Arrangements for the use, handling, storage and transportation of articles and substances at work will be adequate, so as to prevent risk to employees and other persons affected by the Company's business activities.
- 2.8 All staff, including temporary staff and students will be provided with the information, instruction, training and supervision necessary to ensure their health and safety at work and that of others affected by the Company's business activities.
- 2.9 Adequate welfare facilities and hygiene standards will be maintained throughout the Company in accordance with The Workplace (Health, Safety & Welfare) Regulations 1992.
- 2.10 Competent people will be appointed to assist in meeting statutory duties including specialists where appropriate.
- 2.11 The Company recognises its employees as its most valuable resource and will seek to promote their health and welfare.
- 2.12 A formal and systematic procedure for the management of health and safety within the Company will be implemented and resourced. This will incorporate the necessary organisational arrangements and monitoring procedures required to achieve proper working standards of health and safety.
- 2.13 Excellent standards of health and safety will not be achieved without the co-operation and commitment of all employees. Such co-operation will be enlisted through open and effective communication with employees and their representatives.
- 2.14 The Directors have specific accountability for the management of health and safety within the Company.
- 2.15 All individual employees are responsible for taking all reasonable precautions to ensure their own safety and that of others.
- 2.16 All staff are responsible for the implementation of this policy within their areas.
- 2.17 The procedures to achieve the aims of this policy will be reviewed annually, as legislation changes require, or sooner if a significant change occurs.
- 2.18 To Company will ensure that the health and safety risks inherent from the activities it carries out are assessed and are steps taken to remove or control these risks.

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2.19 The process of risk assessment will be used to ensure that this is done in an efficient, systematic and cost effective manner, utilising the specialist health & safety management software.

3. Responsibility for the Health Safety & Welfare Policy and Statement of Intent

The Board of Directors are responsible for the development and implementation of this policy.

4. Monitoring and Review

The Board of Directors will monitor all sections of this policy. Regular reports and recommendations on all aspects of the policy will be provided to the Board as appropriate. This policy will be reviewed on an annual basis.

5. Approval

Approved by the Board of Directors:

Signed:



Jon Mold - Director

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