



THE HEALING TRUST

HEALTH & SAFETY POLICY

About this POLICY

This policy is created by **The Healing Trust** (we, our, us).

1. Policy Statement

We are committed to protecting the health and safety of all employees and all other persons connected with our operations (such as clients, customers and suppliers). This policy applies to all our staff members.

This includes all:

- Employees
- Workers
- Volunteers
- Agency Workers
- Contractors
- Consultants

2. Objectives

- Prevent accidents, injuries, and work-related ill health
- Identify and manage health and safety risks effectively
- Provide adequate training, information, and supervision
- Promote a culture of safety and continuous improvement

3. Responsibilities

- **Managers:** Ensure compliance with health and safety laws, provide resources, and monitor performance.
- **Volunteers and Employees:** Take reasonable care of their own health and safety, follow safety procedures, and report hazards.
- **Health & Safety Officer** (appointed by centre chair): Oversee implementation of this policy, conduct risk assessments, and maintain records.

4. Risk Assessment

We will:

- Identify hazards in the workplace.
- Assess risks and implement control measures.
- Review assessments regularly and after significant changes.

5. Training and Communication

- Provide health and safety induction for all new employees.
- Offer ongoing training relevant to roles and risks.
- Communicate safety updates and emergency procedures clearly.

6. Emergency Procedures

- Maintain clear fire evacuation plans and first aid arrangements.
- Ensure emergency contacts and procedures are displayed prominently.
- Conduct regular drills and reviews.

7. Monitoring and Review

- Regular inspections and audits.
- Investigate accidents and near misses.
- Review this policy annually or after major changes.

8. Legal Compliance

This policy complies with HSE Regulations and Health and Safety at Work etc. Act

Adopted: 22/01/26

Review Period: Annual

Due for review: January 2027