

## Health and Safety Policy

### General Policy Statement

#### Introduction







This document sets out the health and safety arrangements Babington have in place to full fill its duty under the Health and Safety at Work Act etc. 1974 and The Management of Health and Safety at Work Regulations 1999.

#### Statement of Intent

The Board of Directors of this company regards the promotion of health and safety as a mutual objective for management, employees, learners and sub-contractors at all levels and that we aim to continually review and improve our management system and performance when there are changes in legislation or company activity or when it is deemed necessary for the continual improvement of the company health and safety culture.

It is therefore this company's policy to ensure, so far as is reasonably practicable, the health, safety and welfare of all staff, learners, visitors and all those who may be affected by the company's activities to which the organisation subscribes in relation to occupational health and safety hazards.

The company aims to establish, implement and maintain procedures for the ongoing hazard identification, risk assessment and determination of necessary controls to prevent accidents, injury, ill- health and/or damage to property and to protect everyone from foreseeable work hazards, including the public insofar as they come into contact with the company. Babington has a duty of care to:

-  Provide a working environment where the foreseeable risks have been assessed and appropriate control measures put in place.
-  Maintain a constant and continuing interest in health and safety matters applicable to the company's activities, by consulting, involving, and communicating with employees or their representatives wherever possible.
-  To provide a safe place of work, with safe access and egress.
-  To provide and maintain safe plant and equipment
-  To provide arrangements for the safe use, handling and transport of articles and substances.
-  To provide sufficient information, training, instruction and supervision to enable employees to perform their work competently, safely and efficiently


- 🌱 provide and maintain a safe, healthy and supportive working environment
- 🌱 make available all necessary safety devices and protective equipment/clothing as may be necessary, and to supervise their use
- 🌱 Systematic reviews of all incidents and sharing of key findings, to improve current working practices and to prevent future recurrences.

The health and safety culture we aim to promote throughout the company relies on all persons to implement this policy according to their own duties.

Employees are reminded that under the Health and Safety at Work etc. Act 1974 they are responsible for the health and safety of themselves and any other persons who may be affected by their activities. Employees should inform their Line Manager, the Health and Safety Officer, The Safe and Sound Manager or the Directors of any health and safety issues with which they are concerned and implement the arrangements set out within our company health and safety policy.

The company will promote the concept of the 'Safe Learner' both within Babington Training Centres and also at employer sites whilst on applicable training courses. This will include an initial assessment that identifies their health, safety and welfare needs and any additional support they may require and the development of an individual learning plan which is reviewed regularly.

The Safe and Sound Manager and/ or Directors will undertake regular reviews of the health and safety policy and carry out health and safety audits to effectively monitor the Company's health and safety performance against documented systems and procedures and legal requirements to ensure that high standards of health and safety are constantly maintained and improved upon as required.

CEO Name:	David Marsh
CEO Signature:	
Date:	6 <sup>th</sup> December 2021

The Safe & Sound Manager is the owner of this document and is responsible for ensuring that the policy is reviewed annually and approved and signed by the CEO.

This document is issued on a version-controlled basis and is available to all colleagues on the corporate intranet (Boris)

**Document Management:**

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Signed

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Chief Executive Officer