

Health and Safety 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

Babington's Board of Directors 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's 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 organisational arrangements – document 3008 which is available on SharePoint.

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, safeguarding, and welfare needs and any additional support they may require and the development of an individual learning plan which is reviewed regularly throughout their learning journey.

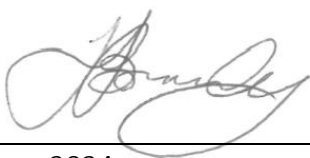
The Safe and Sound Manager and / or Directors will undertake regular reviews of the health and safety policy and carry out health and safety audits to effectively monitor the Company’s health and safety performance against documented systems and procedures and legal requirements to ensure that high standards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

Babington’s aim is to promote a safe working environment, free of accidents or incidents and creating a safe and respectful learning environment for all.

The company’s Health and Safety Policy will be kept up to date in particular with regards to any changes in the company’s activities including any change in the nature or size of the business.

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 SharePoint.

CEO Name:	Jennifer Bramley
CEO Signature:	
Date:	26 th June 2024

Document Owner

The Safe & Sound Manager is the owner of this document and has approved its publication. The document owner is responsible for ensuring that this procedure is reviewed annually. This document is issued on a version-controlled basis and is available to all colleagues on the corporate intranet.

Document Management

Owner: Safe and Sound Manager

Effective Date: 28/10/2019

Reviewed Date: 30/05/2024

Next Review Due Date: 30/05/2025

Document reference: 3000 Health and Safety Policy Statement and linked with 3008 Health and Safety Organisational Arrangements.

Change History Record:

Version control	Substantive change narrative	Author of substantive change	Date of substantive change
1.0	Existing policy formatted and version controlled in line with ISO27001 and approved for publication.	Information Security.	28/10/2019
2.0	Existing policy updated to include health and safety arrangements.	Safe and Sound Manager.	01/12/2020
3.0	Policy updated to reflect changes in job titles and legislation checked to ensure they are current and relevant.	Safe and Sound Manager.	23/11/2021
4.0	Existing policy updated to include branding changes and minor changes to wording.	Health and Safety Officer and Safe and Sound Manager.	18/11/2022
5.0	Existing policy amended to include additional information and changes to procedure within the organisation.	Health and Safety Officer and Safe and Sound Manager.	02/06/2023
6.0	Annual review check completed; changes made to document approver COO to CEO.	Safe and Sound Manager	30/05/2024