

# Health and Safety Policy

## Organisational Arrangements

### Introduction

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

### Safe and Sound

The Health and Safety Policy and organisational arrangements sits within the Safe and Sound framework which has been developed to bring together the key principles of Equality and Diversity, Health and Safety, Well-being and Safeguarding within an umbrella of strategic direction and operational support.

### Safe and Sound Mission

Through developing practice, collaboration, research, and dissemination the Safe and Sound steering group seeks to ensure that everyone in our care receives support which meets their individual needs and requirements.

### Roles and Responsibilities

Overall and final responsibility for Health and Safety is that of the Chief Executive Officer. Day to day responsibility for ensuring this policy is put into practice is delegated to the Safe and Sound Manager. This is to ensure that health and safety standards are maintained/improved for everyone. The following people and departments have specific responsibility in the following areas.

### Safe and Sound Manager will:

- Be responsible for the safety performance at any Babington Centre.
- The Safe and Sound Manager will ensure the health and safety arrangements are being applied effectively and they will.
- Impart to employees and learners the understanding that accidents can be prevented and is an important part of their work.
- Apply the established company safety rules and procedures.
- Control the work of contractors who are on site in so far as the maintenance of the health, safety and welfare of employees, learners, and anyone else affected by the work being performed.
- Nominate a Health and Safety Champion / responsible person in each Centre to carry out day to day responsibility for health and safety.
- Review and, where applicable draft new, health and safety policy and present those revisions to management for ratification before publication.
- Carry out health and safety audits to effectively monitor the Babington's health and safety performance against documented systems and procedures and legal requirements.
- Provide the Board of Directors with an annual report on all health and safety Performances.
- Provide updates relating to all aspects of health and safety from across the business on a monthly basis.

- Have sufficient skills, knowledge, and experience to provide competent health and safety support, advice and guidance.
- Provide information, instruction, training, and supervision to all employees.
- Review accident reports, progress any actions and maintain health and safety logs and records.
- Conduct and review the results of risk assessments conducted at Babington Centres regarding the control of any risks.
- Provide information, instruction and training to new employees and other such training as may be requested by the CEO.
- Complete Health and Safety inspections at least annually at any Babington centre as well as quarterly checks and report any maintenance concerns to the relevant departments or managing agents.
- Support in the investigate all accidents reported to him/her under the company procedure to determine their cause and initiate remedial action and where appropriate complete a RIDDOR report.
- Undertake and review employee Display Screen Assessments (DSE) during induction and on an annual basis or before if any concerns are raised and report any health or well-being related concerns to the People and Talent Team and liaise with IT and Accounts around any additional equipment requests.
- Undertake and review 16-18 Young Person Induction Assessments as part of a learners onboarding and induction process and liaise with the Designated Safeguarding Officer should there be any concerns.
- Support with and review any 16-18 Young Persons Travel and Accommodation Risk Assessments and liaise with the Designated Safeguarding Officer should there be any concerns.
- Support with and review any New or Expectant Mother assessments and liaise with the People and Talent Team to support with any health or well-being concerns.

### People and Talent (HR) and Learning and Development will:

- Be responsible for ensuring all staff who have disclosed a health or medical concern are adequately risk assessed prior to commencing employment with Babington.
- Ensure all new recruits to Babington shall be formally inducted by means of a formal training programme that will include suitable reference to general health and safety matters (e.g. work practices, fire evacuation, first aid, safety rules) and this will be kept on file.
- Liaise with the Health and Safety team on all new starters requiring any form of risk assessments to carry out their job role effectively i.e. DSE assessments, New or Expectant Mother assessments.
- Ensure all staff complete their mandatory health and safety training and individual personnel records are updated to reflect this.
- Provide competent external specialist training for employees as required by statutory provision, ACOP requirements or other guidance in relation such issues as First Aid/Fire Warden.

### Babington's Centre Responsible Persons will:

- Be responsible for day-to-day monitoring of health and safety in the Centre and reporting any concerns to the Health and Safety Team.
- Report any centre concerns to the safe and sound manager.
- Ensure health and safety paperwork and records are maintained and that the Health and Safety file and Fire Logbook are kept in order and up to date and reporting any concerns to the Health and Safety Team.

### Employees, Learners, and Visitors Duty:

- Employees, Learners and Visitors have a duty to cooperate with the Safe and Sound Manager, Health and Safety team, supervisors, managers and trainer on health and safety matters including assisting in the investigation of accidents with the object of introducing measures to prevent a recurrence.
- Advising People and Talent, their line manager or health and safety of any mobility issues where they may need assistance in the event of an emergency evacuation.
- Not interfering with or recklessly misusing anything provided to safeguard their health and safety and that of others.
- Taking care of their own health and safety and that of others by working safely and efficiently and reporting any concerns to the Health and Safety Team.
- Using any protective equipment/clothing provided as instructed.
- Reporting incidents that have led or may lead to injury or damage to an appropriate person and reporting any concerns to the Health and Safety Team.

### Subcontractors:

- Subcontractors have a duty to fully understand, cooperate and comply with Babington's standards for health, safety and welfare under Babington's Health and Safety Policy.
- Communicate any standards and rules within the Company Health and Safety Policy to any subcontractor.
- Ensure competence of any subcontractor employed to work on any of the Company site.
- Liaise with the Company Management in relation to any work carried out and, in particular, any deviations from the planned activity where this may give rise to the need for additional risk assessment.

### First Aiders:

The First Aiders / responsible persons will ensure that:

- Prompt attention is given to anyone requiring first aid treatment in accordance with the training received.
- For those staff that are trained First Aiders, certificates must be valid and recorded with the safe and sound manager.
- The First aid kit contains the materiel prescribed in the Health and Safety (First Aid) Regulations 1981 Approved Code of Practice and related guidance (L74 2009) and checked on a regular basis.
- Any First aid provided is recorded on the accident/incident and near misses reporting form and submit a copy to Health and Safety and People and Talent team.

- Injuries reportable under RIDDOR must be reported to the Health and Safety team within 7 days.

### Fire Wardens and Marshals:

- Fire Wardens and Marshals shall ensure that they report any Fire equipment that is not maintained in a clean and accessible condition.
- Their Fire Warden or Marshal Training Certificate is Valid and logged with the Learning and Development team.
- They have read and fully understand their centre Fire and Health and Safety risk assessment and procedures.
- In event of an emergency, they direct the evacuation of people from the building to the assembly point ensuring assistance is available to those with mobility difficulties according to their Personal Emergency Evacuation Plan (PEEP).
- They maintain a calm behaviour and conduct a premises search to ensure all have evacuated the premises if safe to do so.
- They complete the fire alarm observation report form and submit to health and safety team in a timely manner and report any concerns.

## General Arrangements

### Introduction

This document sets out the general health and safety arrangements within Babington which are applicable to all our employees. The arrangements are designed to facilitate the management of health and safety within our company, to ensure that high standards of health and safety are achieved and to ensure compliance with relevant legislative requirements. Internal arrangements will be supported by full operational procedures, where required.

### Communications

Babington will consult and communicate with their employees in order to meet the requirements of the Health and Safety (Consultation with Employees) Regulations 1996 and to ensure that any issues or concerns over health and safety are effectively dealt with.

The company will consult employees when there are:

- Changes to the company health and safety policy and procedures.
- Changes in legislation or best working practices.
- Plans for Health and Safety training.
- Changes in the company's activities or processes.
- New equipment or technologies that could affect their health and safety.
- Employees should report to their Line Manager where they have any concerns with unsafe conditions or hazards which may affect the safety of themselves or others.
- Line Managers should inform the Safe and Sound Manager/ Health and Safety team of any issues brought to their attention who will then ensure that appropriate action is taken.
- The company will hold regular safe and sound meetings to ensure that effective communication and consultation has taken place.
- Other forms of communication will take place by via e-mails, safe and sound newsletters Viva -Engage (Babington's online social media platform) and the Safe and Sound Noticeboards.

## Emergency Procedures:

If there is an immediate danger to staff or learners in centre, the emergency services will be contacted directly by a member of staff in centre in conjunction with a Senior Manager or the Safe & Sound Manager. Staff will dial 999 and ask for the most appropriate service.

In the event of an external agency (emergency services) asking us to close the premises due to an outside danger or concern we will follow the protocols as advised by the emergency services. Babington have a lockdown procedure which will be adhered to. Document 1722, Babington Centre Emergency lockdown poster and 1721, Babington Centre Emergency Lockdown factsheet.

## Hazard Reporting

- Babington will endeavour to ensure that the premises that we are responsible for are maintained to a very high standard and to this end regular inspections will be carried out.
- Should any persons notice any potential hazard, defect, or maintenance concern, we request that they report this situation immediately to their Line Manager and the health and safety team [healthandsafety@babington.co.uk](mailto:healthandsafety@babington.co.uk), who will take the necessary action.

## Accident/ Incident/ Near Misses Reporting

Babington will ensure that:

- All accidents, no matter how minor, need to be recorded on the reporting form and reported to the Health and Safety team in line with the Accident, Incident, Near Miss reporting procedure which can be found on SharePoint - document 3005.
- Accidents, incidents and near misses, dependant on the severity will be investigated within 48 hours or less by the Health and Safety team.
- Where an employee of another company or organisation is involved in an accident, a copy of the reporting form shall be sent to their employer.
- Any accidents/incidents/near misses that fall within the scope of the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR); are reported to the Health and Safety Executive.
- Accident statistics are periodically reviewed to identify trends and common causations.
- Accidents or incidents which occur on our premises relating to staff or a learner must be reported to the Line Manager and the Health and Safety team and entered onto the relevant form and submitted to [healthandsafety@babington.co.uk](mailto:healthandsafety@babington.co.uk), for staff accident or incidents the relevant form must also be submitted to People and Talent at [people@babington.co.uk](mailto:people@babington.co.uk).
- Accidents / incidents occurring off site will be reported to the Line Manager and reported in accordance with the site rules, then recorded and brought to the attention of the health and safety team and entered onto the relevant form and submitted to [healthandsafety@babington.co.uk](mailto:healthandsafety@babington.co.uk), for staff accident or incidents the relevant form must also be submitted to People and Talent at [people@babington.co.uk](mailto:people@babington.co.uk).
- Any injuries should be brought to the attention of the nominated first aider / responsible persons, either at our premises or on another site, to establish whether further medical attention is required. i.e. treatment at a hospital. Where a hospital visit is required the Line Manager and must be entered onto the relevant form and submitted to [healthandsafety@babington.co.uk](mailto:healthandsafety@babington.co.uk).

- Accidents and incidents dependent on the severity will be investigated by the Safe and Sound Manager and/ or the Health and Safety team and/ or Directors and your assistance may be required, we ask that you co-operate with us in the event of any workplace accident/incident investigation. Please refer to the Accident/ Incident/ Near Misses Reporting Policy and Procedure which can be found on SharePoint – document 3005.

## Control of Substances Hazardous to Health 2002 (COSHH)

- Where possible Babington will prevent the risks to health from exposure to hazardous substances by substituting the products it uses for those with non-harmful properties.
- Where exposure cannot be prevented then control measures will be used that will reduce the risk to as low as reasonably practicable.
- Any substances to be used will be company approved products only and must be accompanied by the manufacturers Safety Data/ Technical Sheet. In addition, a COSHH risk assessment will be completed for each substance.
- All substances must be logged and used by authorised persons only. Authorised persons are those persons who have received sufficient training in the use of the substance, including handling and storage.
- Any personal protective equipment identified in the COSHH assessment as being required must be worn when using the substance. Please refer to the Control of Substances Hazardous to Health 2002 (COSHH) Policy – document 3010 and COSHH Assessment – document 1708.

## Driving at Work

- Babington has a duty under the Health and Safety at Work Act 1974 (HSWA) to take steps as far as is reasonably practicable, to ensure the health, safety and welfare of those who need to drive as part of their job. In order to comply with these duties, we will take steps to set up safe systems of work in order to control and manage any risks which cannot be eliminated.
- Babington will take all reasonable steps to manage the health and safety of those employees who drive on company business using their own private vehicle. This is to ensure that we comply with our legal duties as an employer and to demonstrate that we have taken all reasonable steps to introduce safe systems of work. Please refer to the Driving at Work Policy – document 2209.

## 16-18 Learner Accommodation, Travel and Training

- Babington prioritise and take seriously the Health, Safety and Safeguarding of all our learners at all times.
- With this in mind for any learners ages 16-18, who require accommodation and travel to complete their training, a 16-18 Learner Accommodation, Travel and Training Risk Assessment MUST be completed. Document 1717 which can be located on SharePoint.
- Any learners aged 16–18-year-old must gain parental consent as instructed within the risk assessment template.
- Once the risk assessment is completed, this must be sent to [healthandsafety@babington.co.uk](mailto:healthandsafety@babington.co.uk) to be reviewed.

## Display Screen Equipment (DSE)



Babington Health and Safety team will ensure that:

- Information, instruction, and training are provided on the use of DSE for all colleagues who join the organisation.
- The workstations of all employees, who habitually use DSE for a significant part of their work, are assessed and reviewed annually.
- Any risks identified from the assessment are reduced.
- All areas such as hardware, software, workstation, the environment, nature of the work and any other factors specific to individuals using the equipment i.e. health conditions, are considered.
- Any concern raised are supported by the Health and Safety team in a timely manner and any additional equipment required to support the needs of a DSE user are provided in line with the Home and Lone Working guidelines.
- Under the Health and Safety (Display Screen Equipment) Regulations 1999, workers who habitually use DSE for a significant part of their normal work are covered by these regulations.
- It is recommended that a DSE review be carried out annually for all employees by health and safety team and any recommendations made will be actioned where appropriate.
- Babington also has information and guidance on the correct posture to be adopted at your workstation. Please refer to the Health and Safety team for guidance and refer to the Display Screen Equipment (DSE) Policy – document 1718, Home and Lone Working Guidelines – document 1732 and the DSE Guidance pages on all located on SharePoint.

## Fire Safety

- Fire Risk assessments will be undertaken in accordance with the Regulatory Reform Fire Order 2005. UK legislation places duties on Babington to implement effective arrangements for emergency evacuation of all staff including those who may need some assistance to manage their escape to a place of safety.
- Health and Safety will risk assess all Babington sites on an annual basis and make sure Fire Safety and evacuation notices and floor plans are kept up to date.
- Managers and or Fire Wardens/Marshals will therefore be responsible to ensure a Personal Emergency Evacuation Plan is completed for any staff members or learners who will need assistance in the event of an emergency evacuation. Emergency protocols will be followed, and the emergency services contacted by calling 999.
- Employees and learners must ensure that all emergency escape routes are always maintained and free from obstruction. This includes all final exit routes which must not be obstructed by personal belongings or plant/machinery.
- Firefighting equipment shall be provided where required. Should the need to use a fire extinguisher arise, then the Health and Safety team must be notified in order that it can be replaced. Health and Safety will arrange any annual servicing and maintenance for fighting equipment (Unless provided by a managed services building). Please refer to the Fire Safety Policy and Procedures - document 3007.

## Plant, Tools, and Equipment (Work Equipment)

Under the Provision and Use of Work Equipment Regulations 1998 all employers are required to ensure that all items of work equipment provided and/or used by their employees and any self-employed persons working on their behalf meet the requirements of these regulations.

Babington will ensure that:

- All work equipment is suitable for the purpose for which it is provided.
- All work equipment is maintained in an efficient state, efficient working order and in good repair.
- Risk assessments are undertaken for all work equipment.
- All work equipment is where necessary, inspected prior to use and at regular intervals to ensure its ongoing safety for use.
- Where specific risks exist, Babington will ensure that the use of such equipment is restricted to authorised persons.
- Where necessary, appropriate signage is provided warning of specific risks associated with the relevant work equipment.
- Relevant, regular and refresher training is provided to persons operating work equipment.
- Please refer to the Provision and Use of Work Equipment (PUWER) Policy – document 3009.

## Smoking and Vaping

- Since the first of July 2007 it was illegal to smoke in virtually all 'enclosed' and 'substantially enclosed' public places and workplaces, including vehicles used primarily for work.
- Smoking including vaping will only be permitted in designated areas that meet the requirements of the 'Smoke Free Law' and are generally outside, away from a building with open windows.
- Prosecutions can be made by the Local Authority against individual employees and employers who disregard the law and smoke in smoke free workplaces - it is a criminal offence.
- All employees must observe individual centre rules for smoking and adhere to the rules and regulations.

## Lone and Home Working

- Where the conditions of service delivery or its associated tasks require employees to work alone, both the individual employee member and their Line Manager have a duty to assess and reduce the risks which lone working presents.
- Please refer to the Lone Working Policy and Procedure – document 3003.

## Personal Protective Equipment (PPE) Policy

It is Babington policy to comply with the law as set out in the Personal Protective Equipment at Work Regulations 1992 and the Personal Protection Equipment Regulations 2002.

Adequate stocks of personal protective equipment are held by the respective centres that will be provided to all employees, learners and visitors where the requirement has been defined by risk assessment as a means of providing protection from risk to their health and safety while at work.

Any personal protective equipment provided by the Company shall be:

- Properly fitting,
- Appropriate to the hazard,
- Issued on a personal basis and be used when required,



- Compliant with any relevant standards for the type of protection,
- Maintained in good working order,
- Recorded as having been issued to an individual employee/learner/visitor.
- Any employee, learner or visitor provided with personal protective equipment will receive comprehensive training and information on the reason for the issue of the PPE, how to acquire replacements, its correct use, identification and reporting of defects and its maintenance.
- The Managers will endeavour to ensure that all personal protective equipment provided to employees, learners or visitor is used properly by them and that it is maintained.
- The delivery team will ensure that learners for whom they are responsible use the PPE provided correctly within their work activity.

## Welfare Facilities

Babington will ensure that adequate welfare facilities for people at work are provided in accordance with the Workplace (Health, Safety and Welfare) Regulations 1992.

These provisions will include:

- Adequate ventilation, either natural or mechanical.
  - Adequate working temperatures, normally at least 16 degrees Celsius for sedentary workers.
  - Sufficient lighting to enable people to work and move about safely, and appropriate for any detailed tasks being carried out. Lighting should be natural where possible with further illumination provided artificially.
  - Premises will also have and maintain an emergency lighting system.
  - Appropriate cleaning of the workplace, furniture, furnishings, and finishes.
  - Appropriate storage and removal of waste.
  - Adequate room dimensions and space to allow people to move about with ease.
  - Suitable and ergonomically efficient workstations and seating.
  - Sufficient traffic routes to allow people and vehicles to circulate safely and with ease (Safe Access and Egress to company car parks).
  - Windows and skylights that can be cleaned safely and, where required, can be opened.
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- Doors and gates that are suitably constructed and fitted with safety devices if necessary.
  - Suitable and sufficient sanitary conveniences and washing facilities.
  - An adequate supply of drinking water.
  - Suitable and sufficient, readily available rest facilities.

## Maintenance of the above:


- Areas of work shall be kept clean, tidy, and free from accumulating waste materials with procedures for dealing with spillages.
- Floors and floor coverings shall be maintained in a safe condition, clear of obstructions to avoid slips, trips and falls especially where cables are trailed over walking areas.

- Areas where there is risk of danger of anyone falling or being struck by falling objects will have effective measures in place (fencing or guarding) to prevent personal injury, including windows or ventilators that are designed to be opened.
- Babington will liaise with Landlords and Managing Agents where necessary to ensure adequate welfare provision is in place across all centres.
- Babington will liaise with Landlords and Managing Agents where necessary to ensure any maintenance concerns are reported and rectified in a timely manner across all centres.

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:	11.06.2025

## 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:** 30/05/2025

**Next Review Due Date:** 30/05/2026

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

## 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, procedure changes within the organisation and legislation checked to ensure they are current and relevant.	Health and Safety Officer and Safe and Sound Manager.	25/11/2022
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 of existing policy, information reviewed and amended against current roles. Use of company vehicles has also been removed	Safe and Sound Manager	30/05/2024
7.0	Annual review and added responsible persons. Removed text lines of responsibility for responsible persons.	Safe and Sound Manager	30/05/2025