

# Health & Safety Policy

## HSP I

### Policy Statement

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Key Document details:

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Reviewer: **Rachael Lawton**  
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Approver: **Nick Capstick**  
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| <b>Title:</b>       | HSP 001 - Health and Safety Policy Statement   |
| <b>Author(s):</b>   | David Maine  |
| <b>Date:</b>        | September 2021   |
| <b>Review date:</b> | September 2022   |
| <b>Application:</b> | This policy statement applies equally to all The White Horse Federation (TWHF) employees including agency or casual staff. |

The White Horse Federation (TWHF) considers the effective management of safety, health and environmental matters (SHE) to be of prime importance. As such, it undertakes to provide, so far as is reasonably practicable, a safe, healthy and environmentally sound workplace.

The CEO has overall responsibility for safety, health and environmental matters and undertakes to ensure that the Directors, Principals, Managers and Supervisors consider the SHE implications of all its decisions and regularly reviews SHE issues. TWHF Management and supervisory teams will determine and commit sufficient resources and effort within their functional area to ensure their SHE obligations are met. This includes the appointment of competent persons and advisers.

TWHF's safety management system is modelled on recognised standards and will be achieved by integration with its management processes. This includes a commitment to continuous improvement and the setting of objectives. Clear performance indicators will be monitored, together with suitable audit and review processes.

Compliance with relevant SHE legislation, policy and guidance are regarded as the minimum standard to be achieved. TWHF is proactively committed to the prevention of injury and ill health and to the prevention of pollution and minimisation of resource usage. This includes designing, managing and maintaining its premises, structures and equipment so as to minimise associated safety, health and environmental risks.

TWHF is committed to providing a safe and healthy working environment for its staff, and others affected. This will be based on providing safe environments, safe systems of work, safe materials and equipment, and individuals who are competent in the work they are employed to do.

It is the aim of TWHF to embed and nurture a positive health and safety culture across the organisation, and ensure that all managers include health and safety matters as an integral part of all activities. This will ensure that work-related accidents resulting in harm are continually reduced.

TWHF will actively consult with its staff, visitors, contractors and others affected by its activities. TWHF requires such persons to cooperate with implementing this policy, associated rules and procedures.

Employees are expected to work safely, to ensure the safety of themselves, colleagues or anyone affected by their work, not to interfere with or misuse anything TWHF provides for their health and safety and to take care of the environment. Moreover, all employees have a duty to adhere to the letter and spirit of this policy and report to management any conditions or practices that pose an unacceptable risk to human health and safety or the environment.

The responsibility for implementing this Policy lies with all Directors, Principals, Managers and Supervisors.

**Signature:**

**Date:**

September 2021



Dr Nick Capstick  
CEO