

**HEALTH AND SAFETY POLICY**

**Date: 1 October 2017**

**Review date:1 October 2018**

**Statement of Purpose:**

Omega Care Group believes that the health, safety and wellbeing of its staff, young people engaged with its services, and of all others impacted upon through its work, to be of paramount importance.

Omega Care acknowledges and accepts that it has both moral and statutory responsibilities and duties to all of the above, and to the creation of a safe and healthy living and working environment.

The Health and Safety at Work Act 1974 defines the fundamental structure for the support, regulation and enforcement of workplace health and safety welfare within the UK.

Other relevant legislation includes:

* Management of Health and Safety at work regulations 1999
* Regulatory Reform (Fire safety) order 2005
* Reporting of Injuries, Diseases and Dangerous Occurrences Regulations
* Health and Safety 1st Aid Regulations 1981.

In order to promote the health, safety and wellbeing of all those engaged in the activities of the organisation, Omega Care Group will:

1. Take all reasonably practicable steps to establish and maintain a safe and healthy living and working environment.
2. Ensure the provision of adequate and appropriate working conditions with proper facilities.
3. Ensure the provision of appropriate training, supervision and support, to enable avoidance of hazards, and for staff and others to contribute to their own health and safety.
4. Promote a pan organisational culture of positive engagement with health, safety and welfare issues.
5. Undertake assessment of the risks to health and safety of all those involved in the activities of the organisation, and implement all measures as identified through the assessment.
6. Undertake a specific assessment of risk in respect of each individual young person the organisation is engaged with through its work.
7. Provide all appropriate resources to staff who have dedicated and particular health and safety responsibilities.
8. Ensure the provision and maintenance of all safety and protective equipment as required by Regulations, or as identified through Risk Assessment processes.
9. Produce a Health and Safety Policy Statement, procedures, and details of the arrangements in place, and communicate these to all staff.
10. Ensure all equipment is suitable for its intended use relating to health and safety issues, and is properly maintained and used.
11. Prevent or adequately control exposure to any substance(s) that may damage health.
12. Ensure the reporting of any dangerous occurrence, diseases and particular injuries to the relevant health and safety authority.
13. Identify a named individual within the organisation to maintain oversight of all matters relating to health, safety and welfare, and ensure that they receive training to enable them to discharge their responsibilities.
14. Appoint as necessary, specialist advisors to ensure all statutory and regulatory requirements are met.

All staff have legal duties and responsibilities under the Health and Safety at Work (and under other relevant legislation) to cooperate with the organisation in establishing and maintaining a safe and healthy living and working environment.

These duties include:

1. To take all reasonable care for their own health and safety and for that of other persons who may be affected by their actions or inactions.
2. To not interfere with, or misuse, anything provided for health and safety welfare purposes.
3. To adhere to organisational processes and procedures for the maintenance of a safe and healthy living and working environment.
4. To cooperate in any investigation of an accident or incident regarding health and safety matters.
5. To contribute to the development of an organisational culture which positively promotes best practice in health and safety welfare.

Omega Care Group will operate a review cycle for all health and safety matters and establish systems to maintain compliance, reflect changes in legislation and guidance and ensure relevance and sufficiency throughout all the organisation’s processes.

This policy will be reviewed annually or when changes to legislation are made.

This policy will further be reviewed to reflect changes in personnel relating to specific health and safety responsibilities, or if new activity is introduced to the organisation.

Signed (Director):……………………………………………………………………………..

Date…………………………………………………………………………………………….