

## **Health and Safety Policy**

### **Purpose**

The policy, read in line with Generation Arts' health and safety policy statement, outlines the responsibilities in relation to health and safety.

### **Health and safety policy statement**

It is Generation Arts' policy to do all that is reasonably practicable to ensure the health, safety and welfare of our freelance staff, volunteers and participants who may be affected by our work. We will meet the requirements of health and safety legislation, identify hazards, regularly assess risks, ensure necessary training, and provide resources so that everyone can carry out their duties safely.

### **Director's responsibilities**

The Director is the designated person with overall responsibility for ensuring our compliance with Health and Safety legislation. They will ensure that:

- Our Health and Safety policy documentation and Health and Safety Management System are implemented, monitored, developed, communicated effectively, reviewed, and amended as required.
- A health and safety plan of continuous improvement is created, and progress monitored.
- Staff understand the allocated responsibilities for health and safety defined in this policy.
- Suitable and sufficient funds, people, materials, and equipment are provided to meet all health and safety requirements.
- Adequate insurance cover is provided and renewed.
- Competent persons are appointed to provide health and safety assistance and advice.
- An adequate system of maintenance exists and operates to keep premises, plant, and work equipment in a safe condition.
- They communicate and consult with staff on health and safety issues.
- An effective training programme is established to ensure staff are competent to carry out their work in a safe manner.
- The monitoring activities required by this system are undertaken.

- Effective contingency plans are in place with a designated competent person in charge of the planning and control measures for situations involving imminent danger.
- Adequate training, information, instruction, and supervision is provided to ensure that work is conducted safely.
- Health and safety objectives are set, and their achievement is measured and reported in the annual report.

### **Management responsibilities**

Managers will ensure that in their areas of control:

- They actively lead the implementation of our Health and Safety Policy and Health and Safety Management System.
- They supervise their staff to ensure that they work safely, providing increased supervision for new and young workers.
- Safe systems of work are developed and implemented.
- Risk assessments are completed, recorded, and regularly reviewed covering all processes and activities where a risk to health and safety exists. The significant findings of these assessments are brought to the attention of staff, contractors, visitors, and members of the public who may be affected.
- Adequate resources are allocated to implement the safety policy and meet all safety requirements.
- The health and safety plan of continuous improvement is progressed, and scheduled actions are completed on time and validated.
- Accidents, ill health and 'near miss' incidents at work are investigated, recorded, and reported.
- They communicate and consult with staff on health and safety issues.
- They encourage staff to report hazards and raise health and safety concerns.
- Safety training for staff is identified, undertaken, and recorded to ensure staff are competent to carry out their work in a safe manner.
- Issues concerning safety raised by anyone are thoroughly investigated and, when necessary, further effective controls implemented and communicated to staff.
- Welfare facilities are provided and maintained in a satisfactory state.
- Premises, plant, and work equipment are maintained in a safe condition.

- Statutory examinations are planned, completed, and recorded.
- Any safety issues that cannot be dealt with are referred to a senior manager for action.
- Health and safety rules are followed by all.
- The monitoring and checking activities required by this system are completed.

### **Coordinator's responsibilities**

Coordinators will ensure that in their areas of control:

- They implement our Health and Safety Policy and Health and Safety Management System.
- They supervise their staff to ensure that they work safely, providing increased supervision for new and young workers.
- They communicate and consult with staff on health and safety issues.
- Health and safety rules are followed by all.
- Health and safety checklists required by this system are completed at the designated frequencies.
- The health and safety plan of continuous improvement is progressed, actions completed, and any problems are reported to a manager. Scheduled actions are completed on time and validated.
- They encourage staff to report hazards and raise health and safety concerns.
- Issues concerning safety raised by anyone are thoroughly investigated and, when necessary, further effective controls implemented and communicated to staff.
- Any safety issues that cannot be dealt with are referred to a senior manager for action.
- Safety training for staff is identified, undertaken, and recorded to ensure they are competent to carry out their work in a safe manner.
- Safe systems of work are developed and implemented.
- Accidents, ill health and 'near miss' incidents at work are investigated, recorded, and reported.
- Personal protective equipment is readily available and maintained, and relevant staff are aware of the correct use of this and the procedures for replacement.

- Hazardous substances are stored, transported, handled, and used in a safe manner according to manufacturers' instructions and established rules and procedures.

### **Staff responsibilities**

All staff are responsible for acting in a safe manner whilst at work. By understanding their responsibilities and following our safety rules, they will help the organisation comply with their legal duties and contribute to the safe running of our workplace.

All staff have the responsibility:

- To take reasonable care of our own safety.
- To take reasonable care of the safety of others affected by what we do or fail to do.
- Not to interfere with or misuse, intentionally or recklessly, anything provided in the interests of safety.
- To co-operate so that we as individuals and our organisation can fulfil our legal duties e.g., comply with our safety rules.
- To report any hazardous defects in plants and equipment, or shortcomings in the existing safety arrangements, to a responsible person without delay..
- To set a good personal example in relation to health and safety

First aid personnel have the responsibility to:

- Administer First Aid in accordance with the current legislation and approved code of practice.
- Record all accidents that are reported to them in the Accident Book..
- Re-stock first aid boxes at regular intervals and when necessary

Fire Marshals have the responsibility to carry out the duties for which they are trained when emergency evacuation of the workplace is required.

### **Responsibility for health and safety**

Emma Stewart-Jones, Director is responsible for the health and safety in this organisation. However, everyone in the organisation has responsibilities in relation to health and safety, as set out in this policy.

### **Responsibilities of employer**

Generation Arts is responsible for ensuring that the staff's health and safety is protected in all activities at work. In particular, the staff are responsible for the following.

**Ensuring that there is safe and adequate plant and equipment**

The employer will ensure that all plant and equipment is regularly inspected and maintained, in accordance with a maintenance schedule. All repairs will be carried out at the earliest opportunity. If any plant or equipment is judged to be damaged or unsuitable for use for any reason it will be put out of action, with clear signage.

**Safe premises and place of work**

The employer will ensure that the premises are safe, and that all hazards are removed where possible. If it is not possible to remove a hazard, clear signage will be displayed advising staff and any other visitors to the premises of the nature of the hazard and the precautions that should be taken.

**Competent and safe**

The employer will ensure that all staff receive the appropriate training so that they are competent in all their work duties. If any staff member acts in a manner that is likely to put others in danger appropriate disciplinary action will be taken.

**A safe system of work**

The employer will ensure that all processes of work are safe. If there are any hazards the employer will endeavour to remove them. If that is not possible appropriate signage will be displayed advising staff and any other visitors to the premises of the nature of the hazard and the precautions that should be taken.

**Responsibilities of staff**

The staff are responsible for ensuring that his/her/their actions do not cause danger to themselves or to anyone else. The primary responsibilities of the staff include the following;

**Not to tamper with any equipment**

Staff should not carry out any alterations to equipment which might compromise health and safety. Staff who tamper with equipment are likely to face disciplinary action, which could include summary dismissal.

**Not to use any equipment without receiving appropriate training**

No staff should use any equipment without having the appropriate training. The staff are responsible for attending any training that is arranged and completing any assessments that are required.

**To take reasonable care of their own health and safety**

Staff are expected to act responsibly and to take care of their own health and safety. This includes wearing any necessary protective clothing and not acting in a dangerous manner. All staff must take care that their actions do not endanger any other volunteers or visitors to the company.

### **To use equipment appropriately**

Staff should use equipment for the purpose for which it is provided, and no other purpose. If any equipment is damaged or unfit for purpose in any way the staff member is required to inform the employer immediately.

### **To follow appropriate systems of work**

All staff should follow the systems of work that have been specified by the employer. There should be no deviation from these systems without prior permission from the employer.

### **Personal protective equipment (PPE)**

The employer is responsible for supplying employees with any personal protective equipment (PPE) that is required.

If staff do not have the appropriate PPE for a specific task, then the staff member should inform the employer immediately and not perform that task until the PPE is available.

Staff are responsible for taking care of the PPE that has been issued. If any PPE is damaged the employer should be informed immediately.

Staff are required to return all PPE that has been issued on leaving the organisation.

### **Chemicals and other substances**

All chemicals and other substances that are hazardous to health must be stored and used in accordance with the manufacturers' instructions. Such materials will have a COSHH (Control of Substances Hazardous to Health Regulations 2002) label on them, and the guidance on this label must be followed in full.

### **Risk assessments**

All managers and coordinators are required to carry out regular risk assessments of the area and activities under their management. These risk assessments should be carried out annually at least, and some risk assessments will require more regular completion.

The risk assessments should be recorded in writing, with an agreed target date for any actions that have been identified.

If there are any risks that cannot be eliminated all staff working in that area must be made aware.

### **Manual handling**

Staff who are involved in any lifting or carrying must attend training in relation to manual handling. This training must be renewed every two years. The line manager

is responsible for ensuring that all staff requiring this training attend the training course at the appropriate time.

### **Accidents**

Although every effort will be made to ensure a safe environment it is accepted that accidents can occur.

If an accident does occur this must be reported immediately to Emma Stewart-Jones, Director (emmasjdance@gmail.com). It must also be recorded in the accident book.

If any of the following occur, they must be reported to the Health and Safety Executive under the RIDDOR procedures (see [www.riddor.gov.uk](http://www.riddor.gov.uk)):

- Fatal accidents.
- Specified injuries.
- Accidents resulting in a period of absence of more than seven days.
- Injuries to the public where they must be taken to hospital.

In addition, some work-related diseases and dangerous occurrences must be reported to the Health and Safety Executive.

Following any accident, the situation will be investigated to determine whether changes need to be made to equipment, training, or systems to work so that a similar situation can be prevented in the future.

### **Health and Safety reporting**

The Health and Safety designated person (Emma Stewart-Jones, Director) will report on health and safety at the Board meetings, which are held once every two months.

This reporting will cover:

- reviewing all accidents and other incidents relating to health and safety.
- reviewing health and safety training.
- addressing any other incidents that have been brought to their attention.

This policy will be reviewed once a year.