

RYKNELD HOMES HEALTH AND SAFETY POLICY

INTRODUCTION

In line with the Mission of Rykneld Homes - 'To provide excellent Services that meet peoples needs', Rykneld Homes will actively promote high standards of health, safety and welfare at work across the full range of its operations. By effectively managing health and safety risks, Rykneld Homes can maximise the well being and productivity of all of its employees and preserve its reputation as a caring and committed employer. Rykneld Homes will take all reasonable measures to minimise the risk of injuries, occupational illness and damage to property or the environment.

The corporate safety policy for Rykneld Homes is applicable across the entirety of its undertaking, covering those aspects of health and safety for which Rykneld Homes has a legal responsibility. It supersedes all other previous policies and shall be reviewed and revised as necessary in the light of changes and developments. The policy accords the same duty of care to both employees and non-employees to safeguard the health, safety and welfare of all.

The policy is augmented by corporate Health and Safety Procedures and directorate local operating procedures, method statements and safe systems of work as are deemed appropriate.

As required under the Health and Safety at work etc. Act 1974, Section 2.3, this policy provides a statement of intent, the organisational structure responsible for effecting this policy and the arrangements which compromise the procedures and systems for ensuring the protection of all people who could be put at risk from Rykneld Homes' activities.

HEALTH AND SAFETY POLICY

STATEMENT OF INTENT

Health and Safety is recognised as a core duty to be integrated into the mainstream of Rykneld Homes' organisation, and all that is reasonably practicable will be done to provide a safe and healthy environment for Rykneld Homes' employees.

Rykneld Homes recognises its duties to all who may be affected by its operations and will seek to minimise the risk of foreseeable injury and ill health, so far as is reasonably practicable. It shall ensure that all operations, as a minimum, meet with the relevant statutory requirements and associated codes of practice. It shall establish and maintain an effective system of communication on health and safety matters through all levels of the organisation and ensure that employees are actively consulted and involved in matters affecting health and safety in the workplace.

All employees with specific health and safety responsibilities shall have job descriptions that reflect those duties, be adequately trained and be made fully aware of how to discharge their duties and be allowed time and resource to discharge them effectively. Employees having no specific health and safety responsibilities shall also be given adequate induction, information, training and supervision to ensure that they understand their role in implementing this Policy, with the necessary resources made available to enable this to be achieved in a timely manner.

Clear standards shall be set down and both reactive and active monitoring undertaken to check that these standards are being met. Audits and reviews shall also be carried out to continuously improve health and safety performance with improvement programmes implemented where deemed necessary. As far as is reasonably practicable, the impact on health and safety performance of advances in knowledge and technology shall be regularly assessed with action taken as necessary.

Health and safety implications shall always be considered when procuring or changing plant, equipment or processes.

Procedures shall be established for managing serious and imminent danger and regular liaison undertaken with external services both in NEDDC and neighbouring Counties.

All non-employees shall be made aware of the full range of health and safety controls in force. Contractors shall be selected with due regard to competence and resources for health and safety and their performance monitored to ensure that all agreed health and safety standards are being met, with non-conformance being deemed a material breach of contract.

Rykneld Homes shall regard all breaches of this policy by an employee as a potential disciplinary offence.

.....*S. L. Gomer*.....
Su Gomer
Chief Executive Officer

.....*G. A. Groom*.....
Gina Groom
Chair of Rykneld Homes Board

23rd July 2009