

HEALTH AND SAFETY POLICY STATEMENT

The following statement is issued in pursuance of the Health & Safety at Work etc. Act 1974 (HASWA) and associated legislation.

The Company regards the health and safety of its staff and the people we support as being of the highest importance, therefore the Company is committed to complying with relevant health and safety legislation and strive for the highest standards of safe working practices, thereby providing as far as is reasonably practicable, safe and healthy working conditions for all its employees and a safe environment for the people we support.

The management of health and safety is regarded as an integral part of the Company's business activities therefore matters of health and safety shall be given equal importance to those of other key business functions and the Executive Board of Directors will ensure as far as is reasonably practicable that adequate resources are made available to ensure that there is effective implementation of this policy.

The Company seeks also to conduct its undertakings in such a way as to ensure that persons not directly in its employment, e.g. people we support, contractors, visitors, members of the public etc., who may be affected by the Company's activities, are not thereby exposed to risk to their health or safety.

Improvement in health and safety performance is a key business objective. The Company is committed to continuing improvement in health and safety performance and will monitor the implementation of this policy through the development of key performance indicators. Progress against these indicators will be monitored regularly by the Executive Board of Directors.

It is the Policy of the Company to make such arrangements as may be considered appropriate to:

- Comply with our financial, legal and moral obligations, so far as is reasonably practicable;
- Provide and maintain a safe and healthy environment for employees and the people we support by:
 - Promoting a culture of pro-active risk management, identifying, assessing and controlling risks to which they may be exposed
 - Providing information on risks for visitors and employees of other organisations who are working in the Company premises
 - Promoting, developing and maintaining a positive health and safety culture
 - Developing and communicating safe working practices
 - Providing effective information, instruction and training
 - Ensuring that each employee is aware of their health and safety responsibility for themselves and others
 - Ensuring that the people we support are aware of their health and safety responsibilities as is meaningful for them
- Consult with employees on matters affecting their health and safety through regular group and local health and safety meetings;
- Ensure the reporting and investigation of all accidents, incidents and dangerous occurrences and ensure appropriate action is taken to minimise recurrence;
- Ensure competent persons are appointed to assist in meeting statutory duties as required;
- Provide efficient health and safety management systems, supported by ongoing training;
- Monitor and review health, safety, environmental and risk management performance;
- Make provision for suitable occupational health services for employees;
- Recognise and share local and collective achievements.

The company also recognise that while we have an extra duty towards the people we support, we must also balance the risk of an activity against the benefits of the activity whether it is learning important life skills towards independence, learning social skills or developing self-esteem. We endeavour to ensure that all the risks are considered within a sensible and caring balanced attitude towards achieving safety and wellbeing.

All levels of management and in their absence, appointed deputies, have direct responsibility for health and safety matters within their area / premises. They must ensure that employees are familiar with the Health and Safety Policy and associated policies including local arrangements for all emergency procedures, first aid, risk assessment and associated control measures and that work routines are regularly reviewed to ensure that only the safest work practices are followed.

Each individual employee of the Company has a duty, whilst at work, to take reasonable care for the health and safety of themselves and any other person who may be affected by their acts or omissions at work and to co-operate with the Company in any duty or requirements imposed by the relevant statutory provisions. Employees are therefore reminded of their duty under the Act to co-operate in the operation of this policy and supplementary policies and procedures. Failure to do so may lead to disciplinary action if employees are found to have acted in breach of the policy.

This Health and Safety Policy will be formally reviewed annually.

Signed & Dated:



David Leatherbarrow, September 2020
Outcomes First Group CEO