

Live Active Leisure

HEALTH & SAFETY POLICY

Version 6

Date: Approved: April 2018
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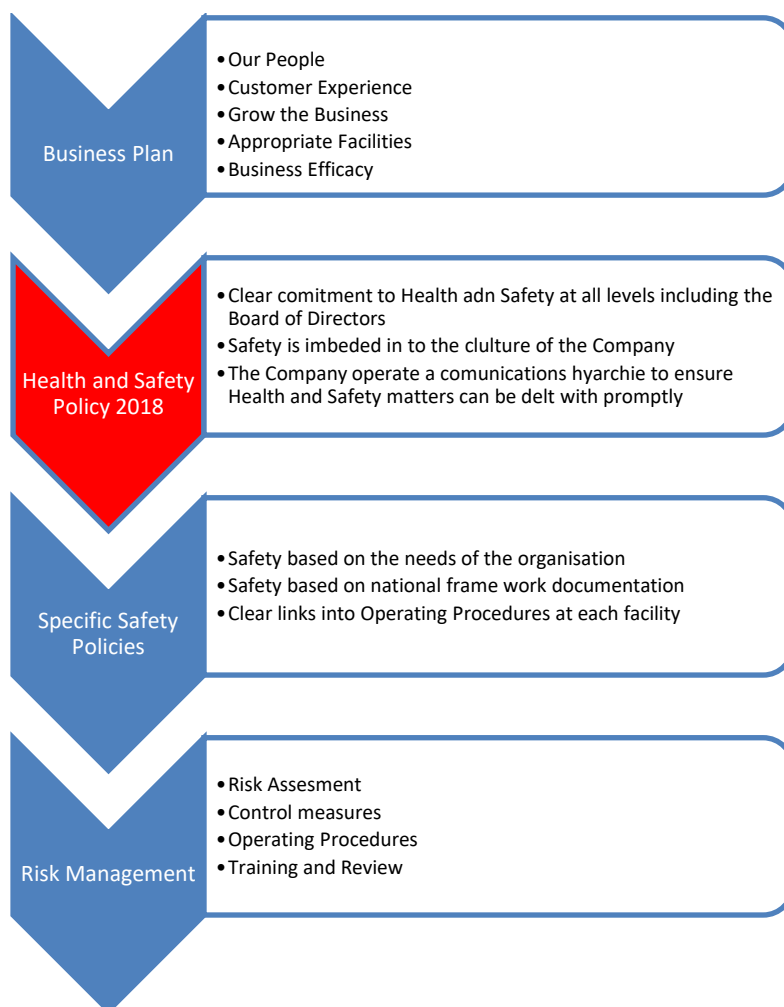
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1.1 INTRODUCTION

- 1.1 "Through the way we work and behave, all our people and stakeholders will be protected from risk of occupational injury or ill-health."
- 1.2 It is our intention to demonstrate an on-going and determined commitment to improve health and safety at work throughout our organisation. We will ensure the health and safety at work of all of our people and any other people who may be affected by our work activities.
- 1.3 We will seek to lead industry by promoting best practice and exceeding the guidance of the Health and Safety Executive and other regulatory bodies.
- 1.4 This Policy reflects our commitment to ensuring that health and safety at work is paramount to the business and that effective health and safety actively contributes to our Purpose, Vision and Aims.

Key Documents



2.0 **Awareness:** “All our people have an awareness and understanding of health and safety hazards and risks that affect our business”

2.1 **Health and Safety Policy Statement**

Adequate resources will be provided to ensure all our people are aware of this Policy and committed to its effective implementation.

2.2 **Communication and Consultation**

There will be active open communication and consultation between all our people and stakeholders. Health and safety will be integrated into our communications wherever appropriate.

2.3 **Management Roles and Responsibilities**

Roles and responsibilities for health and safety will be defined, as necessary, within job descriptions or profiles.

Senior management will ensure that:

- Adequate resources are provided for health and safety;
- Health and safety is adequately assessed, controlled and monitored; and
- Our people are actively involved on matters that affect health and safety

2.4 **Hazard Identification**

We will identify our workplace health and safety hazards. We will inform our people and stakeholders, as appropriate, of these workplace hazards. We will require others using our workspace to identify health and safety hazards that may impact on our work activities.

3 **Competence:** “All our people and stakeholders have the competence to undertake their work with minimum risk to health and safety”

3.1 **Health and Safety Training**

All our people will be adequately instructed and trained on the health and safety issues that affect them, and the safe working practices that should be followed.

We will ensure the health and safety competence of our sub-contractors and stakeholders

3.2 **Behaviour and Culture**

Senior management will demonstrate leadership in health and safety. Senior management will undertake ‘tours’ to ensure that health and safety issues are identified, assessed and managed. Systems will be in place and people will be empowered to raise health and safety concerns with management.

3.3 **Risk Assessment and Management**

We will assess the risks associated with health and safety hazards in the workplace. All our people will be informed of the health and safety hazards and risks that affect their work. We will take action to prevent, reduce or control risks to an acceptable level and

reduce the potential for incidents and accidents. We will require others working in our facilities to identify health and safety risks that may impact on our work activities.

4.0 **Compliance:** “Our work activities achieve compliance with legislation, and our people are empowered to take action to minimise health and safety risks.”

4.1 **Incident Investigation**

We will report and investigate accidents, incidents and near misses to drive improvement in our health and safety management. Any lessons learned from such events will be used to take corrective or improvement action to prevent recurrence.

4.2 **Measuring Performance**

We will actively and openly, review and report on our health and safety performance against published objectives and targets. Improvement Plans will be developed to support the delivery of these objectives and targets.

4.3 **Health and Safety Management System**

We will implement management systems to ensure we:

- Comply with health and safety legislation
- Continually improve our health and safety performance

5.0 **Excellence:** “Live Active Leisure is recognised for excellence in the way it manages health and safety.”

5.1 **Developing Innovative Practices**

We will constantly encourage, develop, review and share health and safety good practice both internally and externally.

5.2 **Influence Stakeholders**

We will engage and influence all our stakeholders to help us drive improvements in health and safety.

5.3 **Work-related Health**

We will assess our occupational health risks. All our people will be informed of the occupational health risks that affect their work. We will take action to prevent, reduce or control occupational health risks to an acceptable level and reduce the potential for ill health, including assessing all our people’s fitness for work. Health surveillance will be conducted to satisfy health and safety legislation.

6.0 **Delivering Our Policy**

Our policy will be delivered by:

- Generating a culture that does not tolerate threats to health and safety; and
- Ensuring the real involvement of all our people and stakeholders

Each manager is responsible for ensuring staff receive training along with a copy for this Policy during their induction and at any time the Policy is reviewed and reissued.

7.0 Policy Review

This Policy has immediate effect and replaces all previous versions. This Policy will be reviewed and amended as necessary



19 April 2018

Signed: _____ Date: _____
Chief Executive Officer

LIVE ACTIVE LEISURE – 2018 MANAGEMENT STRUCTURE

