

FamilyCare

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An abstract graphic composed of several large, overlapping, organic shapes in various colors: orange, red, pink, brown, green, and blue. The shapes overlap in a way that creates a sense of depth and movement, with some colors appearing more prominent than others.

Health and Safety Policy

www.family-care.co.uk

Health and Safety Policy

Implemented/Reviewed: July 2025

Date of Next Review: September 2026



Schedule 23 Health and Safety Policy

1. About this policy

1.1 This policy sets out our arrangements for ensuring we meet our health and safety obligations to staff and anyone visiting our premises or affected by our work. This policy aligns with the requirements of applicable UK legislation, including the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, and where relevant, the Fire Safety Order 2005, the DSE Regulations 1992, and the Electricity at Work Regulations 1989.

1.2 Property Services Director has overall responsibility for health and safety and the operation of this policy.

1.3 This policy does not form part of any employee's contract of employment and we may amend it at any time. We will continue to review this policy to ensure it is achieving its aims.

2. Your responsibilities

2.1 All staff share responsibility for achieving safe working conditions. You must take care of your own health and safety and that of others, observe applicable safety rules and follow instructions for the safe use of equipment.

2.2 You should report any health and safety concerns immediately to your line manager.

2.3 You must co-operate with managers on health and safety matters, including the investigation of any incident.

2.4 Failure to comply with this policy may be treated as misconduct and dealt with under our Disciplinary Procedure.

2.5 We recognise that health and safety includes mental wellbeing. If you experience work-related stress, anxiety, or other concerns affecting your mental health, speak with your manager or HR. We are committed to early support and reasonable adjustments

3. Information and consultation

3.1 We will inform and consult your workplace safety representatives regarding health and safety matters.

4. Training

4.1 We will ensure that you are given adequate training and supervision to perform your work competently and safely.

4.2 Staff will be given a health and safety induction and provided with appropriate safety training, including manual handling, control of substances hazardous to health (COSHH), fire safety and display screen equipment (DSE).



5. Equipment

5.1 You must use equipment in accordance with any instructions given to you. Any equipment fault or damage must immediately be reported to your line manager. Do not attempt to repair equipment unless trained to do so.

Portable Electrical Appliances includes any item that is electrically powered and used in the workplace, whether belonging to the Company or to an employee, and includes ancillary equipment such as extension cables.

All portable electrical equipment is inspected and tested at least once a year, unless otherwise specified, by a competent person who is trained for the work they will undertake. Records will be kept of these inspections and tests.

Employees must visually inspect portable electrical appliances before using them. Damaged or defective items must be reported immediately to the line manager and be removed from service until replaced/repaired by a competent person.

No personal items of electrical equipment are to be brought into a premises without prior permission of the line manager and must be electrically tested by a designated person before use.

6. Accidents and first aid

6.1 Details of first aid facilities and the names of trained first aiders are displayed on the notice boards.

6.2 All accidents and injuries at work, however minor, should be reported to your line manager and recorded in the Accident Book which is kept in each location.

7. Fire safety

7.1 All staff should familiarise themselves with the fire safety instructions, which are displayed on notice boards and near fire exits in the workplace.

7.2 If you hear a fire alarm, leave the building immediately by the nearest fire exit and go to the fire assembly point shown on the fire safety notices.

7.3 Fire drills will be held at least every 12 months and must be taken seriously. We also carry out regular fire risk assessments and regular checks of fire extinguishers, fire alarms, escape routes and emergency lighting.

8. Risk assessments and measures to control risk

8.1 We carry out general workplace risk assessments periodically. The purpose is to assess the risks to health and safety of employees, visitors and other third parties as a result of our activities, and to identify any measures that need to be taken to control those risks. Additional risk assessments will be conducted for new or expectant mothers in line with legal obligations

9. Computers and display screen equipment

9.1 If you use a computer screen or other display screen equipment (DSE) as a significant part of your work, you are entitled to a workstation assessment and regular eyesight tests by an optician at our expense.

9.2 Further information on workstation assessments, eye tests and the use of DSE can be obtained from Finance & Business Support Manager.