

Health and Safety Policy

This statement sets out the commitment Breconshire Award Scheme Group CIC have towards Health and Safety:

“Through the way we work and behave, all our volunteers and participants will be protected from risks of occupational injury or ill-health.”

It is our intent to demonstrate an ongoing and determined commitment to improving Health and Safety for all of the volunteers and participants, who are deemed, for the purposes of this document, to be ‘at work’ when they are engaged in activities organised by our CIC, and the ‘workplace’ refers to all areas where we conduct DofE activities. Furthermore, for the purposes of this document, whenever ‘we’ is referred to, this should be interpreted as ‘Leaders’ throughout the policy.

We will ensure the Health and Safety at work of all our volunteers and participants and any other persons who may be affected by our work activities.

We will comply with the requirements of Health and Safety legislation.

We will lead by promoting best practice and exceeding the guidance of the Health and Safety Executive and other regulatory bodies.

This policy reflects our commitment to ensuring that Health and Safety at work is paramount to us, and that effective Health and Safety actively contributes to our success.

1. Awareness: *“All our people have an awareness and understanding of Health and Safety hazards and risks that affect our business.”*

1.1 Health and Safety policy statement

- Adequate resources will be provided to ensure all our volunteers and participants are aware of this policy and committed to its effective implementation.

1.2 Communication and consultation

- There will be active open communication and consultation between all our volunteers and participants. Health and Safety information will be integrated into our communications, wherever appropriate.

1.3 Leaders roles and responsibilities

- Roles and responsibilities for Health and Safety will be defined, as necessary, within role descriptions or profiles.
- Leaders will ensure that adequate resources are provided for Health and Safety.
- Health and Safety is adequately assessed, controlled and monitored; and our volunteers and participants are actively involved on matters that affect Health and Safety.

Hazard identification

- We will identify our workplace Health and Safety hazards. We will inform our volunteers and participants, as appropriate, of these workplace hazards.
- We will encourage our participants to identify Health and Safety hazards that may impact on our work activities.

2. **Competence: “All our volunteers and participants have the competence to undertake their work with minimum risks to Health and Safety.”**

2.1 Health and Safety training

- All our volunteers and participants 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 be satisfied of the Health and Safety competence of the facilities we use (e.g. campsites) and kit and equipment we loan, as necessary.

2.2 Behaviour and culture

- Leaders will demonstrate leadership in Health and Safety. Leaders will undertake spot checks 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 Leaders.

2.3 Risk assessment and management

- We will assess the risks associated with Health and Safety hazards in the workplace. These Risk Assessments will be conducted prior to any new activity/location being used, and reviewed annually. All our volunteers and participants will be informed of the Health and Safety hazards and risks that affect their activity. We will take action to prevent, reduce or control risks to an acceptable level and reduce the potential for incidents and accidents.

3. **Compliance: “Our DofE activities achieve compliance with legislation, and our volunteers and participants are empowered to take action to minimise Health and Safety risks.”**

3.1 Incident investigation

- We will report and investigate accidents and incidents to drive improvement in our Health and Safety management. Any lessons learnt from such events will be used to take corrective action to prevent recurrences.

3.2 Measuring performance

- We will actively review our Health and Safety performance.

3.3 Health and Safety management system

- We will implement management systems to ensure we:
 - comply with Health and Safety legislation; and
 - continually improve our Health and Safety performance.

4. Excellence: “Breconshire Award Scheme Group is recognised for excellence in the way it manages Health and Safety.”

4.1 Developing innovative practices

- We will constantly encourage, develop, review and share “Health and Safety Good Practice” both internally and externally.

4.2 Influencing participants:

- We will only work with volunteers and Leaders who are willing to meet and achieve our Health and Safety expectations.
- We will engage and influence others to drive improvements in Health and Safety.

4.3 Work-related health

- We will assess our occupational health risks. All our volunteers and participants 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.

5 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 Leaders, participants and volunteers.

Our Policy will be delivered with reference to our:

- Risk Assessments
- What Happens If Flowcharts

Policy review:

This policy is effective immediately and supersedes all prior versions. It will be reviewed and updated at least once a year.

Signed:



Position: Centre Manager

Date: 15 January 2025