



Cornwall Rural Housing Association Limited

Health and Safety Policy

1. Introduction

- 1.1** It is the aim of the Association to seek to provide a safe and healthy workplace and working environment for all its employees. To that end, it is committed to removing hazards to its employees as and when they arise where possible. The Association is also committed to providing adequate procedures and training for those hazards which by their nature cannot be completely guarded against or where such training will help to reduce the possibility of hazards occurring.
- 1.2** The Association recognises colleague wellbeing and mental health as an important aspect of health and safety and will provide an environment where these are seen in equal measure alongside other aspects of health and safety.
- 1.3** The Association's Health and Safety Policy Statement (Appendix 1) will be displayed in the workspace.
- 1.4** This Health and Safety Policy will be supplemented by a Health and Safety Procedure which will be updated as required by the Governance and Business Services Manager or Chief Executive.
- 1.5** The Association will continue to monitor any risk posed from variants of the COVID-19 virus and will keep its working practices under review to deal with any increased risk should it arise. Particularly given the size of our business and the impact of an increase in sickness levels we will also be vigilant towards any other outbreaks such as norovirus, flu or respiratory syncytial virus (RSV).

2. Responsibilities

- 2.1** In order to ensure that matters relating to health and safety are prioritised and dealt with promptly, the Chief Executive has primary responsibility for this area. Members of the leadership team including the Governance and Business Services Manager have day to day management responsibility for health and safety.
- 2.2** The Health and Safety at Work Act 1974 laid down certain duties for all employees. The duties are to take care of their own safety and that of other workers and to co-operate with the Association and its officers to enable it to carry out its responsibilities. In particular, staff have a duty to:
- work safely, efficiently and without endangering the health and safety of themselves, their colleagues, the general public or any other person who has a right to access to the Association's premises at any time;
 - adhere to the safety procedures as laid down by the Association, and conform to all instructions given by those with responsibility for health and safety;
 - report all accidents, near-miss occurrences and hazardous situations to the appropriate persons;

- wear safety and protective clothing, use protective equipment and use appropriate safety devices, where these are provided for use at work;
- meet their other statutory safety obligations, including that laid down in Section 8 of the Act, which states *"no person shall intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare in pursuance of any of the relevant statutory provisions"*.

3. Reporting to the Board

3.1 All serious occurrences reported under RIDDOR will be reported to the Board.

3.2 Health and safety related key performance indicators reported to the Board on a quarterly basis through the performance dashboards.

4. Review

4.1 This policy will be reviewed annually.

Date Reviewed	Changes to the Policy	Date to be Reviewed	Approved By	Author
Feb 2025	The policy has been reviewed with a minor amendment to section 1.5 relating to Covid 19 and transmittable diseases.	Feb 2026	The Board	DWB
Feb 2026	The Policy has been reviewed with minor amendments made. Section 1.5 has had the inclusion of respiratory syncytial virus (RSV) and the deletion of streptococcus virus. The policy statement has been updated with the aim to provide a safe and healthy workplace environment and the safe handling and use of substances removed. The H & S procedures have also been revised to include a section on	Feb 2027	The Board	DWB

	driving and driver responsibilities.			

Appendix 1



Health and Safety Policy Statement

Health and Safety at Work Act 1974

This is the Health and Safety
Policy Statement of

Cornwall Rural Housing Association Limited

Our statement of general policy is:

- to provide adequate control of the health and safety risks arising from our work activities;
- to provide a safe and healthy workplace and working environment;
- to consult with our employees on matters affecting their health and safety;
- to recognise wellbeing and mental health in the workplace;
- to provide and maintain safe plant and equipment;
- to provide information, guidance and supervision for employees on health, safety and wellbeing matters;
- to ensure all employees are competent to do their tasks, and to provide adequate training;
- to prevent accidents and cases of work-related ill health;
- to maintain safe and healthy working conditions; and
- to review and revise this policy annually or more frequently as required.

Signed:
(Employer)

Date: Review Date: