



Health & Safety Policy

Policy

It is The Ridges' policy to ensure, so far as it is reasonably practicable, the health, safety and welfare at work of its staff, & volunteers (our stakeholders) & any contractors or visitors, in accordance with the relevant statutory requirements.

Within the general policy stated above it is The Ridges' policy in particular, and so far as is reasonably practicable:

- to provide and maintain equipment and systems of work that are safe and minimise risk;
- To enact such procedures as necessary to prevent accidents and cases of work related ill health
- to make arrangements for ensuring safety and absence of risks to health in connection with use, handling, storage and transport of articles and substances;
- to provide such information, instruction, training and supervision as is necessary to ensure, the health and safety at work of its employees, volunteers, contractors and visitors, & to ensure the competency of staff to perform their jobs;
- as regards any place of work under the Ridges' control, to maintain it in a condition that is safe and with minimum risk and to provide and maintain means of access to and exit from it that are safe and with minimal risk;
- to provide and maintain a working environment that is, safe, without risks to health, and adequate as regards to facilities and arrangements for welfare at work;
- to provide such protective equipment as is necessary to ensure the health and safety at work of its staff & volunteers;
- to encourage staff to set a high standard of safety by personal example and to accept a reasonable level of responsibility for the health and safety of themselves, their colleagues, contractors and visitors/customers;
- To consult with our stakeholders regularly on matters affecting their Health & Safety
- To review this policy at least every two years

Responsibility

A director nominated by the Board shall be responsible for monitoring this policy. He/She shall liaise with all organisations under the Ridge banner to ensure that:

- the Health & Safety policy is implemented effectively
- advice is available on all Health & safety matters relating to The Ridge and its activities
- staff are encouraged to undertake recognised training in First Aid, and that regular training and refresher courses in First Aid are arranged that are open to all members of staff;
- relevant staff training is provided and through regular reviews that there is an ongoing commitment to identifying and satisfying training needs as and when they arise;
- a healthy lifestyle is promoted with staff, volunteers and trainees
- The Health & Safety Manual, which describes how The Ridge will Implement its' H&S policies and satisfy regulatory requirements, is kept updated



Health & Safety Document

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Applicability

Unless stated otherwise all parts of The Health and Safety Policy of The Ridge SCIO shall be deemed applicable to The Ridge Foundations CIC, The Ridge Cafe CIC and The Ridge (Scotland) CIC. Any reference to 'The Ridge' may be assumed to include all organisations as noted above.

Authorisation

This policy shall be authorised by virtue of a majority acceptance of the Board of The Ridge SCIO.

Approved

Name: Kenn Amabilino Signed Position; Chairman Date

Name : Kate Darrah Signed Position; Managing Director Date

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| Issued by K.Amabilino (Director) | Revision Number : 0 Revision Period:- 1 year | Page 2 of 2 | Issue Date 10 th June 2016 |
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