

The SENAD Group

Section 2 Health and Safety Policy Statement

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Reviewed: March 2021
Next Review: March 2022
Version 21
Policy Ref: 201
Owner:

Statement of Intent

The SENAD Group recognises the fact that health, safety & wellbeing has positive benefits to the whole organisation and commitment to a high level of safety is good practice as we strive towards excellence. It also recognises that health, safety and wellbeing is an essential function of the welfare of the young people, children and adults in our care, staff, contractors and visitors. Therefore, there must be continued progress and adaptation to changes.

Corporate Parenting/Guardian

The Health and Safety Systems are integrated into everything we do, and also form part of our accreditation under ISO 9001 (2015). The approach to health and safety will be based on the identification and management of risks. As there are distinct benefits to be gained from providing a safe and healthy working environment, appropriate levels of resources will be allocated to ensuring health and safety within the organisation.

The SENAD Group view the management of risks through risk assessments as a positive tool to support our service users strive to achieve ambitions & goals and enable them to enjoy all aspects of life where possible.

A positive safety, health and wellbeing culture will be encouraged and this shall be actively supported by senior management. Adequate planning, monitoring and review of the implementation of the health and safety policy will be carried out in order to ensure that this general statement is achieved.

All employees and contractors will be involved in the decision-making processes either on an individual basis or through their representatives. Service users views will be sought through student councils, general discussion, staff feedback and debrief. The performance of both individuals and the organisation will be monitored to pre-determined standards with continual improvements being made to health and safety standards.

This policy is the SENAD Group's statement for H & S, - (as required by the Health & Safety at Work Act & supporting guidance). Supporting policies for H & S, can be found in policies sections 2 & 3. Other focused sections will also contain H & S linked policies.

The SENAD Group aims and objectives.

- 1 The SENAD Group will ensure that there are arrangements put into place for the effective planning, development and review of this policy

statement. Annual review meetings will take place, chaired by the Chief Operations Officer.

- 2 Management will ensure that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the organisation.
- 3 The Company will provide the necessary information, instruction and training to employees working at SENAD Sites, within SENAD Community and others, including temporary and agency staff, to ensure their competence with respect to health and safety. Agencies & volunteers will be given instruction and training to ensure their safety whilst on our sites. The Company will also provide information, instruction and guidance which is viewed to be helpful to families to protect the continued health, safety and welfare of our service users whilst away from our businesses.
- 4 Management has determined that health and safety rates equal to all other functions and will attach equal importance to achieving health and safety targets.
- 5 The SENAD Group will devote the necessary resources in the form of finance, equipment, personnel and time to ensure health and safety. The assistance of expert help will be sought where the necessary skills are not available within the organisation to benchmark and continually improve practice.
- 6 The SENAD Group will liaise and work with all necessary persons and organisations to ensure health and safety. The SENAD Group will also ensure that adequate arrangements are also in place for ensuring the health and safety of visitors and volunteers
- 7 The SENAD Group believes in constantly improving health and safety standards and performance. It will ensure that all relevant Statutes, Regulations and Codes of Practice are complied with. The minimum standards that will be adopted by The SENAD Group are those required by law, although the organisation will seek always to exceed these where there is a demonstrable benefit to its employees, service users and external partners.
- 8 The SENAD Group recognises that safety is the responsibility of everyone within the organisation and is not just a function of management. Managers will have specific duties and responsibilities to comply with both the letter and spirit of the policy. Employees will have specific legal responsibilities to take reasonable care of themselves and others who could be affected by their activities and to co-operate with management in achieving the standards required. The SENAD Group will

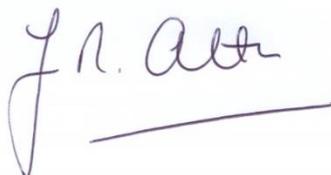
ensure that health and safety management is an integral part of the manager's function and will monitor their performance along with their other duties.

- 9 The SENAD Group will ensure that health and safety is systematically integrated into the management and decision-making processes within the organisation.
- 10 The SENAD Group has a system to ensure that accidents and "near-misses" are fully investigated and appropriate action taken to reduce the likelihood of their occurrence. This will include reporting and discussion at Board level on a regular basis.
- 11 A monthly report will be produced by the Group Health, Safety and Risk Manager on the effectiveness of the safety systems and improvements to safe working environments and practices for all.
- 12 The SENAD Group will ensure that procedures are established to ensure that all equipment and plant provided for employees, service users and non-employees will be fit for purpose and maintained in line with manufacturers' guidelines and instructions. All plant and equipment will be fully compliant with Approved Codes of Practices and legal guidelines.
- 13 The SENAD Group will review its Policy Statement and its arrangement annually, or if events, legislation or identified needs require a review of individual policies, the whole arrangements or its statement.

Brian Jones
Executive Chairman
March 2021



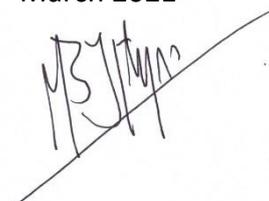
Richard Atkinson
Chief Executive Officer and Finance Director
March 2021



Nina Sharpe
Adult Care Director
March 2021



Mark Flynn
Chief Operations Officer
March 2021



Victoria Finn
HR Director
March 2021

