



Health and Safety Policy

V.7 March 2024

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Consultation Required	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
Equalities Impact Assessment	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
Added to Website	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

SSHC Reference	n/a
SHR Reference	Standard 1.3 The governing body ensures the RSL complies with its constitution and its legal obligations. Its constitution adheres to these Standards and the constitutional requirements set out below.

Related Documents

- **Health and Safety Control Manual**

Translation Statement

We can give you this document in another way .Please tell us what you need or contact us if you need help.

Compliance

This policy has been drafted to ensure that it complies with current legislation and industry good practice.

Equality & Diversity

Fyne Homes is committed to providing services which embrace diversity and which promote equality of opportunity. As an employer we are also committed to equality and diversity within our workforce. Our goal is to ensure that these commitments, reinforced by our Values, are embedded in our day-to-day working practices.

Openness & Confidentiality

Fyne Homes believes that its members, tenants and other interested parties should have access to information on how it conducts itself. This means that unless information requested is considered commercially sensitive or personally confidential it will be made available on request.

Data Protection

Fyne Homes recognises the importance of data protection legislation, including the General Data Protection Regulation, in protecting the rights of individuals in relation to personal information that we may handle and use about them, whether on computer or in paper format. We will ensure that our practices in the handling and use of personal information during the processes and procedures outlined in this policy comply fully with data protection legislation. More information is available from our Data Protection Officer.

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Health & Safety at Work Policy

1. Introduction

1.1 The Management Committee of Fyne Homes Ltd is responsible for the conduct of the business of the Association.

1.2 The Health and Safety at Work Act 1974 imposes statutory duties on employers and employees. To enable these statutory duties to be carried out it is the policy of Fyne Homes so far as is reasonably practicable, to ensure that responsibilities for safety and health are assigned, accepted and fulfilled at all levels of the Association; that all practicable steps are taken to manage the health, safety and welfare of all employees; to conduct the business in such a way that the health and safety of visitors, to any premises under our control, is not put at risk.

2. Aim

2.1 It is the intention of the Association, so far as is reasonably practicable, to ensure that:-

2.1.1 The working environment of all employees is safe and without risks to health and that adequate provision is made with regard to the facilities and arrangements for the welfare at work.

2.1.2 The provision and maintenance of machines, equipment and systems of work which are safe and without risks to health of employees, contractors and any other person who may be affected with regard to any premises or operations under our control.

2.1.3 Arrangements for use, handling, storage and transport of articles and substances for use at work are safe and without risks to health.

2.1.4 Adequate information is available with respect to machines and substances used at work detailing the conditions and precautions necessary to ensure that when properly used they will be safe and without risk to health.

2.1.5 Employees are provided with such instruction, training and supervision as is necessary to secure their health and safety.

2.1.6 The Health and Safety policy will be reviewed and updated as and when it is necessary and as a minimum every 3 years. Communication of any such changes will be made to all employees.

3. Legal framework

3.1 The Health and Safety at Work Act 1974

4. Managing and Reporting

4.1 It shall be the duty of all employees at work to ensure:-

4.1.1 That reasonable steps are taken to safeguard the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

4.1.2 Co-operation with the management committee so far as is necessary to ensure compliance with any duty or requirement imposed on the employer, or any other person, under any relevant statutory duties.

5. Reviewing process

5.1 This policy will be reviewed in line with the respective current Fyne Homes' policies, and/or where a change in legislation arises

5.2 If there is a procedural delay in the policy revision then the relative legislation in force at the time will prevail.

Date adopted at Management Committee	
Chairperson	Signed: Printed: James McMillan
Chief Executive	Signed : Printed: Colin Renfrew

Version number	Revision Date	Part of doc revised	Reason for revision	Approved by
5	11/7/18	All	3 yearly review – no amendments	Mgt Comm
6	21/4/21	n/a	3 yearly review no amendments	Mgt Comm
7	12/02/24	N/A	3 yearly review- no amendments	