

Health and safety general statement of policy

We recognise that our people are a key resource within our organisation and in accordance with the Health and Safety at Work etc. Act 1974, the British Red Cross is committed to ensure as far as is reasonably practicable that:

- All employees and volunteers are safeguarded fully in respect of health, safety and welfare whilst at work.
- Members of the public who enter our premises (including as contractors' employees, volunteers, or visitors) are not exposed to any health and safety risks
- No work is carried out by our people that could have the potential to expose employees, volunteers, visitors, members of the public or anyone else to hazards to health, unless suitable and sufficient assessments of the risk are made and necessary measures to prevent or control the risk have been implemented. This also applies to the storage and transportation of articles and substances.

Compliance with legislation and regulation is the minimum standard that we will reach. Beyond showing that we are compliant with relevant legislation, our corporate policies and procedures help demonstrate our organisational standards, as well as express our ethos and values. Where we operate outside the UK, policies and procedures are developed to our corporate standard, whilst ensuring compliance with local country requirements, as well as UK legislation where relevant.

We are a learning organisation and maintain a culture in which we measure health and safety performance to assess the progress and current status of the strategies, processes and activities we use in order to control risks to health and safety and achieve continual improvement. We recognise that accidents, incidents and ill-health largely result from failings in management control and are not necessarily the fault of individuals.

Our primary objectives and commitments are to ensure that:

- This policy sets an effective framework for how we will minimise risk with the overall aim of reducing accidents, ill health and other incidents.
- Activities carried out by our people are subject to risk assessments, as appropriate, to ensure hazards and risks are identified to enable the standards of safety to be adapted and enforced.
- Health and safety objectives, in the same way as other corporate objectives, set clear and measurable targets which are reviewed at strategic and operational level to ensure safe working practices in the delivery of our services.
- In accordance with our Transparency and Accountability Policy, the Health and Safety Policy will be published on our website and progress reported through the annual Trustees' Report and Accounts.
- All plant and equipment is effectively maintained and people are supported to use them safely so that none are used knowingly that would present a risk to the safety of our people or the public.
- There are means of access and egress to British Red Cross premises that are safe and without risks to health.
- Comprehensive information, instruction, training and supervision are provided, with the objective of ensuring all of our people are competent to undertake their work or volunteering activities.
- An effective system to record, monitor and investigate accidents, causes of ill health and incidents is in place; all recorded incidents are investigated, as necessary; and any learning is systematically captured and acted upon.

- Methods are in place to ensure that contractors meet the safety standards that we have put in place as an organisation committed to keeping people safe.

Ensuring that we meet the ambition of this policy relies on the commitment and co-operation of every person who works in or on our premises. This policy should be read in conjunction with our suite of health and safety policies and procedures.

To help achieve this policy we require everyone to:

- Take reasonable precautions in safeguarding the health and safety of themselves and others.
- Observe and adhere to all health and safety standards as set out in our corporate policies, procedures and processes, including using all equipment provided for safety only as intended.
- Alert management to any potential hazard that they have noticed, to ensure we can take appropriate action.
- Report all accidents or incidents that have led, or may lead to, injury, illness or damage, which includes near misses.

We actively encourage collaborative dialogue between management, staff and volunteers as part of our shared commitment to a safe working environment. Health and safety groups operate within all directorates' alongside the UK health and safety group, in addition to other consultation mechanisms. Each of these bodies are formally recognised and play an important role in our internal structure.

The board has the ultimate responsibility for the implementation of this policy and that the requirements of all health and safety legislation are met, including the provision of adequate financial and physical resources. The Executive Leadership Team (ELT) are responsible for ensuring implementation of this policy within their directorates. Overall responsibility for health and safety is led at ELT level by the executive director of people and learning.

Any individual who fails to adhere to corporate policies and procedures, or acts in a reckless manner constituting serious danger to any person or resulting in serious damage to people or our property, will be subject to disciplinary action.

Concerns or questions about the implementation of this policy should be directed to your health and safety advisor, in the first instance; or the head of health and safety.

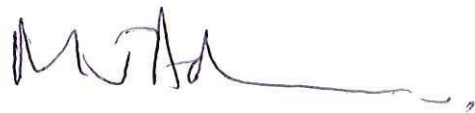
This policy will be kept under active review to ensure that it remains effective and relevant. It will be reviewed on an annual basis, with the next formal review due in April 2019.

Signed



David Bernstein CBE
Chair

Date: 20/6/18



Michael Adamson
Chief executive

Date: 20/6/18