

St Andrew's Healthcare

Health & Safety Policy Statement

St Andrew's Healthcare is a charity providing specialist mental healthcare for people with challenging mental health needs. This policy statement sets out the Charity's commitment to ensuring the safety, health and welfare of our service users, staff, volunteers and others in the course of our work activities.

The effective management of health and safety is an integral part of our organisational strategy and objectives. Our ways of working, policies and procedures are developed and reviewed in accordance with the Health and Safety at Work etc. Act 1974 and supporting regulations, codes of practice and healthcare sector best practice guidance.

As a Charity and caring Employer of clinical and non clinical staff, we commit to preventing injuries and ill health at work by clearly stating our safety ambition that strives to work towards zero harm by eliminating those hazards we are able to, or reducing and controlling residual risks to as low as reasonably practicable by applying well designed and managed safe systems of work.

By working collaboratively and positively with our staff, patients and other stakeholders, we will continuously improve our safety performance and safety culture in the way we lead, manage, work and behave.

We sincerely commit to the following:

1. We shall define roles, responsibilities and accountabilities for health and safety at work.
2. We shall establish defined health and safety management systems and arrangements to organise our resources to achieve the objective of continually improving our safety performance.
3. We shall provide working environments that are free from risks to health, as far as is reasonably practicable and provide safe access and egress.
4. We shall provide work equipment and systems of work that are, so far as reasonably practical, safe and free from risks of injury or to health.
5. We will provide our staff, volunteers and others with suitable and sufficient information, instruction, training and supervision to underpin their health, safety and welfare at work.
6. We will implement arrangements to encourage and support our staff and patients in participating in health and safety consultation and decision-making. The Charity expects all staff to discharge their statutory duties and to contribute fully to achieving our safety ambition of zero harm through exceptional standards of health and safety at work.

This Policy and the stated implementation of its aims and objectives shall be reviewed annually, or sooner when necessary, to ensure it continues to remain relevant and appropriate to the Charity in meeting its statutory requirements.

The Board of Trustees and the Charity Executive Committee will ensure this statement is communicated to all staff and is fully implemented. In addition, it is expected that this policy statement is supported all St Andrews Stakeholders.


Signed:

Chief Executive Officer (interim) Jess Lievesley

Date: 2 November 2021