

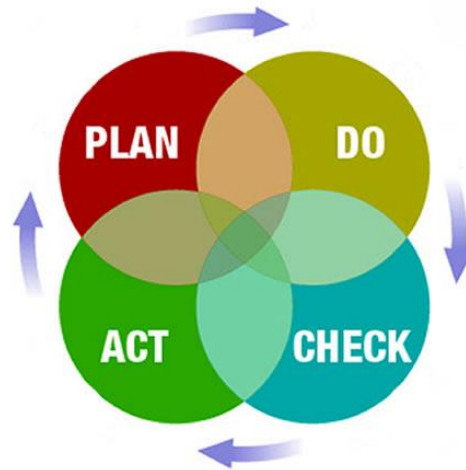
MANAGING HEALTH AND SAFETY – OUR APPROACH

1. Policy Statement

Loddon Homes Ltd and Berry Brook Homes Ltd, herein referred to as the Local Housing Companies (LHC), fully accept their duties to comply with the Health and Safety at Work etc Act 1974, the Management of Health and Safety at Work Regulations 1999, and all other relevant and associated legislation. Signed by the Managing Director, our health and safety policy explicitly expresses and demonstrates LHC's commitment to health and safety, and this statement of intent is supplemented by defined roles and responsibilities for health and safety to enact that intention together with the organisational arrangements that detail how that state will be achieved. The ultimate aim of the policy is to ensure, so far as is reasonably practicable, the health and safety of our employees, tenants, members of the public and contractors.

2. The health and safety management framework

LHC's health and safety management system is modelled on that described in the Health and Safety Executive's (HSE) guide HSG65 entitled 'Managing for health and safety', which is based on the methodology known as 'Plan Do Check Act'.



Laid out below is an outline of LHC's approach in relation to the management of health and safety.

PLAN

- LHC will allocate roles and responsibilities for health and safety and, along with our organisational goals, vision and values, will ensure that all concerned know and understand what is expected of them.

- The necessary arrangements will be put in place to communicate and consult with our employees on health and safety matters, and to provide them with suitable training.
- Processes for document control and the measurement of health and safety performance will be established to ensure plans for health and safety are effectively implemented across the businesses.
- The selection and management of contractors will feature as a key aspect of LHC's health and safety plan.

DO

- LHC knows and understands its individual risk profiles and how they may impact on each other, and will establish and implement a framework for managing health and safety
- LHC will determine health and safety objectives and policies, along with related procedures where required.
- Risk assessments will be carried out to eliminate or reduce risks and safe systems of work will be devised, not only to ensure compliance with legislation, but to protect the health and safety of all concerned.

CHECK

- LHC will monitor, measure and review health and safety performance evaluating compliance with relevant legislation and sector best practice.
- Audits and inspections will be carried out as necessary and the root causes of accidents, incidents and near miss events will be established through proportionate investigation to ensure the business aims are achieved and maintained and lessons are learnt.

ACT

- To ensure the continuous improvement of health and safety performance, LHC will implement corrective and preventative actions in response to any areas of non-compliance identified from audits, inspections and other monitoring activities and mechanisms.
- Health and safety will be a standard agenda item for team meetings, management meetings and meetings at Board level, and records of key actions will be made to enable and support timely follow through.
- All health and safety policies are presented to the LHC Boards for final approval. Where appropriate and as necessary, those policies will be supported by procedures to provide the next level of detail to ensure consistency in their application.
- Health and safety policies will be subject to routine, annual reviews (sooner where that becomes necessary) to take account of legislative, sector best practice or organisational changes.

3. Responsibilities

The overall accountability for ensuring the ongoing adequacy of LHC's health and safety management system, its implementation and continuing effectiveness rests with the Managing Director.

4. Policy review

This policy will be reviewed in line with any regulatory or legislative changes or by the scheduled review date as per the information provided in document control, whichever is sooner.

APPROVED

DOCUMENT CONTROL

Issue date	Approval date	Planned review date	Actual review date
April 2017	January 2018	June 2018	April 2019
		August 2020	August 2020
	December 2020	August 2021	