

Health and Safety Policy Statement

Inmind Reference:	OPS03
Category:	Operations
Version Number:	1.2
Reviewed on:	Feb 2018
Next review date:	Feb 2020
Lead Officer:	Operations Director
Equality Impact Assessment completed:	Yes

Applicable Legislation/Regulations:

Health and Safety at Work Act 1974
 The Management of Health and Safety at Work Regulations 1999
 Workplace (Health, Safety and Welfare) Regulations 1992
 The Care Act 2014
 The Equality Act 2010

Codes of Practice:

Management of Health and Safety at Work Regulations 1999, ACOP & Guidance

Purpose:

- To describe Inmind Healthcare's general approach to Health and Safety in the workplace
- To ensure Inmind fulfils its statutory responsibilities under the provisions of the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999
- To guide employees of Inmind in their own responsibilities under the provisions of the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999

Version Control Table

Date Ratified	Version Number	Status
Feb 2018	1.2	Live

Date	Key Revision
Feb 2018	Addition of purpose and new legislation
Feb 2018	Reformatted the policy statement
Feb 2018	Addition of the minimum standards expected by Inmind Healthcare

Please check to ensure this is the most current electronic copy of this document as it is updated and published in electronic format only (hard copies may become out of date).

1.0 The Policy

- 1.1 The Health & Safety (H&S) policy statement is the summary of Inmind Healthcare Group's H&S Policy and is relevant to all activities and services of the company at its various locations.

It demonstrates commitment by the company to ensure that the H&S of its employees and that of others is not adversely affected by the company's activities and that there is commitment to abide by H&S legislation.

The company's H&S Policy is composed of the company's H&S Policy Statement, as found in this document, the Company's H&S Responsibilities as found in plan no. CO5 and the company's H&S Arrangements as found in plan no. CO4.

The Health and Safety Policy has been developed and endorsed by the Inmind Healthcare Group's Proprietors and Directors and includes a commitment to continual improvement of H&S performance.

- 1.2 The policy statement and associated documentation are reviewed bi-annually by Inmind's H&S Competent Person and Directors to ensure that it continues to reflect the activities, products and services of the Company and its H&S risks.

This policy will be reviewed and amended as necessary. These amendments will arise from either further legislation being introduced or from faults in the effective pursuance of this policy brought to light by experience and/or by audits. Any such amendments will be advised to all employees both verbally and in writing.

2.0 Inmind Healthcare Group's Health and Safety Policy Statement

- 2.1 We at Inmind Healthcare Group recognise and accept responsibility for carrying out our business in a manner which will not, as far as it is reasonably practicable, give rise to an unacceptable risk to the health and safety of our employees and of other persons who may be affected by our activities.

We will conduct our activities in compliance with Health and Safety legislation.

We will seek continual improvement in H&S performance and will make every effort to comply with our obligations, as laid down in the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999, by constant vigilance to all aspects of health and safety. To achieve this, we will, as far as it is reasonably practicable:

- work towards the prevention of all injuries associated with our activities and those of our contractors while on our properties;
- seek to conduct our activities so as to prevent harm to the health of our employees and others associated with our activities;
- provide instruction, training and supervision and information to permit all employees to carry out their duties in safety and to enable them to actively contribute to health and safety within the service;
- motivate and expect our employees to work in a manner which promotes high standards of H&S performance;
- monitor H&S performance and report openly on progress;
- ensure that our clients are informed of any H&S issues associated with our products;
- provide safe plant and equipment and provide personal protective equipment as necessary;
- provide safe arrangements for the use, handling, storage and transport of dangerous substances;
- provide adequate first aid facilities and a healthy working environment;
- provide a safe place of work with safe access to and exit from.

- 2.2 The minimum standards that Inmind aims to achieve are:

- the provision of a safe working environment;
- safe systems of work;
- safe plant and equipment;
- adequate employee training, information and supervision;
- safe entry and exit to all workplaces;
- adequate occupational health and welfare facilities.

- 2.3 For further information on Health and Safety within Inmind please refer to the following policies:

- CO04 Health and Safety Arrangements
- CO05 Health and Safety Responsibilities

Appendix 1

Equality Impact Assessment for this policy

Protected Characteristic (domain)	Area of conflict	Resolution
Age	Nil	N/A
Disability	Nil	N/A
Gender Reassignment	Nil	N/A
Pregnancy & Maternity	Nil	N/A
Race	Nil	N/A
Religion or Belief	Nil	N/A
Sex	Nil	N/A
Sexual Orientation	Nil	N/A
Marriage and Civil Partnership	Nil	N/A

All relevant persons are required to comply with this policy and must demonstrate sensitivity and competence in relation to diversity in race, faith, age, gender, disability and sexual orientation. If you feel you are disadvantaged by this policy, please contact the Registered Manager and the service will actively respond to the enquiry.