



Rescare Homes Trust

Health and Safety Policy Statement

Rescare Homes Trust (RHT) strives to foster a culture of WorkSafe=HomeSafe. RHT is committed to providing, promoting and maintaining a safe and healthy workplace for all employees in accordance with the Health and Safety at Work Act 2015, other relevant legislation and applicable codes of practice.

RHT will take all reasonably practicable measures to eliminate or minimise risks to the health and safety of our employees, contractors, volunteers while they are at work and ensuring that the health and safety of people supported by RHT and other persons, such as visitors, are not put at risk. To achieve this RHT will:

- Implement safe work practices and safe systems by providing and maintaining a healthy and safe working environment.
- Engage and consult with employees and people we support about health and safety matters, and continually look at ways to improve health and safety, and staff wellbeing.
- Identify hazards, assess risks and implement controls.
- Monitor and review controls on an annual basis to improve the effectiveness.

Everyone has a role to play in making sure workplaces are healthy and safe. RHT is dedicated to ensuring that employees are working in a safe and healthy environment. To achieve this, employees are provided with:

- Relevant information and expert assistance on health and safety matters when required.
- Relevant training, guidance and instructions on work processes and equipment when required.
- Opportunities to engage with management about hazard identification, hazard control and suitable controls to implement to ensure potential risks are eliminated or minimised.
- The right to say 'No' if unsafe.

Workplaces have a better health and safety outcome when employees have a say about health and safety matters. Employees have a responsibility to maintain a safe and healthy workplace by:

- Following all safe work procedures, rules and instructions.
- Using all safety equipment provided.
- Reporting all accidents, incidents, hazards, near misses, pain, discomfort or injury to the appropriate person.
- Taking a proactive role in ensuring the health and safety of themselves, the people we support and others who come on site.

RHT seeks the co-operation of all employees, people supported by RHT, contractors, visitors, and other persons. We encourage suggestions for realising our health and safety objectives to create a safe working environment.

Signed:

Date reviewed: 04 September 2024

Next review: 31 August 2025

Michelle Creighton
Chief Executive

Signed:

Date reviewed 04 September 2024

Next review: 31 August 2025

Brian Nowell
Chairman Board of Trustees