



# Health and Safety

## Policy Statement 2025

**‘Striving to improve the health, safety, and welfare of our employees through leadership, responsibility, and positive action’**

*“We endorse and promote this vision of a safer working culture and shall lead the efforts to see that we never go backwards but only look forwards with our health, safety and welfare aims.”*

Oliver Pantrey – Clerk to the Board

### Leadership

Maintain and promote active communication regarding health and safety issues, including mental health, by creating measurable and realistic objectives surrounding safety culture.

### Competence

Encourage and monitor the provision of training, information, instruction, and supervision to ensure employee understanding of safe practice.

### Collaboration

Ensure co-operation, involvement, and information sharing with contractors and other organisations to improve and maintain a safe working environment.

### Health and Wellbeing

Ensure the supervision, support, and continued surveillance of employee health, considering the effects not only now but into the future.

### Communication and Engagement

Top to bottom design, scrutiny and analysis of health and safety documentation and procedure through quarterly work groups comprising members from every level.

### Safe Working Environment

Understanding the risks our employees face in their day to day tasks and providing practicable measures to control or eliminate the chance of harm.

### Performance and Improvement

Encouraging and empowering all employees to report and challenge health and safety failings through provision of suitable documentation and process.

### Awareness

Creation of consistent, clear, and recognisable communication channels for the sharing and dissemination of information relating to safety, wellness, incident, and emergency.