

**BROCKENHURST VILLAGE TRUST**

**Health and Safety  
Policy and Procedures**

### Policy Document Review Table

| Date of Review | Reviewed By   | Key Changes Made                                           |
|----------------|---------------|------------------------------------------------------------|
| 20/03/2025     | Trustee Board | Document Review table added to record significant changes. |
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## Contents

### **General Policy**

A declaration of our intent to provide and maintain, so far as is reasonably practicable, a safe and healthy working environment and to enlist the support of our employees in achieving these goals.

### **Organisation and Responsibilities**

This section sets out the health and safety responsibilities of key personnel within the organisation.

### **Safety Arrangements**

This section explains the systems and procedures that will be used to form the basis of our health and safety regime.

### **Safety Records** (this section may be in a separate folder)

This section contains;

- An Annual Review of our Health and Safety System and Procedures.
- Periodic Checklists created specifically for individual roles and responsibilities.
- A comprehensive source of records relating to statutory examination periodic inspection and testing of the work equipment and installations used by our organisation.
- Records for Fire Safety Management.
- A system for keeping health and safety training records.
- A section for accident and incident reporting, and investigation.

## Health and Safety Policy

### General Policy

This Health and Safety Policy contains a plan detailing how we manage our health and safety issues. The policy sets out our commitment to manage risks and provide good standards of health and safety and also to meet our legal duties. Health and safety is an integral part of how we do business as a responsible employer and we have put in place the necessary organisation and arrangements to achieve this. This policy has been prepared after a full appraisal of our health, safety and welfare requirements and will be reviewed periodically (at least annually).

### Health and Safety General Policy Statement

This is a declaration of our intent to provide and maintain, so far as is reasonably practicable, a safe and healthy working environment and to enlist the support of employees towards achieving these goals. The General Policy statement is brought to the attention of all employees by publication in the main policy manual and in the Employee Safety Handbook. It may also be included on notice boards in our premises.

### Organisation

This part of the Policy details the health and safety responsibilities of key personnel within our organisation. These responsibilities are fulfilled by completion of various Safety Records, pro-formas and records in relation to on-going maintenance activities, training, accident reporting, and investigation, and actions that have taken place.

### Relevant legislation

This page sets out details of the main statutes and regulations affecting health and safety at work that are currently in force.

### Safety Arrangements

This part of the Policy explains the systems and procedures in place for managing individual topics or subjects for which our business is responsible.

# BROCKENHURST VILLAGE TRUST

## Health and Safety General Policy Statement

Brockenhurst Village Trust recognises that it has responsibilities for the health and safety of our workforce whilst at work and others who could be affected by our work activities. We will assess the hazards and risks faced by our workforce in the course of their work and take action to control those risks to an acceptable, tolerable level.

Our managers and supervisors are made aware of their responsibilities and required to take all reasonable precautions to ensure the safety, health and welfare of our workforce and anyone else likely to be affected by the operation of our business.

This business intends meeting its legal obligations by providing and maintaining a safe and healthy working environment so far as is reasonably practicable. This will be achieved by;

- providing leadership and adequate control of identified health and safety risks;
- consulting with our employees on matters affecting their health and safety;
- providing and maintaining safe plant and equipment;
- ensuring the safe handling and use of substances;
- providing information, instruction, training where necessary for our workforce, taking account of any who do not have English as a first language;
- ensuring that all workers are competent to do their work, and giving them appropriate training;
- preventing accidents and cases of work related ill health;
- actively managing and supervising health and safety at work;
- having access to competent advice;
- aiming for continuous improvement in our health and safety performance and management through regular (at least annual) review and revision of this policy; and
- the provision of the resource required to make this policy and our health and safety arrangements effective.

We also recognise;

- our duty to co-operate and work with other employers when we work at premises or sites under their control to ensure the continued health and safety of all those at work; and
- our duty to co-operate and work with other employers and their workers, when their workers come onto our premises or sites to do work for us, to ensure the health and safety of everyone at work.

To help achieve our objectives and ensure our employees recognise their duties under health and safety legislation whilst at work, we will also remind them of their duty to take reasonable care for themselves and for others who might be affected by their activities. These duties are explained on first employment at induction and also set out in an Employee Safety Handbook, given to each employee, which sets out their duties and includes our specific health and safety rules.

Signature ..... Date .....

Position .....

## Record of Periodic Review of our Health and Safety Policy

Our Health and Safety General Policy Statement and Safety Arrangements are reviewed periodically. This is a record of these periodic reviews we have undertaken.

| DATE | NAME OF REVIEWER(S) | SIGNATURES | OUTCOME<br><i>(State – No change required or explain any required changes)</i> |
|------|---------------------|------------|--------------------------------------------------------------------------------|
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This record should be endorsed by all persons who carry out these periodic reviews.

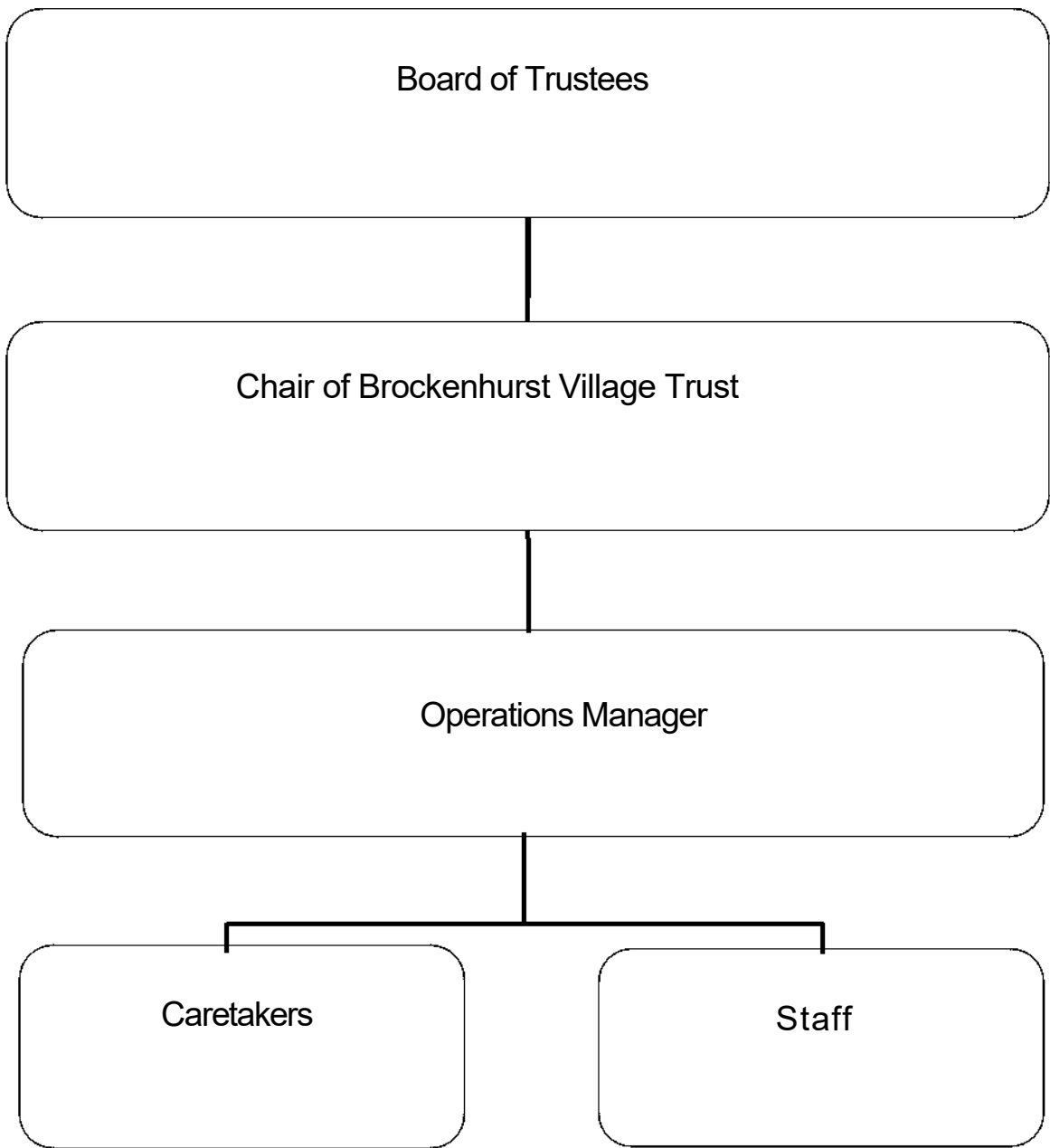
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## Organisation

### Health and Safety Management Structure

Although the Board of Trustees has overall responsibility for the implementation of this policy day to day responsibility for issues has been delegated to key personnel, normally the Chair of the Brockenhurst Village Trust or the Operations Manager.

The management structure within our business is shown here and the allocation of day to day responsibility for health and safety issues is shown in the Responsibility Chart which appears later in this document.



## **Health and Safety Management Responsibilities**

The Board of Trustees has recognised that they retain overall responsibility for health and safety matters. They also recognise that the business needs to act in respect of the key points listed here. In managing these matters emphasis is placed on managers and supervisors for recognising hazards and potential risks and then taking steps to minimise their effects on employees and others including volunteers.

### **General**

- Provide and resource an effective health and safety management system.
- Make arrangements to consult with employees and volunteers on health and safety matters.
- Arrange and maintain appropriate Employers' Liability Insurance cover.
- Ensure that health and safety implications are considered when acquiring new equipment and machinery.
- Ensure that contractors (when used) are competent and monitored during work.
- Ensure that a process is in place to identify and report hazards.
- Ensure that all employees and volunteers receive appropriate health and safety training.
- Provide measures to protect the health and safety of employees and volunteers working alone.
- Monitor the health and safety performance of the organisation.

### **Occupational Health**

- Ensure that adequate procedures are in place to identify and address occupational health risks.
- Ensure that the measures required to reduce and control employees' exposure to occupational health risks are in place and used.
- Implement measures to reduce stress within the workplace.

### **Accidents, Incidents and First Aid**

- Record accidents and incidents.
- Complete accident and incident investigations, identify causes and measures for prevention.
- Ensure that applicable injuries, diseases and dangerous occurrences are reported to the Enforcing Authority.
- Ensure that adequate first aid arrangements are in place.

### **Fire and Emergency Arrangements**

Ensure that;

- Adequate arrangements are in place to deal with fire safety at our premises or at our member's premises.
  - Employees, users, volunteers and members of the public are aware of the fire and evacuation arrangements and other emergency procedures.
  - Emergency equipment is provided, tested and maintained appropriately.
  - Adequate Fire Risk Assessments are completed.
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## **Risk Assessment**

Ensure that;

- Risk assessments are complete and Safe Systems of Work are produced for all activities that pose a significant risk of harm.
- Risk assessments are documented.
- The outcomes of risk assessments are carefully explained to the workforce.

## **Premises**

- Provide a suitable and safe working environment for employees and volunteers with adequate welfare facilities.
- Ensure that the fixed electrical installation is adequately installed and maintained.
- Introduce and maintain measures to control and manage the risks from asbestos.
- Ensure good housekeeping standards are instigated and maintained.
- Provide suitable and sufficient maintenance of the facilities provided within the workplace.

## **Equipment**

Ensure that;

- All equipment provided by the organisation is suitable and properly used.
- All work equipment is adequately maintained and safe.
- Portable electrical appliances are adequately maintained, inspected and tested.
- Appropriate hand tools are provided and maintained.
- Any Personal Protective Equipment (PPE) provided gives suitable protection, is used and that employees and volunteers are given information, instruction and training on its use.

## **Substances**

Ensure that;

- All substances are used safely.
- All substances are appropriately stored.

## **Managers and supervisors**

In addition to their general responsibilities for health and safety the Responsibility Table, shown later, sets out specific delegated health and safety responsibilities and identifies the managers and supervisors they are allocated to. They should refer to the associated Safety Arrangements, set out later, for further detail about those responsibilities..

## **Employee and workers' responsibilities.**

Our policy takes account of the specific statutory duties placed on people to take care for their own health and safety whilst at work and for that of others. Specifically we expect employees to;

- Ensure that company policies and procedures are read, understood and followed at all times.
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- Ensure that isolation and lockdown procedures are followed at all times.
- Follow booking on and off site procedures at all sites.
- Take reasonable care for their health and safety and the safety of others whilst at work.
- Not intentionally or recklessly interfere with or misuse anything required by law or provided by the company in the interests of health and safety.
- Visually inspect tools, PPE and equipment prior to use.
- Ensure that PPE, tools and equipment are maintained, used and stored in accordance with manufacturer documentation.
- Follow all safety instructions and guidance when using equipment
- Report any Good Catches, incidents, accidents and non-conformances to the H&S manager.
- Contribute to the promotion of health and safety in the workplace
- Follow all written safe systems of work (ssow) including method statements, risk assessments, COSHH data, permits to work etc. and their requirements.
- Follow the safety instructions of senior management.
- Ensure that they do not use tools and equipment unless they have been formally trained and are competent to do so.
- Comply with legislation, Approved Codes of Practice and guidance notes.
- Ensure all company vehicles are driven in a safe and suitable manner, and that the vehicle is left secure when not in use.
- Consult on health and safety matters and investigations to ensure a safe working environment is established.
- Seek advice from management on any issues relating to health and safety at work.
- Obey all site safety signs, general site rules and arrangements.

## Monitoring

The operation of this policy and arrangements is actively monitored through the periodic review of our completed Safety Record Forms and also by using Periodic Workplace Checklists. The Board of Trustees has overall responsibility for this, but some of the routine tasks may be delegated. We also use an Annual Health and Safety Review form to determine whether our existing health and safety procedures and arrangements are adequate.

People who have delegated responsibilities under this policy will also complete Periodic Checklists of compliance with the policy and procedures arranging for remedial actions to be taken where necessary. The outcomes of these periodic reviews will also be taken into account during the annual review.

Monitoring and review help us to check the effectiveness of our Safety Management System.

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## Responsibility Table

*This Responsibility Table shows the allocation of responsibility for particular health and safety issues to named people or management positions.*

| Safety arrangements                                            | Chair of BVT | Operations Manager | Staff |
|----------------------------------------------------------------|--------------|--------------------|-------|
| Managing Safety & Health at Work                               | X            | X                  |       |
| Accident, Incident, Ill Health Reporting and Investigation     | X            | X                  |       |
| Workplace H&S Consultation                                     | X            | X                  |       |
| Hazard Reporting                                               | X            | X                  | X     |
| Occupational Health and Health Surveillance                    |              | X                  |       |
| Substance & Alcohol Abuse                                      |              | X                  |       |
| Formal Risk Assessment                                         | X            | X                  |       |
| Purchasing                                                     |              | X                  |       |
| New and Expectant Mothers                                      |              | X                  |       |
| Lone Working                                                   |              | X                  | X     |
| Health & Safety Training                                       |              | X                  |       |
| Health & Safety of Visitors                                    |              | X                  |       |
| Personal Protective Equipment                                  |              | X                  | X     |
| Home Working                                                   |              | X                  | X     |
| Safe Systems of Work                                           |              | X                  |       |
| Action on Enforcing Authority Reports                          |              | X                  |       |
| Equality and Disability Discrimination Compliance              | X            |                    |       |
| H&S Information for Employees                                  |              | X                  |       |
| Fire Safety - Arrangements and Procedures                      | X            | X                  | X     |
| First Aid                                                      |              | X                  |       |
| Welfare, Staff Amenities, Rest Rooms & the Working Environment |              | X                  |       |
| Housekeeping and Cleaning                                      |              | X                  |       |
| Pest Control                                                   |              | X                  |       |
| Building Services                                              |              | X                  |       |
| The Control of Hazardous & Non Hazardous Waste                 |              | X                  |       |
| Access, Egress, Stairs & Floors                                |              | X                  |       |
| Windows, Glass & Glazing in the Workplace                      |              | X                  |       |
| Workplace Signs                                                |              | X                  |       |
| Working in the Open Air                                        |              | X                  |       |
| Site Work                                                      |              | X                  |       |
| Water Temperature Control                                      |              | X                  |       |
| Premises                                                       |              | X                  |       |
| Working in the Sun                                             |              | X                  |       |
| Electrical Safety                                              |              | X                  |       |

| Safety arrangements                                        | Chair of BVT | Operations Manager | Staff    |
|------------------------------------------------------------|--------------|--------------------|----------|
| The Provision, Use & Maintenance of Work Equipment         |              | <b>X</b>           |          |
| Hand Tools                                                 |              | <b>X</b>           | <b>X</b> |
| Office Equipment                                           |              | <b>X</b>           | <b>X</b> |
| Storage of Chemical Substances & Agents                    |              | <b>X</b>           |          |
| Control of Flammable Liquids                               |              | <b>X</b>           |          |
| Slips, Trips & Falls                                       |              | <b>X</b>           | <b>X</b> |
| Special Events                                             |              | <b>X</b>           | <b>X</b> |
| The Provision & Use of Machinery                           |              | <b>X</b>           |          |
| The Safe Use of Machinery                                  |              | <b>X</b>           |          |
| Lifting Equipment & Lifting Operations                     |              | <b>X</b>           |          |
| Lifts                                                      |              | <b>X</b>           |          |
| Work at Height                                             |              | <b>X</b>           |          |
| Access Equipment                                           |              | <b>X</b>           |          |
| Permits to Work                                            |              | <b>X</b>           |          |
| Hot Work                                                   |              | <b>X</b>           |          |
| Work in Confined Spaces                                    |              | <b>X</b>           |          |
| Isolation & Lock-Off Procedures                            |              | <b>X</b>           |          |
| Workplace Transport & Pedestrian Control                   |              | <b>X</b>           | <b>X</b> |
| Occupational Road Safety                                   |              | <b>X</b>           |          |
| The Prevention of Sharps and Needlestick Injuries          |              | <b>X</b>           |          |
| Racking Storage Systems & Mezzanine Floors                 |              | <b>X</b>           |          |
| Safety in Food Preparation Environments                    |              | <b>X</b>           |          |
| Hand Arm Vibration                                         |              | <b>X</b>           |          |
| Working Time, Night Work and Shift Working                 |              | <b>X</b>           |          |
| Display Screen Equipment & DSE User Eye Tests & Spectacles |              | <b>X</b>           | <b>X</b> |
| Legionella Control                                         |              | <b>X</b>           |          |
| Asbestos at Work-ACMs Present & No Off Site Risk           | <b>X</b>     | <b>X</b>           |          |
| Asbestos at Work                                           | <b>X</b>     | <b>X</b>           |          |
| Local Exhaust Ventilation                                  |              | <b>X</b>           |          |
| Work with Children                                         |              | <b>X</b>           |          |
| Contractor Control & Management                            |              | <b>X</b>           |          |
| Roof Work                                                  |              | <b>X</b>           |          |
| CDM - Client                                               | <b>X</b>     | <b>X</b>           |          |
| Temporary Works                                            |              | <b>X</b>           |          |
| Site Traffic Management                                    |              | <b>X</b>           | <b>X</b> |
| Site Security and Visitors                                 |              | <b>X</b>           | <b>X</b> |
|                                                            |              |                    |          |
|                                                            |              |                    |          |

**Note:**

People with delegated responsibilities for health and safety issues should ensure that the required risk assessments and safety records are completed, either by them or by others and that the required control measures are implemented when work activities take place.

Where more than one person has been assigned responsibility to a particular subject, each should ensure that they have fulfilled their responsibilities in the areas under their control and completed the relevant records. Together they need to check that collectively the organisation has covered all aspects of safety management for the subject.

## Safety Arrangements Table

| Ref. Number | Title                                                          | Publication Date |
|-------------|----------------------------------------------------------------|------------------|
| SA1-1       | Managing Safety & Health at Work                               | v1               |
| SA1-3       | Accident, Incident, Ill Health Reporting and Investigation     | v2               |
| SA1-5       | Workplace H&S Consultation- Safety Reps                        | v2               |
| SA1-5       | Workplace H&S Consultation - One-to-one                        | v1               |
| SA1-6       | Risk Assessment and Hazard Reporting                           | v2               |
| SA1-7       | Occupational Health and Health Surveillance                    | v2               |
| SA1-8       | Substance & Alcohol Abuse                                      | v1               |
| SA1-9       | Purchasing                                                     | v1               |
| SA1-11      | New and Expectant Mothers                                      | v2               |
| SA1-13      | Lone Working                                                   | v3               |
| SA1-14      | Health & Safety Training                                       | v1               |
| SA1-15      | Health & Safety of Visitors                                    | v1               |
| SA1-17      | Personal Protective Equipment                                  | v1               |
| SA1-18      | Home Working                                                   | v2               |
| SA1-20      | Safe Systems of Work                                           | v1               |
| SA1-21      | Action on Enforcing Authority Reports                          | v1               |
| SA1-22      | Equality and Disability Discrimination Compliance              | v2               |
| SA1-23      | H&S Information for Employees                                  | v1               |
| SA 2-1      | Fire Safety - Arrangements and Procedures                      | v2               |
| SA3-1       | First Aid                                                      | v2               |
| SA3-2       | Welfare, Staff Amenities, Rest Rooms & the Working Environment | v2               |
| SA3-3       | Housekeeping and Cleaning                                      | v2               |
| SA3-4       | Pest Control                                                   | v1               |
| SA3-5       | Building Services                                              | v3               |
| SA3-6       | The Control of Hazardous & Non Hazardous Waste                 | v2               |
| SA3-9       | Access, Egress, Stairs & Floors                                | v2               |
| SA3-10      | Windows, Glass & Glazing in the Workplace                      | v1               |
| SA3-11      | Workplace Signs                                                | v1               |
| SA3-13      | Working in the Open Air                                        | v1               |
| SA3-13a     | Site Work                                                      | v2               |
| SA3-14      | Water Temperature Control                                      | v1               |
| SA3-15      | Premises                                                       | v2               |
| SA3-16      | Teagle Openings & Similar Doorways                             | v1               |
| SA4-1       | Electrical Safety                                              | v1               |
| SA4-2       | The Provision, Use & Maintenance of Work Equipment             | v1               |
| SA4-3       | Hand Tools                                                     | v1               |
| SA4-4       | Office Equipment                                               | v1               |
| SA4-5       | Storage of Chemical Substances & Agents                        | v1               |
| SA4-6       | Control of Flammable Liquids                                   | v1               |
| SA4-8       | Slips, Trips & Falls                                           | v1               |
| SA4-9       | Special Events                                                 | v1               |
| SA4-10      | The Provision & Use of Machinery                               | v1               |
| SA4-11      | The Safe Use of Machinery                                      | v1               |
| SA4-17      | Lifting Equipment & Lifting Operations                         | v1               |
| SA4-19      | Lifts                                                          | v1               |
| SA4-20      | Work at Height                                                 | v2               |
| SA4-21      | Access Equipment                                               | v2               |
| SA4-22      | Permits to Work                                                | v1               |
| SA4-23      | Hot Work                                                       | v1               |
| SA4-24      | Work in Confined Spaces                                        | v1               |
| SA4-26      | Isolation & Lock-Off Procedures                                | v1               |
| SA4-28      | Workplace Transport & Pedestrian Control                       | v3               |
| SA4-31      | Occupational Road Safety                                       | v2               |
| SA4-32      | The Prevention of Sharps and Needlestick Injuries              | v3               |
| SA4-34      | Racking Storage Systems & Mezzanine Floors                     | v1               |
| SA4-35      | Safety in Food Preparation Environments                        | v1               |
| SA5-1       | Hand Arm Vibration                                             | v1               |

## Brockenhurst Village Trust

| Ref. Number | Title                                                      | Publication Date |
|-------------|------------------------------------------------------------|------------------|
| SA5-5       | Working Time, Night Work and Shift Working                 | v1               |
| SA5-11      | Display Screen Equipment & DSE User Eye Tests & Spectacles | v2               |
| SA5-12      | Legionella Control                                         | v1               |
| SA5-16D     | Asbestos at Work-ACMs Present & No Off Site Risk           | v1               |
| SA 5-16sp   | Asbestos at Work                                           | v1rp             |
| SA5-21      | Local Exhaust Ventilation                                  | v1               |
| SA6-9       | Childrens Indoor Play Areas                                | v1               |
| SA6-10      | Playgrounds                                                | v1               |
| SA6-14      | Work with Children                                         | v1               |
| SA6-16      | Schools & Nurseries                                        | v1               |
| SA7-2       | Contractor Control & Management                            | v1               |
| SA7-3       | Roof Work                                                  | v1               |
| SA7-4a      | CDM - Client                                               | v2               |
| SA7-8       | Temporary Works                                            | v1               |
| SA7-10      | Site Traffic Management                                    | v1               |
| SA7-16      | Site Security and Visitors                                 | v1               |