

Woking Community Transport Health and Safety Policy

1. Introduction

- 1.1 Woking Community Transport (WCT) recognises and accepts its responsibilities under the Health and Safety at Work etc. Act 1974 link below including the responsibility to:
 - 1.1.1 provide and maintain a safe and healthy place of work
 - 1.1.2 provide information, instruction, training and supervision
 - 1.1.3 provide and maintain vehicles, equipment and safe systems of work
 - 1.1.4 ensure safe access to and from the places of work
 - 1.1.5 work to prevent accidents and work related ill health

2. General Health and Safety

- 2.1 The Management of WCT are committed to achieving the highest standards of health and safety through monitoring performance and continuous improvement of the health and safety culture throughout WCT.
- 2.2 The Management are also committed to the requirements of the Management of Health and Safety at Work Regulations 1999 link below and other Regulations that apply to WCT's work activities.
- 2.3 The Management of WCT recognise that the talent and energy of the men and women who work for WCT are its most valuable assets. They are therefore fully committed to providing safe and healthy working conditions and adequate welfare facilities for all employees. The Management are also committed to ensuring that the work done by WCT does not adversely affect the health and safety of any contractors or of members of the public.
- 2.4 WCT will strive to maintain excellence in health and safety matters and in this respect, employees and others are encouraged to co-operate with the management in all safety matters, to identify hazards and reduce the risk which may exist during work activities and to report any condition which may appear dangerous or unsatisfactory. WCT will at all times consult with the employees on these matters.
- 2.5 WCT will, so far as reasonably practicable, ensure that it provides satisfactory financial resources and the support needed to meet these objectives and that systems are in place which ensure the effective planning, control, monitoring and review of the measures and arrangements.
- 2.6 Copies of this policy are to be available to all WCT employees and other interested parties.

3. **Society Duties:**

- 3.1 To comply with the Health and Safety at Work etc Act 1974 and all other relevant legislation, Codes of Practice, Health and Safety Executive Guidance Notes, and recommendations of HSE Inspectors and Environmental Health Officers during visits or inspections.
- 3.2 To ensure that requirements under the Regulatory Reform (Fire Safety) Order 2005 and other relevant statutory provisions are met and to co-operate with any Local Authority and/or Fire Service recommendations.
- 3.3 To ensure the control of risks to health in handling, storage of equipment and the transportation of customers.
- 3.4 To ensure that Risk Assessments are carried out as necessary and that method statements are prepared and provided as required.
- 3.5 The identification and provision of adequate information, instruction, training and supervision to ensure the health and safety of employees and all other persons.
- 3.6 To ensure that the fleet of vehicles run by WCT are maintained in a safe working condition in accordance with Manufacturer's recommendations.
- 3.7 To ensure the provision of Personal Protective Equipment (PPE) as necessary.
- 3.8 To encourage discussion of safety matters both in and outside the organisation.
- 3.9 To provide adequate First Aiders/Appointed Persons as required by the relevant statutory provisions.
- 3.10 To ensure that their operations do not cause injury or damage to any person or property.
- 3.11 To ensure proper procedures, which comply with the Reporting of Injuries, Diseases and Dangerous Occurrence Regulations 1995, link below are in place.
- 3.12 To ensure, as far as is reasonably possible, that it will not allow its employees, subcontractors and others engaged, to carry out work or operations whilst under the influence of alcohol or controlled substances (drugs).
- 3.13 To ensure that all site contractors (where relevant) comply with relevant statutory obligations.

4. **Directors' Duties:**

- 4.1 The Directors will have at least basic knowledge and understanding of the Health and Safety at Work etc Act 1974 and its associated Regulations and Approved Codes of Practice.
- 4.2 The Directors take ultimate responsibility for health, safety and welfare throughout the Society. The overall responsibility for health and safety lies with the Managing Director, Guy Padfield-Wilkins. Colin Gibbs is responsible for day to day control of health and safety issues.

- 4.3 It will be the responsibility of all the Directors to keep all employees advised as to their responsibilities in respect of health and safety matters.
- 4.4 In order to protect the safety and health of employees and others affected by the Societies operations, the Directors will:
 - 4.4.1 Take reasonable steps to familiarise themselves with the hazards and risks associated with working at WCT and with the precautions which need to be taken to eliminate or control those risks.
 - 4.4.2 Establish procedures to deal with any emergencies.
 - 4.4.3 Appoint a suitably trained and competent person to assist them in carrying out their health and safety duties.
 - 4.4.4 Ensure that employees receive sufficient training and information so that they can carry out their duties safely and competently. Ensure adequate funds and facilities are available for this purpose. Before entrusting work tasks to employees, take into account their capabilities as regards health and safety and ensure that suitable Risk Assessments are carried out on any hazardous activity.
 - 4.4.5 Initiate the timing and annual review of the Health and Safety Policy and ensure it is promoted to all employees and others working on behalf of WCT.
 - 4.4.6 Ensure that all employees carry out the health and safety responsibilities allocated to them.
 - 4.4.7 Ensure the safety performance of WCT is monitored and take action to remedy any identified deficiencies.
 - 4.4.8 Ensure that adequate provision is made for welfare facilities and that adequate first aid provisions are made.
 - 4.4.9 Ensure that all necessary PPE is provided to employees, and that instruction is given on its use.

5. **Health and Safety Director's / Responsible person's Duties:**

- 5.1 To ensure that all of the WCT Directors, Supervisors and Staff are aware of their individual Health and Safety responsibilities.
- 5.2 To report to the Board on all matters relating to safety, including new training requirements and updates in directives or legislation.
- 5.3 To initiate and/or recommend any changes, developments and amendments to the policy as and when necessary.
- 5.4 To monitor the effectiveness of WCT's Policies for Health, Safety and Welfare against the actual safety performance, and report to the Board accordingly.
- 5.5 To inform the Health and Safety Executive of all notifiable accidents. Investigate any accidents or dangerous occurrences and recommend means of preventing re-occurrence.
- 5.6 To arrange appropriate training for all employees.
- 5.7 To create and maintain a Training Matrix for all staff.
- 5.8 To carry out Risk Assessments (including where appropriate, COSHH, Noise,

Manual Handling etc). To ensure follow up action as needed.

- 5.9 To promote an interest and responsible attitude towards Health and Safety matters throughout WCT.

This policy will be reviewed annually or when there is a change in circumstances, in work practices or the introduction of new legislation.

H&S legislation 1974 <https://www.hse.gov.uk/legislation/hswa.htm>

H & S at work regulation 1999 <https://www.hse.gov.uk/pubns/hsc13.pdf>

Disease and dangerous occurrences <https://www.hse.gov.uk/pubns/hsis1.htm>

WCT policy name:	Health and Safety
Version:	7th May 2021