



HEALTH AND SAFETY POLICY STATEMENT

STATEMENT OF INTENT

This is the Health and Safety Policy Statement of The Gurkha Welfare Trust (the Trust).

The Trust recognises its duties under the Health and Safety at Work Act 1974 and all other applicable health and safety legislation. The Trust is committed to complying with these requirements and to maintaining a safe and healthy working environment for all employees, volunteers, contractors, and others who may be affected by our activities.

Overall responsibility for health and safety rests with the organisation's leadership, who will ensure that adequate resources, arrangements and governance are in place to implement this policy effectively. Line Managers are responsible for ensuring that health and safety standards are applied within their areas of control and that all reasonable precautions are taken to protect the health, safety and welfare of those affected by our operations.

The Trust recognises its duty, so far as is reasonably practicable, to:

- meet its legal obligations to maintain safe and healthy working conditions;
- provide adequate control of health and safety risks arising from its activities;
- carry out regular assessments of hazards and risks in the course of our work;
- consult with employees on matters affecting their health and safety;
- provide and maintain safe plant, equipment and systems of work;
- ensure the safe handling, storage and use of substances;
- provide appropriate information, instruction and training, taking account of employees for whom English is not a first language;
- ensure workers are competent to carry out their duties and are provided with suitable training and supervision;
- prevent accidents and work-related ill health;
- actively manage and supervise health and safety at work;
- seek and obtain competent health and safety advice where required;
- seek continuous improvement in health and safety performance through regular review and revision of this policy (at least annually);
- provide the resources necessary to implement this policy and associated arrangements effectively; and
- assess home working environments where appropriate and make reasonable adjustments for employees with health-related conditions or disabilities.

The Trust also recognises its duty to:

- co-operate and co-ordinate with other employers when working at premises or sites under their control; and
- to ensure the health and safety of all workers and others when contractors or external organisations are working on our premises or on our behalf.

To support these commitments, employees are informed of their responsibilities under health and safety legislation, including their duty to take reasonable care for their own health and safety and that of others who may be affected by their actions. These responsibilities are communicated through induction, training and the Employee Safety Handbook which is made available to all employees.

This Policy is supported by a detailed schedule of health and safety responsibilities and arrangements, which sets out how these commitments are implemented across the organisation.

This Policy will be reviewed at least annually, or sooner where there are significant changes to legislation, organisational structure or working practices.