



The Hullavington Community Benefit Society Limited

Health & Safety Policy

INTRODUCTION:

The main piece of formal legislation that sets out health and safety requirements in law is the Health and Safety at Work etc Act 1974. This governs legal health and safety requirements for any organisation that uses any paid workers or controls any premises. It contains specific requirements aimed at protecting people who are doing paid work. This includes, “as far as is reasonably practicable”, providing:

- safe equipment
- safe substances
- necessary information, instruction, supervision and training
- a safe and healthy workplace
- a safe and healthy working environment.

Whilst the Society may own The Stables café and pub premises, it will not manage the business. The Stables will be operated by a Tenant who, as publican, will be responsible for the health and safety of staff and visitors; and the premises as set out in the tenancy agreement.

The Society currently has no paid employees. Although volunteers are not included in Health and Safety legislation in the same way as paid staff, any organisation involving volunteers has a legal responsibility and a ‘duty of care’ towards their volunteers. ‘Duty of care’ is a common law duty to take reasonable care to avoid causing harm to others. A duty of care is required when delivering an activity that might harm another person – physically, mentally, or economically.

HEALTH AND SAFETY POLICY:

1. Responsibility

Overall and final responsibility for health and safety at events and activities organised by the Society lies with the Management Committee. This responsibility will be delegated to a named volunteer for each event or activity. This volunteer will be responsible for ensuring that this policy is upheld.

2. Overall policy statement

The policy of the Society is to provide and maintain safe and healthy working conditions and environment for all our volunteers and members, plus any other people who are directly affected by our activities, such as members of the public at our events.

HEALTH AND SAFETY PROCEDURES:

Volunteers should:

- Co-operate with the Management Committee representative on health and safety matters
- Take reasonable care of their own health and safety
- Report all health and safety concerns to the appropriate person.

Arrangements for health and safety

- The Society will complete relevant risk assessments and take appropriate action to
- minimise hazards at events and activities
- The Society will review risk assessments when working habits or conditions change
- The Society will give volunteers appropriate health and safety information and training (including working at height, asbestos awareness and electrical safety)
- The Society will provide personal protective equipment as necessary.

POLICY & PROCEDURE VERSION CONTROL:

The Policy and Procedures will be reviewed following the appointment of the Tenant and thereafter regularly, at least every two years or as circumstances change.

Version	Management Committee Review and approval date	Next Review Date	Summary of changes
1.0	27/05/2024	May 2026	New policy and procedures prepared