

SOUTH PIER LOWESTOFT

HEALTH AND SAFETY POLICY

Purpose of policy

South Pier Lowestoft (the **Employer**) takes health and safety issues seriously and is committed to protecting the health and safety of its staff and all those affected by its business activities and attending its premises. This policy is intended to help the Employer achieve this by clarifying who is responsible for health and safety matters and what those responsibilities are.

This is a statement of policy only and does not form part of your contract of employment. This policy may be amended at any time by the Employer in its absolute discretion. The Employer will review this policy at regular intervals to ensure that it is achieving its aims effectively.

Who is responsible for workplace health and safety?

Achieving a healthy and safe workplace is a collective task shared between the Employer and staff. This policy and the rules contained in it apply to all staff of the Employer, irrespective of seniority, tenure and working hours, including all employees, directors and officers, consultants and contractors, casual or agency staff, trainees, homeworkers and fixed-term staff and any volunteers. Specific responsibilities of staff are set out in the section headed "Responsibilities of all staff" below.

Employer responsibilities

The Employer is responsible for:

- a. taking reasonable steps to safeguard the health and safety of staff, people affected by the Employer's business activities and of people visiting its premises.
- b. identifying health and safety risks and finding ways to manage or overcome them.
- c. providing a safe and healthy place of work and safe entry and exit arrangements, including during an emergency situation.
- d. providing and maintaining safe working areas, equipment and systems and, where necessary, appropriate protective clothing.
- e. providing safe arrangements for the use, handling, storage and transport of articles and substances.
- f. providing adequate information, instruction, training and supervision to enable all staff to do their work safely, to avoid hazards and to contribute positively to their own health and safety at work. The Employer will give you the opportunity to ask questions and advise who best to contact in respect of those questions, if you are unsure about how to safely carry out your work.
- g. ensuring any health and safety representatives receive appropriate training to carry out their functions effectively.

- h. providing a health and safety induction and appropriate safety training to your role, including:
- i. promoting effective communication and consultation between the Employer and staff concerning health and safety matters and will consult with staff directly relating to health and safety.
- j. if an epidemic or pandemic alert is issued, providing instructions, arrangements and advice to staff as to the organisation of business operations and steps to be taken to minimise the risk of infection; and
- k. regularly monitoring and reviewing the management of health and safety at work, making any necessary changes and bringing those to the attention of all staff.

The board of directors of the Employer has overall responsibility for health and safety and has appointed Director as the Principal Health and Safety Officer with day-to-day responsibility for health and safety matters.

Any concerns about health and safety matters should be notified to the Principal Health and Safety Officer.

Responsibilities of all staff

General staff responsibilities

All staff must:

- a. take reasonable care for their own health and safety and that of others who may be affected by their acts or omissions.
- b. co-operate with the Principal Health and Safety Officer and the Employer generally to enable compliance with health and safety duties and requirements.
- c. comply with any health and safety instructions and rules, including instructions on the safe use of equipment.
- d. keep health and safety issues in the front of their minds and take personal responsibility for the health and safety implications of their own acts and omissions.
- e. keep the workplace tidy and hazard-free.
- f. report all health and safety concerns to the Principal Health and Safety Officer promptly, including any potential risk, hazard or malfunction of equipment, however minor or trivial it may seem; and
- g. co-operate in the Employer's investigation of any incident or accident which either has led to injury or which could have led to injury, in the Employer's opinion.

Staff responsibilities relating to equipment

All staff must:

- a. use equipment as directed by any instructions given by representatives of management or contained in any written operating manual or instructions for use and any relevant training.
- b. report any fault with damage to or concern about any equipment (including health and safety equipment) or its use to the Principal Health and Safety Officer, who is responsible for maintenance and safety of equipment.
- c. ensure that health and safety equipment is not interfered with; and
- d. not attempt to repair equipment unless suitably trained and authorised.

Staff responsibilities relating to accidents and first aid

All staff must:

- a. promptly report any accident at work involving personal injury, however trivial, to the Principal Health and Safety Officer so that details can be recorded in the Accident Book and cooperate in any associated investigation.
- b. familiarise themselves with the details of first aid facilities and trained first aiders, which are available from the Principal Health and Safety Officer.
- c. if an accident occurs, dial 07860246475 and ask for the duty first aider, giving name, location and brief details of the problem.
- d. The Principal Health and Safety Officer is responsible for investigating any injuries or work-related disease, preparing and keeping accident records, and for submitting reports under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR), where required.

Staff responsibilities relating to Coronavirus (COVID-19)

Given the outbreak of Coronavirus (COVID-19), it is important that all staff members follow these guidelines to ensure maximum safety and minimise the risk of infection. We will review these guidelines regularly to ensure they are kept up to date with government guidance. Please see the section below on returning to work in light of Coronavirus (COVID-19) for further details.

Staff returning to work - Coronavirus (COVID-19)

Ensure you familiarise yourself with the guidelines provided here alongside the government guidance.

All staff must work from home where possible.

If your role is considered a critical role (as defined by the government guidance), you will be informed of such and we will make arrangements for your return to the physical office or work location.

We will take into account the impact of any measures on individuals with protected characteristics as defined by the Equality Act 2010, namely sex, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. This means we will ensure our measures do not adversely affect one group over another.

In the event of an accident or emergency, you are not expected to follow social distancing rules if it would be unsafe to do so. You will be given instructions in the event of an emergency on what you should do.

Travelling to and from work

We recommend that staff minimise travel. If staff must travel, we urge staff to avoid using public transport where possible. We also recommend staff that the number of people travelling together in any one vehicle is restricted to only those necessary.

Protective clothing and face coverings

Where you are already using PPE in your work activity to protect against non-Coronavirus (COVID-19) risks, you should continue to do so.

In line with government guidance, we recommend against the precautionary use of extra PPE to protect against Coronavirus (COVID-19) outside clinical settings or when responding to a suspected or confirmed case of Coronavirus (COVID-19).

We may require staff to wear a face covering as a precautionary measure to protect others. If you do wear a face cover, it must cover your mouth and nose. However, a face covering is not a substitute or replacement for general hygiene practices.

If you choose to wear a face covering, we encourage the following steps:

- Wash your hands regularly with soap and water for 20 seconds or use hand sanitiser before putting the face cover on, and after removing it.
- Avoid touching your face or face covering to prevent contamination.
- Change and wash your face covering daily if it is washable or dispose of it responsibly.

Mental health whilst working during Coronavirus (COVID-19)

We take the health of our staff seriously, including their mental well-being. Whether you are working remotely or returning to the workplace, we strongly encourage you to speak to your line manager, a colleague or a member of the HR team regarding any concerns or issues you may have.

Non-compliance with health and safety rules

Any breach of health and safety rules or failure to comply with this policy will be taken very seriously and is likely to result in disciplinary action against the offender, in accordance with the Employer's disciplinary policy, up to and including immediate dismissal.