



Resicare Alliance

Health and Safety Policy

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Policy Statement

Resicare Alliance is committed to ensuring the health, safety, and welfare of all its employees, children in our care, visitors, and contractors. We aim to provide a safe working environment and to prevent accidents and cases of work-related ill health by managing the health and safety risks in the workplace. We will comply with all applicable health and safety regulations and best practices.

Responsibilities

Senior Management is responsible for:

- Ensuring that this health and safety policy is implemented consistently across all locations.
- Providing adequate resources to meet health and safety commitments.
- Regularly reviewing and updating this policy to reflect new regulations, best practices, and organisational changes.

Health and Safety Officer is responsible for:

- Coordinating the implementation of health and safety measures.
- Conducting risk assessments and ensuring that appropriate measures are in place.
- Providing health and safety advice and training to staff.

Managers and Supervisors are responsible for:

- Ensuring that their teams are aware of and comply with this policy.
- Identifying health and safety risks and implementing preventive measures.
- Reporting accidents, incidents, and near misses to the Health and Safety Officer.

All Employees are responsible for:

- Taking reasonable care of their own health and safety and that of others who may be affected by their actions
- Complying with health and safety instructions and procedures.
- Reporting any health and safety concerns to their manager or the Health and Safety Officer.

Risk Assessments

Risk assessments will be carried out to identify hazards, assess risks, and implement measures to control risks. These assessments will be reviewed regularly and updated as necessary.

Training

All employees will receive health and safety training relevant to their role and responsibilities. Additional training will be provided when changes are made to work practices, equipment, or emergency procedures.

Accident Reporting and Investigation

All accidents, incidents, and near misses will be reported using the appropriate forms and procedures. Investigations will be carried out to determine the cause of any accident or incident and to implement measures to prevent recurrence.

Emergency Procedures

Emergency procedures, including evacuation plans, will be established at all locations. These procedures will be regularly tested and reviewed, and all employees will be trained on their roles in an emergency.

Equipment and Work Environment

- All equipment will be regularly inspected and maintained to ensure it is safe to use.
- Work environments will be kept clean and tidy to prevent slips, trips, and falls.
- Adequate welfare facilities will be provided for all employees.

Consultation with Employees

Employees will be consulted on matters affecting their health and safety, with opportunities provided for them to contribute to the decision-making process.

Policy Review

This Health and Safety Policy will be reviewed annually or sooner if significant changes occur within the organisation or in response to an accident or audit findings.

This Health and Safety Policy outlines the commitment of Resicare Alliance to maintaining a safe and healthy work environment. It establishes clear responsibilities and procedures to ensure that all aspects of health and safety are managed effectively.