

# Health & Safety Policy

## PURPOSE OF POLICY

The Procurement Academy 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 achieve this by clarifying who is responsible for health and safety matters and what those responsibilities are.

This policy is not part of any employment or any other contract. The Procurement Academy may amend this policy from time to time. in line with the needs and practices of our business.

## WHO IS RESPONSIBLE FOR WORKPLACE HEALTH & SAFETY

Achieving a healthy and safe workplace is a collective task shared between the Employer, staff, apprentices, and learners. 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. Specific responsibilities of staff are set out in the section headed "Responsibilities of all staff" below.

## PROMOTION OF OUR HEALTH & SAFETY POLICY

The Procurement Academy regards the promotion of the Health & Safety at work act and Environmental Protection Act 1990 as an essential objective for all staff, apprentices, and learners,

We are committed to safeguarding the health, safety and welfare of all employees and all other persons affected by Company operations and undertakings. The Procurement Academy promotes a proactive approach to identifying and reducing risks to facilitate a safe working environment for all staff Apprentices and Learners.

## EMPLOYER RESPONSIBILITIES

The Employer is responsible for:

- Providing suitable Premises, equipment and facilities which must be safe and in accordance with current legislation.
- Identifying health and safety risks and finding ways to manage or overcome them.
- providing a safe and healthy place of work and safe entry and exit arrangements, including during an emergency situation.
- providing and maintaining safe working areas, equipment, and systems.
- providing safe arrangements for the use, handling, storage and transport of articles and substances.
- 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.
- 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.
- 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
- 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 Operations Director has overall responsibility for health and safety and will act 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 APPRENTICES AND LEARNERS

### General staff responsibilities

All staff, Apprentices and learners must:

- take reasonable care for their own health and safety and that of others who may be affected by their acts or omissions.
- co-operate with supervisors and managers on health and safety matters.
- comply with any health and safety instructions and rules, including instructions on the safe use of equipment.
- 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.
- keep the workplace tidy and hazard-free.
- 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
- co-operate with The Procurement Academy investigation of any incident or accident which either has led to injury or which could have led to injury, in their opinion.

## STAFF RESPONSIBILITIES RELATING TO EQUIPMENT

All staff and learners must:

- 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.
- 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.
- ensure that health and safety equipment is not interfered with; and
- does not attempt to repair equipment unless suitably trained and authorised.

## **STAFF AND LEARNERS' RESPONSIBILITIES RELATING TO ACCIDENTS AND FIRST AID**

All staff and Learners must:

- 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.
- familiarise themselves with the details of first aid facilities and trained first aiders, which are available from the Principal Health and Safety Officer.
- All accidents and injuries must be reported to Philip Chippindale, who will record the incident in the accident book. A report must be completed for all accidents which must include the following-
  - Date and time of incident
  - Full name of the person affected and the nature of the injury
  - The place where the accident happened
  - A brief description of the circumstances and action taken

## **STAFF AND LEARNER'S RESPONSIBILITIES RELATING TO NATIONAL HEALTH ALERTS**

If an epidemic or pandemic alert is issued, all staff must comply and co-operate with all instructions, arrangements and advice issued by The Procurement Academy as to the organisation of business operations and steps to be taken by staff to minimise the risk of infection. Any questions should be referred to the Principal Health and Safety Officer.

## **STAFF AND LEARNER'S RESPONSIBILITIES RELATING TO EMERGENCY EVACUATION AND FIRE**

All staff and Learners must:

- familiarise themselves with the instructions about what to do if there is a fire which are available from the Principal Health and Safety Officer.
- ensure they are aware of the location of fire extinguishers; fire exits and alternative ways of leaving the building in an emergency.
- comply with the instructions of fire wardens if there is a fire, suspected fire, or fire alarm (or a practice drill for any of these scenarios).
- co-operate in fire drills and take them seriously (ensuring that any visitors to the building do the same), fire drills will be held at least once every 12 months.
- ensure that fire exits, or fire notices or emergency exit signs are not obstructed or hidden at any time.
- notify the Principal Health and Safety Officer immediately of any circumstances (for example, impaired mobility) which might hinder or delay evacuation in a fire. This will allow the Principal Health and Safety Officer to discuss a personal evacuation plan for you, which will be shared with the fire wardens and colleagues working near to you.

## **STAFF AND LEARNER'S RESPONSIBILITIES ON DISCOVERING A FIRE**

All staff and learners must:

- immediately trigger the nearest fire alarm and, if time permits, call reception and notify the location of the fire; and
- attempt to tackle the fire ONLY if they have been trained or otherwise feel competent to do so. Nominated members of staff will be trained in the use of fire extinguishers

## STAFF AND LEARNER'S RESPONSIBILITIES ON HEARING THE FIRE ALARM

All staff and learners must:

- remain calm and immediately evacuate the building, walking quickly without running, following any instructions of the fire wardens.
- leave without stopping to collect personal belongings.
- stay out of any lifts; and
- remain out of the building until notified by a fire warden that it is safe to re-enter.
- The Principal Health and Safety Officer is responsible for ensuring fire risk assessments take place and changes made where required, and for making sure there are regular checks of fire extinguishers, fire alarms, escape routes, signage, and emergency lighting.

## RISK ASSESSMENT, DISPLAY SCREEN EQUIPMENT AND MANUAL HANDLING

Risk assessments are simply a careful examination of what in the workplace could cause harm to people. The Employer will assess any risks and consider measures to best minimise any risk. The Employer will conduct general workplace risk assessments when required or as reasonably requested by staff. Managers must ensure that any necessary risk assessments take place, and the resulting recommendations are implemented. The Principal Health and Safety Officer is responsible for workplace risk assessments and any measures to control risks.

Staff who use a computer for prolonged periods of time should try, where possible to organise short breaks every few hours away from the computer screen but may request a workstation assessment and/or an eye test by an optician by contacting the Principal Health and Safety Officer. The Principal Health and Safety Officer will then provide you with more details and make arrangements if you would like to proceed. Guidance on the use of display screen equipment can also be obtained from the Principal Health and Safety Officer.

Guidance on manual handling (for example, lifting and carrying heavy objects) can be obtained from the Principal Health and Safety Officer and where necessary training will be provided by the Employer, but the Employer will try to minimise or avoid the need for manual handling where there is a risk of injury

## 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.

## DOCUMENT CONTROL

VERSION	DATE OF ISSUE	DATE OF REVIEW	DATE OF NEXT REVIEW	SIGNATURE
5	April 2017	July 2025	July 2026	<i>Philip Chippindale</i>