



Broadacres

Occupational Health, Safety & Welfare Policy Statement **March 2023**

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Version Control and Document Governance

Document Title	Occupational Health, Safety and Welfare Policy Statement
Location	Head office: Broadacres Housing Association, Broadacres House, Mount View, Standard Way, Northallerton, North Yorkshire, DL6 2YD
Version	1.0
Distribution	Internal, External (Website). Broadcast, Eco-Online (Policy pusher)
Level	DMT/Board
Owner / Position	Ben Hawking – Health and safety Manager
Reviewed By	Rosanna James – Head of People & Organisational Development
Approved By	Board (A&R)
Approval Date	13/03/2023
Review Period	Biennial or as required.
Next Review	13/03/2027

Version	Date	Comments
1.0	February 2023	Draft OHSW Policy statement to provide detail and process to management of Health safety and welfare within all BHA undertakings.
	13/03/2023	Approved Audit and Risk

Introduction

The Health, Safety and Welfare policy statement applies to all operations within the Broadacres group.

Broadacres is committed to leading by example in promoting health, safety, and welfare in all its operations. It operates the principle that health, safety, and welfare is never compromised for any other objective.



Occupational Health, Safety and Welfare Objectives and Principals

The objectives and principles of the Occupational Health, Safety and Welfare Policy are:

Occupational Health and Safety Management

To establish and maintain an Occupational Health and Safety Management System which satisfies the requirements of ISO 45001:2018, all applicable statutory and regulatory requirements, industry best practice and any other Customer/Regulator specific requirements.

To establish effective arrangements to draw the Occupational Health, Safety and Welfare Management System to the attention of colleagues so that they are aware of their obligations and carry out communication, so it is understood and implemented by all colleagues.

To ensure sufficient financial and physical resources are available to meet the objectives of the Occupational Health, Safety and Welfare Management System, as well as all applicable statutory and regulatory requirements.

To ensure occupational Health, Safety and Welfare objectives are set, monitored, and reviewed at regular intervals and benchmarked to ensure rates are below agreed sector levels.

To maintain continual improvement of occupational health and safety management and performance by regularly monitoring and reviewing the Occupational Health, Safety and Welfare Management System to ensure its effectiveness.

To arrange for the effective planning, organisation, control, monitoring and review of preventative and protective measures.

To maintain records as objective evidence to show compliance with the Occupational Health, Safety and Welfare Management System.

A woman with red hair is shown in profile, looking at a computer screen. She is wearing a colorful patterned top and a lanyard with a badge. The background is blurred, showing other people in an office setting.

Culture

To promote and encourage a positive health and safety culture throughout the organisation and beyond into our communities through the provision of information, training, instruction, and supervision.

To consult with colleagues on issues relating to occupational health and safety.

To ensure all colleagues are aware of their individual occupational Health and Safety obligations under the Health and Safety at Work etc Act. Management shall seek the support and co-operation of colleagues with respect to Occupational Health, Safety and Welfare.

To operate a 'balanced blame' culture whereby colleagues are openly encouraged to report hazards, including near misses, via their online reporting system without fear of reprisal to ensure the root causes of accidents are identified thus enabling measures to be put in place to eliminate recurrence.

To update operations in response to advances in technology, changes to industry best practice and new understanding in health and safety.

Ways of working

To maintain workplaces that are safe and without health risks, including mean of access and egress, with adequate facilities and arrangements for colleagues' welfare.

To provide and maintain working environments and safe systems of work for colleagues that are safe and free from health risks.

To ensure that risk assessments are being carried out on an on-going basis, with colleagues participating in the risk assessment process and will assist in the identification of hazards and the setting of prioritised objectives for elimination and reduction of risk.

To provide and maintain plant and equipment and operational controls that prevent injury and ill health.

To ensure safety and absence of health risks in connection with the use, handling and storage of articles and substances.

To provide sufficient information, instruction, training, and supervision to enable colleagues to avoid hazards and to contribute positively to the health and safety of themselves and others whilst at work.

Responsibility

The Chief Executive has the overall responsibility for the Occupational Health, Safety and Wellbeing Policy and Occupational Health, Safety and Wellbeing Management System including formulation, development, implementation and encouraging commitment by personnel at all levels of the Company.

The Management Representatives nominated in the Occupational Health, Safety and Wellbeing Management System and associated Standards are responsible for the co-ordination, implementation, and monitoring of the policy throughout the organisation.

All Colleagues, Contractors, Visitors and Customers are responsible for policy implementation by cooperating, participating, and contributing to its success through their actions and suggestions.

Communication

This Occupational Health, Safety and Wellbeing Policy is communicated to all colleagues, contractors, and visitors.

A copy is displayed on employee notice boards at the Head Office, held in the Occupational Health, Safety and Wellbeing online System and published on the internal company shared drive and externally on the Broadacres website for external stakeholders and customers.

All stakeholders are encouraged to read it and communicate any queries to a member of Director Management Team.

Signed

Helen Simpson

Helen Simpson
Chair Board of Management

Date 16/06/25

Signed

Claire Townson

Claire Townson
Director of People, Digital &
Communications.
(P.P. Director Management Team)

Date 6/06/25

A copy of the Policy can also be obtained, on request (to any interested parties) from our Head Office: Broadacres Housing Association, Mount View, Standard Way Business Park, Northallerton , DL6 2YD

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Broadacres Housing Association Limited is an exempt charity. It is a registered provider of social housing (**registration number LH4014**), regulated by the Regulator of Social Housing, and is a registered society under the Co-operative and Community Benefit Societies Act 2014, **society number 27656R**.