

Health and Safety at Work etc Act 1974

1. Main Statement of Policy

It is the policy of Results Driven Group (RDG) Ltd to:

- provide adequate control of the health and safety risks arising from our work activities;
- consult with our employees on matters affecting their health and safety;
- provide and maintain safe plant and equipment;
- ensure safe handling and use of substances;
- provide information, instruction and supervision for employees;
- ensure all employees are competent to do their tasks, and to give them adequate training;
- prevent accidents and cases of work-related ill health;
- maintain safe and healthy working conditions;
- review and revise this policy as necessary at regular intervals.

2. Introduction

The Health and Safety at Work Act 1974 imposes certain obligations on an employer not only to take all such actions as are reasonable to safeguard the health and safety of their employees, but also to be able to show that they are doing so, by producing adequate written policies and procedures. Results Driven Group (RDG) fully accepts its responsibilities under the Act and regards the promotion of a high standard of safe and healthy working conditions as an important objective for all its staff, learners and visitors. To achieve this objective it is the policy of the company to do all that is reasonable and practicable to protect its staff, learners, visitors and other persons affected by its activities from foreseeable risks to their health and safety.

It is also the policy of the company to conform to the statutory requirements and recommendations as laid down in the Health and Safety at Work Act 1974, including the relevant Statutory Provisions, Repeals and Modifications.

Health and Safety Policy and Regulations will be reviewed on a regular basis and additions and/or amendments issued as the need arises.

RDG wishes to draw the attention of all staff and learners to the following:

3. All staff carry responsibility under the Act

The fact that certain designated staff have specified responsibilities and functions does not mean that other staff can then assume that they are relieved of responsibilities.

4. Disciplinary Action

The company reserves the right to take disciplinary action against any employees or learners who do not comply with the Health and Safety Policy and subsequent Health and Safety Regulations.

5. Employee and Learner Responsibilities

Company regulations require that all employees and all learners (whilst training):

- must take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions, and report any hazard which cannot be controlled personally;
- must co-operate with the organisation in fulfilling the statutory requirements placed on it by observing safety rules and complying with any measures designed to ensure a safe and healthy working environment;
- must not intentionally interfere with or misuse anything that has been provided in pursuance of any of the statutory provisions, in the interests of health, safety and welfare;
- must comply with general safety requirements and with particular safety requirements applicable in the areas in which study takes place, as set out in published codes of practice/safe working procedures. Disciplinary action will be taken against any employee or learner who does not so comply.

The Managing Director accepts ultimate responsibility for health and safety within the organisation as a whole. All managers and employees generally are expected to support and implement this policy wholeheartedly.

It is not possible to detail here all the health and safety matters that come up on a day-to-day basis, so staff and management must constantly be mindful of their responsibilities individually and collectively for the safety of themselves and their colleagues.

Signature

(Chris Goodwin):



Position:

Managing Director

Date:

31 March 2024

Review Date:

31 March 2025