



The Children's Panel – life changing.

## HEALTH AND SAFETY POLICY STATEMENT

Children's Hearing Scotland is committed to putting in place such arrangements as are appropriate to safeguard the health and safety of employees and those affected by our undertakings in compliance with the Health & Safety at Work etc. Act 1974 and the Management of Health & Safety at work Regulations 2003.

We will take a proactive approach to health and safety management and intend to:

- (a) create and maintain a positive health and safety culture;
- (b) meet our responsibilities to our employees and others in a way that recognizes that legal requirements are the minimum standard;
- (c) adopt a planned and systematic approach to the implementation of the health and safety policy;
- (d) identify and assess the risks associated with all of our activities with the aim of controlling the risks;
- (e) plan for health and safety including the setting of realistic short and long term objectives, deciding priorities and establishing performance standards;
- (f) maintain and review health and safety performance on a regular basis to make sure high standards are maintained;
- (g) develop a system of joint consultation with health and safety representatives and provide them with facilities and assistance to enable them to carry out their functions; and
- (h) allocate resources to meet the requirements of this policy.

Everyone in the organisation has some responsibility for health and safety although managers and senior staff bear a greater level of responsibility for ensuring that appropriate arrangements are in place. The Board and the Senior Management Team are determined to provide the necessary leadership to ensure the highest possible standards

National Convener/  
Chief Executive B. Monaghan  
Bernadette Monaghan

Date of signing 20 18 / 12

Chair Craig Spence  
Craig Spence

Date of signing 15 August 2012