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## Health & Safety Policy

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Customised Curriculum recognises its responsibilities about health and safety and takes due cognisance that health and safety is integral and important to its business objectives and as such is totally committed to ensuring the health and safety and welfare of our employees and others who could be affected by our activities or undertakings.

As an ethical organisation we aim to achieve high standards for health and safety management and will continue to pursue progressive improvements in health and safety performance. We will monitor our performance and review this statement, the organisation and arrangements in place on a regular basis to ensure our continued effectiveness.

### OBJECTIVES

Our main health and safety objectives are:

1. to ensure compliance with all statutory requirements that are applicable to our activities
2. to engender a positive safety culture throughout the organisation, where each employee recognises their responsibilities
3. to support continual improvement in health and safety performance and safe working practices across the organisation and beyond by proactively engaging with partners and stakeholders

### CORE AIMS

- To ensure the effective identification, assessment and control of risk; establishing a detailed risk profile to assist with the management of health and safety
- To comply with, and where reasonably practicable, exceed the requirements and targets set by current legislation, as well as adapting to legislative changes to ensure continued compliance
- To monitor, evaluate and continuously improve our health and safety performance
- To provide and maintain a safe working environment for employees and the wider community
- To ensure the competence of all employees through selection, instruction, training and supervision

- To actively encourage the involvement of employees at all levels within the organisation
- To develop and lead a positive health and safety culture in which unsafe acts or conditions are unacceptable and ensuring the existence of an open environment where employees feel able to raise concerns without fear of recrimination
- To prevent or minimise the impacts of our activities and services
- To provide a common framework for health and safety management at all levels within the organisation with clearly defined roles and responsibilities relevant to all employees
- To allocate appropriate resources to ensure the effective implementation of this policy
- To maintain appropriate systems of communication and consultation with our employees, stakeholders and partners and report regularly on our health and safety performance
- To establish realistic and challenging health and safety objectives
- To continually review this policy and health and safety management systems against organisational structure and activities to ensure their ongoing adequacy and effectiveness.

The Core Aims detailed in this statement can only be achieved through proactive leadership, responsible management and ownership of health and safety by all employees throughout the organisation. They are reliant on everyone who works within the organisation taking personal and collective responsibility in order to achieve our shared aims and objectives.

These aims will not be confined to the organisation but will be made known to our partners, stakeholders, suppliers and contractors who we expect to share in this commitment.

Health & Safety Officer – Mr Ronak Tanna

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The policy will be reviewed every 12 months by Claire Hoult, Quality Manager, Customised Curriculum Ltd

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