

NECTO COMMUNITY INTEREST COMPANY

Equality Policy

Policy prepared by: Daniel Toth - Chair of directors
Approved by board / management on: 20/04/2018
Policy became operational on: 08/04/2018
Next review date: 08/04/2020

Statement of general policy is to:

- Prevent accidents and cases of work-related ill health by managing health and safety risks in the workplace.
- Provide clear instructions and information, and adequate training, to ensure employees and volunteers are competent to do their work.
- Engage and consult with employees and volunteers on day to day health and safety conditions.
- Implement emergency procedures-evacuation in case of fire or other significant incidents.
- Maintain safe and healthy working conditions, provide and maintain plant, equipment and machinery and ensure safe storage /use of substances.
- Review and revise this policy as necessary at regular intervals.

Responsibilities

Overall and final responsibility for health and safety is that of the Directors of NECTO Community Interest Company.

Day-to-day responsibility for ensuring this policy is put into practice is delegated to the directors of NECTO Community Interest Company.

To ensure health and safety standards are maintained/improved, the following people have responsibility in the following areas: CARMEN UNGUREANU

All employees must:

- co-operate with supervisors and managers on health and safety matters
- not interfere with anything provided to safeguard their health and safety
- take reasonable care of their own health and safety

and

- report all health and safety concerns to an appropriate person (as detailed in this policy statement).

Health and safety risks arising from our work activities

Risk assessments will be undertaken by Chief Officer/ Member of Staff.

The findings of the risk assessments will be reported to Chair of directors.

Action required to remove/control risks will be approved by Chair of directors or in their absence the most senior member of staff available.

The Chair of directors will be responsible for ensuring the action required is implemented.

Health and safety risks and significant incidents will be reported regularly to trustees.

Assessments will be reviewed every six months or when the work activity changes, whichever is soonest.

Consultation with employees and volunteers

NECTO Community Interest Company will consult with employees and volunteers on the following:

- any new measure which may substantially affect their health and safety at work, for example new equipment, new ways of working and new procedures
- arrangements for getting competent people to satisfy health and safety requirements
- information we provide to employees and volunteers on the risks to health and safety arising from their work, measures to reduce or get rid of these risks and what they should do if they are exposed to a risk, including emergency procedures
- planning and organising health and safety training and
- health and safety consequences for them of any new technology we plan to introduce.

The information provided to employees and volunteers will be in a form that can be easily understood.

NECTO Community Interest Company will consult directly with employees and volunteers through regular team/staff meetings and face-to-face discussions.

NECTO Community Interest Company will allow enough time for employees and volunteers to consider the issues and give informed responses. Employees and volunteers are encouraged to ask questions, raise concerns and make recommendations.

NECTO Community Interest Company will take employees' and volunteers' views into account before a final decision is made, respond to any concerns and questions raised and explain the final decision and why it has been taken.

Safe equipment

The Chair of directors will have overall responsible for identifying all equipment needing maintenance.

The Chair of directors will be responsible for ensuring effective maintenance procedures are drawn up.

The Chair of directors will be responsible for ensuring that all identified maintenance is implemented.

Any problems found with equipment should be reported to the Chair of directors or in their absence the most senior member of staff available immediately.

The Chair of directors will have responsibility for ensuring that new equipment meets health and safety standards before it is purchased.

Safe handling and use of substances

The Chair of directors will have overall responsibility for checking that new substances can be used safely before they are purchased. NECTO Community Interest Company does not currently use or store any substances which need a COSHH assessment.

Safe use of VDU equipment

The Chair of directors will have overall responsibility for ensuring that use of work stations is analysed and risks reduced including putting controls in place, providing information and training to staff and volunteers, ensuring that eye and eyesight tests and special spectacles are provided if needed to regular users of VDUs who use the

equipment for more than an hour continuously. The Chair of directors will ensure that VDU risk assessments are completed as necessary.

Manual handling

The Chair of directors has responsibility for ensuring that hazardous manual handling operations are avoided so far as is reasonably practicable. When necessary tasks will be, redesigned to avoid moving the load or by automating or mechanising the process. An assessment of the risk of injury from any hazardous manual handling operations that cannot be avoided will be made and any risk of injury from those operations will be reduced so far as is reasonably practicable. Where possible, mechanical assistance, for example, a sack trolley or hoist, will be provided. Where this is not reasonably practicable changes to the task, the load and the working environment will be explored.

Information, instruction and supervision

The Health and Safety Law poster is displayed on the premises.

Health and safety advice is available from your line manager.

Arrangements for supervision of young workers/trainees will be agreed with and monitored by the Chair of directors.

The Chair of directors is responsible for ensuring that our employees and volunteers working at locations under the control of other employers are given relevant health and safety information.

Competency for tasks and training

Induction training will be provided for all employees and volunteers by CARMEN UNGUREANU

Job specific training is not required for any jobs within NECTO Community Interest Company.

Training records, including health and safety training, are kept by line managers.

Training will be identified, arranged and monitored by line managers. The Chair of directors is responsible for maintaining an overview of training undertaken and reporting on this to trustees

Accidents, first aid and work-related ill health

Health surveillance is not required in relation to any jobs at NECTO Community Interest Company.

The first aid box(es) is/are kept in the administrative office of NECTO Community Interest Company.

The appointed person(s)/first aider(s) are at the administrative office of NECTO Community Interest Company.

All accidents and cases of work-related ill health are to be recorded in the accident book.

The book is kept at the administrative office of NECTO Community Interest Company.

CARMEN UNGUREANU is responsible for ensuring reporting of relevant accidents, diseases and dangerous occurrences to relevant external agencies and to trustees

Monitoring

To check our working conditions, and ensure our safe working practices are being followed, we will:

- Carry out inspections and spot checks

- Investigate any accidents or sickness absences that occur
- The Chair of directors is responsible for ensuring accidents are investigated
- The Chair of directors is responsible for ensuring work-related causes of sickness absence are investigated
- The Chair of directors is responsible for ensuring action is taken on investigation findings to prevent a recurrence and that trustees are kept informed and consulted about action taken

Emergency procedures – fire and evacuation

The Chair of directors is responsible for ensuring a fire risk assessment is undertaken, implemented and regularly reviewed

Escape routes are checked regularly by CARMEN UNGUREANU.

Fire extinguishers are maintained and checked by CARMEN UNGUREANU every year.

Alarms are tested by CARMEN UNGUREANU every week.

Emergency evacuation drills are the responsibility of the Chair of directors and will be organised on a regular basis

Fire Drill Procedure

A Fire Drill Procedure is carried out periodically and the procedure is on display situated AT the administrative office of NECTO community interest company. The evacuation assembly point is in the car park of the office building.

Further information to assist with implementation of health and safety policy can be found at:

<http://www.hse.gov.uk>

Basic office risk assessment

<http://records.hse.gov.uk/connect.ti/officeriskassess/view?objectId=27251>

Regulations related to reporting injuries, diseases and dangerous occurrences

www.hse.gov.uk/riddor/

Display screen equipment work station assessment form

www.hse.gov.uk/pubns/ck1.pdf

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