

# Policy and Procedure on

## Health and Safety

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## 1. Monitoring and Review

1.1 This policy will be subject to continuous monitoring, refinement and audit by the Head of Service.

1.2 The Proprietor will undertake a formal review of this policy for the purpose of monitoring and of the efficiency with which the related duties have been discharged, by no later than one year from the date shown below, or earlier if significant changes to the systems and arrangements take place, or if legislation, regulatory requirements or best practice guidelines so require.

Margeret Houdslow  
**Executive Director of Compliance & Regulation**  
 January 2026

## 2. Introduction

2.1 A copy of our general statement of health and safety policy is given at section 4. This sets out our commitment to provide and maintain safe working conditions for our employees, and others who may be affected by our activities. The objectives and implications of this statement are communicated to our employees, initially through our induction process and subsequently through the online training programme and the contents of this policy.

2.2 Individual senior level responsibilities and reporting arrangements are detailed at section 5. This policy is supported by our health and safety management system which details our arrangements for the effective

2.3 This policy is supported by our health and safety management system which details our arrangements for the effective management of our significant risks and exposures. This includes detailed policies and procedures, process for assessing risk, and our arrangements for emergencies, fire and first aid etc. These are listed at section 6.

## 3. Legislation

3.1 The purpose of this policy is to ensure that, as far as reasonably practicable, the safety of all employees, individuals in our care, visitors and any other individuals who may be affected by our activities is safeguarded through compliance with relevant health and safety legislation including:

- Control of Asbestos Regulations 2012
- Control of Substances Hazardous to Health Regulations 2002
- Electricity at Work Regulations 1989
- Equality Act 2010
- Gas Safety (Installation and Use) Regulations 1994 and 1998
- Health and Safety (Display Screen Equipment) Regulations 1992
- Health and Safety (First Aid) Regulations 1991
- Health and Safety (Safety Signs and Safety Signals) Regulations 1996
- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- Manual Handling Operations Regulations 1992
- Personal Protective Equipment at Work Regulations 1992
- Regulatory Reform (Fire Safety) Order 2005
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013,
- Work at Height Regulations 2005
- Workplace (Health, Safety and Welfare) Regulations 1992
- Terrorism (Protection of Premises) Act 2025 (Martyn's Law), including requirements for security risk assessments, emergency planning and staff preparedness for relevant public-facing areas

## 4. General Statement of Cambian Health and Safety Policy

4.1 It is our policy to ensure, so far as is reasonably practicable, the safety of all employees and any other persons who may be directly affected by the activities of the Company.

4.2 So far as is reasonably practicable, Cambian will also:

- Aim to achieve compliance with legal requirements through good occupational health and safety performance.
- Provide adequate resources to implement this policy.
- Establish and maintain a safe and healthy working environment.
- Ensure that significant risks arising from work activities under our control are eliminated or adequately controlled.
- Develop and implement appropriate occupational health and safety procedures, and safe working practices.
- Include the management of health and safety as a specific responsibility of registered managers/heads/principals at all levels.
- Ensure this policy is understood and implemented throughout the organisation.
- Involve employees in health and safety decisions through consultation and co-operation.
- Maintain workplaces under our control in a condition that is safe and without risk to health. We recognise mental health as a core element of health and safety and will assess and manage psychosocial risks as part of our standard risk-assessment process
- Regularly review compliance with the policy and the management system that support it.

## 5. Responsibilities and Reporting Structure

- 5.1.** To meet the objectives of our health and safety policy we have clearly defined senior level responsibilities for the management of health and safety. These are summarised in the following organogram.
- 5.2.** This hierarchy does not necessarily represent the organisation for other business activities.
- 5.3.** The Chief Executive Officer has ultimate responsibility for the formulation and implementation of the company's health and safety policy, and in particular for:
- Ensuring that the necessary arrangements are in place for managing health and safety effectively, and that senior managers are accountable for health and safety.
  - Considering health and safety during the planning and implementation of business strategy.
  - Ensuring there are sufficient resources for meeting the objectives of the health and safety policy.
  - Including health and safety on the agenda of Board meetings and senior executive meetings.
  - Ensuring arrangements are in place to monitor and review health and safety performance across the company, including accidents and incidents; and ensuring that the necessary amendments are made to relevant policies, procedures and processes.
  - Periodically reviewing the objectives of the health and safety policy.
- 5.4.** Specific overall responsibility for the management of our health and safety programme on a day to day basis has been assigned to the Caretech Group Compliance and Regulation Director supported as appropriate by the Chief Executive Officer, Directors of Facilities Maintenance and Group Clinical Lead . This includes:
- Ensuring that the objectives of health and safety policy are implemented.
  - Ensuring that health and safety is considered prior to the implementation of new processes.
  - Ensuring that suitable policies and procedures are provided and implemented to meet the objectives of the health and safety policy.
  - Ensuring that there is a training policy in place so that employees are competent for their respective roles and their health and safety responsibilities.
  - Ensuring that arrangements are in place for the elimination or control of risks in relation to health and safety.
  - Ensuring suitable emergency arrangements are in place in relation to fire, accidents and first aid.
  - Ensuring suitable controls are in place for the effective management of contractors.
  - Ensure that reports, recommendations and notices issued by enforcement authorities, external auditors, and other relevant parties are evaluated and actioned within allocated timescales.
  - Ensuring that contractors are competent for the work they carry out and operate to an effective permit to work system where applicable.
  - Monitoring performance in relation to health and safety and reporting to the Chief Executive Officer on progress against the objectives of the health and safety policy.
  - Reviewing accidents and other incidents in relation to health and safety and reporting to the Chief Executive Officer on the outcome of these investigations.
  - Ensuring that all the essential elements of the health and safety system are implemented, monitored and reviewed.
- Day to day responsibility for the management of health and safety at individual locations is delegated to School Heads/Principals and Registered Managers of each individual location. This includes:
- 5.5.**
- Ensuring risk assessments are completed and reviewed for all significant work activities and the results of these assessments are implemented and communicated to employees.
  - Ensuring that the arrangements for fire, first aid, accidents and emergencies are implemented.
  - Ensuring that accident and incidents have been reported, recorded, notified and investigated as appropriate, and records are maintained.
  - Monitor health and safety standards on site at regular intervals and ensure remedial action is implemented.

- Ensuring that employees receive adequate training, information, instruction and supervision to discharge to their specific health and safety responsibilities.
- Promptly informing the Group Compliance and Regulation Director of any significant health and safety failure.
- Providing the Group Compliance and Regulation Director with regular reports on health and safety performance.
- Ensuring that local health and safety records and documentation are complete and are systematically stored.
- Ensure that mental health and psychosocial risks are included within routine risk assessments and that appropriate controls, support measures, and staff consultation processes are in place

**5.6.** Health and safety performance is reviewed locally on a monthly basis against defined key point indicators.

**5.7.** Health and safety risks are reviewed at a corporate level at the Quarterly Care Quality Committee.

**5.8.** Summary data is then submitted for review at the PLC Board.

**6.1.**

## **6.2.** **6. Related Policies and Procedures**

- |              |           |   |
|--------------|-----------|---|
| <b>6.3.</b>  | GHS 04.01 | Accidents/Incidents                       |
| <b>6.4.</b>  | GHS 04.02 | Asbestos                                  |
| <b>6.5.</b>  | GHS 04.03 | Checklists                                |
| <b>6.6.</b>  | GHS 04.04 | Consultation                              |
| <b>6.7.</b>  | GHS 04.05 | Contractors                               |
| <b>6.8.</b>  | GHS 04.06 | Control of Substances Hazardous to Health |
| <b>6.9.</b>  | GHS 04.07 | Disability Discrimination                 |
| <b>6.10.</b> | GHS 04.08 | Display Screen Equipment                  |
| <b>6.11.</b> | GHS 04.09 | Fire Safety                               |
| <b>6.12.</b> | GHS 04.10 | First Aid                                 |
| <b>6.13.</b> | GHS 04.11 | Gas Safety                                |
| <b>6.14.</b> | GHS 04.12 | Lone Working                              |
| <b>6.15.</b> | GHS 04.13 | Manual Handling                           |
| <b>6.16.</b> | GHS 04.14 | Medical Oxygen                            |
| <b>6.17.</b> | GHS 04.15 | New and Expectant Mothers                 |
| <b>6.18.</b> | GHS 04.16 | Permit to Work                            |
| <b>6.19.</b> | GHS 04.17 | Personal Protective Equipment (PPE)       |
| <b>6.20.</b> | GHS 04.18 | Risk Assessments                          |
| <b>6.21.</b> | GHS 04.19 | Slips and Trips                           |
| <b>6.22.</b> | GHS 04.20 | Statutory Inspection                      |
| <b>6.23.</b> | GHS 04.21 | Water Safety                              |
|              | GHS 04.22 | Work at Height                            |
|              | GHS 04.23 | Workplace Safety                          |



- 6.24.** GHS 04.24 Work Equipment
- 6.25.** GHS 06.00 Fire Action
- 6.26.** GHS 08.00 Emergency Planning