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blue triangle

Health & Safety Policy

25 September 2025

Our Mission Statement

“To empower people to thrive.”

Revision history

Rev No.	Rev. Date	Consultation Requirements	Lead Officer	Committee	Approved by COM	Review Due:
1	Nov 2016	Revision and new template.	FS/DS	Development	08 Dec 2016	
2	Dec 2019	Review.	FS/DS	Quality & Performance		
3	Nov 22	Reviewed and reformatted	DS	Dev and Part Board	12/06/23 17/08/23	Nov 25
4	Sept 25	Reviewed no changes	DS			Sept 28

Chairperson

Signed:

Dated: 25th September 2025

Chief Executive Officer

Signed:

Dated: 25th September 2025

Health and Safety laws apply to all businesses, no matter how small. As an employer of staff and a charity working with vulnerable people, we need to take the right precautions to reduce the risks of workplace dangers and provide a safe working environment and a safe living environment for service users.

This relates to a high level of risk as without effective systems, policies and procedures to manage risk for staff and service users we could open ourselves to prosecution, reputational damage and worst of all, hurt or damage to our service users and staff.

Responsibility

The Chair of the Committee of Management and the Chief Executive of Blue Triangle are responsible for the conduct of the business. Our Health and Safety policy allows us to manage this area of risk and responsibility.

Our Property Manager, Donald Stewart, oversees Health and Safety and runs our Health and Safety Committee.

Statutory Duties

The Health and Safety at Work etc Act 1974 imposes statutory duties on employers and employees. To enable these statutory duties to be carried out, it is the policy of Blue Triangle, so far as is reasonably practicable:

- ▲ to ensure that responsibilities for safety and health are assigned, accepted and fulfilled at all levels of Blue Triangle;
- ▲ to ensure that all practicable steps are taken to manage the health, safety and welfare of all employees;
- ▲ to conduct business in such a way that the health and safety of residents and visitors to any premises under our control, is not put at risk.

We intend, so far as is reasonably practicable, to ensure that:

- ▲ The working environment of all employees is safe and without risks to health and adequate provisions are made with regard to the facilities and arrangements for their welfare at work.
- ▲ The provision and maintenance of machines, equipment and systems of work are safe and without risks to the health of employees, residents, contractors and any other person who may be affected by premises or operations under our control.
- ▲ Arrangements for the use, handling, storage and transport of articles and substances for use at work, or belonging to residents, are safe and without risks to health.
- ▲ Employees are provided with such information, instruction, training and supervision as is necessary to secure their health and safety at work.
- ▲ Responsibilities for Health and Safety within Blue Triangle, together with relevant precautions and procedures, shall be adequately documented in the form of a Health and Safety Manual.
- ▲ The Policy and the Health and Safety Manual will be regularly reviewed and updated as and when this is necessary.
- ▲ All employees shall be informed about this Policy, the Health and Safety Manual and all changes that may be made to them.

Safeguarding and Compliance

We intend, so far as is reasonably practicable, to ensure:

- ▲ That reasonable steps are taken to safeguard the health and safety of themselves, residents and of other persons who may be affected by their acts or omissions at work.

- ▲ Co-operation with the Committee of Management so far as is necessary to ensure compliance with any duty or requirement imposed on the employer, or any other person, under any relevant statutory duties.