



The Health and Safety Policy Statement

The Health and Safety Policy Statement outlines Young Epilepsy St Piers' (Young Epilepsy) intent to comply with the Health and Safety at Work etc. Act 1974 and all relevant regulations made under that Act, including the Management of Health and Safety at Work Regulations 1999.

Young Epilepsy will implement, maintain and seek to improve procedures which give effect to the organisation and arrangements required to ensure, so far as reasonably practicable, the health, safety and wellbeing of employees (including volunteers and agency workers), visitors (excluding contractors*), members of the public and the children and young people who use Young Epilepsy's services.

**Managed by the Facilities Team.*

The required organisation and arrangements will primarily be outlined in the Health, Safety and Wellbeing Management Procedure.

Young Epilepsy will take a risk-based approach to managing health, safety and wellbeing; maintaining an Occupational Safety and Health Risk (and Legal) Register and basing relevant strategic and operational decisions on risk assessment.

Young Epilepsy will monitor the organisation and arrangements given effect by this Policy Statement and follow a 'Plan Do Check Act' management model inclusive of an annual or biannual Health and Safety Plan.

To support the improvement of the organisation and arrangements in place to ensure health, safety and wellbeing, Young Epilepsy will implement a programme of internal and external audits.

Young Epilepsy will provide the necessary information, instruction, training and supervision to ensure the health, safety and wellbeing of employees and, where relevant and appropriate, other people.

Young Epilepsy will employ a Health, Safety and Wellbeing Advisor to act as the organisation's competent person.

Young Epilepsy will implement a system for the reporting and recording of adverse events. Adverse event data will be analysed and remedial action tracked to completion.

Young Epilepsy will recognise several specific employee populations, including new and expectant mothers and young people, for whom additional or adapted organisation and arrangements may be required to ensure their health, safety and wellbeing.

Young Epilepsy will actively encourage the participation and engagement of employees, and children and young people, and their representatives, when implementing, maintaining and improving the organisation and arrangements in place to ensure health, safety and wellbeing. This will include the Health, Safety and Wellbeing Panel.





Young Epilepsy will define corresponding roles and responsibilities to ensure the relevant organisation and arrangements in place are appropriately owned and managed.


The Health, Safety and Wellbeing Service will also provide a 'review only' service, on request, to other areas of compliance relevant to Young Epilepsy including animal welfare and land management; site security; and, arrangements to manage mental health and wellbeing where these are owned and managed by HR.

The Health, Safety and Wellbeing Service will be owned by a named Director (the relevant Director).

Without prejudice to the generality of this Policy Statement, Young Epilepsy will also give effect to the following associated Policy Statements:

- Fire safety policy statement
- Stress and Wellbeing Policy Statement

This policy is agreed by the Executive Team and will be implemented by the Health, Safety and Wellbeing Advisor on behalf of the relevant Director. The policy was ratified by the Trustee Board.

Signed: 	Date: 29 September 2022
Name: Mark Devlin Title: Chief executive Officer	
	Date of next review: August 2024 Sarah Stookes, Director of HR

