



MacIntyre

Providing support...your way



Health & Safety Policy Statement



OHS 75374



MacIntyre

Providing support...your way

“Our vision:

For all people with a learning disability to live a life that makes sense to them.”

“Our Mission:

We will support a sense of wellbeing through a celebration of each person’s unique gifts, talents and contributions, the quality of our relationships and ensuring the promotion of real opportunities to connect with others”

“Our Purpose:

To achieve excellence in everything we do.”

To achieve excellence in everything we do, we must look after our staff. Without the dedication and commitment of our staff, we would not be able to support the people who use our services. We are therefore committed to the active prevention of accidents and ill-health.

Our commitment goes beyond the minimum requirements of legislation. We aim for continuous improvement in everything we do, including health & safety.

We are the first charity for people with learning disabilities to achieve British Standards Institution certification to 'OHSAS 18001'. This is an important and internationally acclaimed standard for health & safety management systems. With this certification, external auditors scrutinise our work to help us make sure we continuously improve our health & safety performance.

Our main health & safety tool for continuous improvement is *risk assessment*. This helps to ensure the health & safety of our staff, visitors, contractors and public.

Risk assessments are also essential for the people we support. One of the MacIntyre Promises is “To support me to feel good about myself and to keep myself safe and healthy”. Another MacIntyre Promise is “To Support me to learn new things that are important to me”. Risk Assessments enable us to fulfill both these promises.

We train all our staff according to their level of responsibility. We have a lead director for health & safety, a full-time health & safety manager and we make it clear that all levels of management are accountable for managing health & safety.

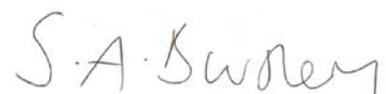
Our managers must show commitment, set objectives and make sure risk assessment actions are put in place. They must also review the effectiveness of risk assessments continually – by using tools such as *accident investigation, audits and inspections*.

Managing health & safety must also involve our support staff. They must co-operate with measures put in place to protect themselves, the people who use our service and others affected by our activities. They must report any health & safety concerns. We also expect staff and encourage people who use our services to take part in: risk assessments, ongoing control of risks and health & safety paperwork.

We believe that consulting staff and the people we support is vital to ensure a positive health & safety culture. We therefore encourage staff to appoint a health & safety rep in each service to take up issues on their behalf. We also provide ongoing training and support for reps and we encourage them to exchange ideas through health & safety committees.

To help all our employees to understand and implement their health and safety duties, we provide a detailed Health and Safety Manual, which is presented in plain English with enticing graphics.

Every section of the manual is reviewed every year. The date on the footer of the printed version of each section is only changed when content is revised. The date of the latest review of every section is the date of this Health & Safety Policy Statement. This date is reflected in the footer of the online version of the Manual as well.



Sarah Burslem
Managing Director