

Health and Safety Policy

The following is a statement of the Diversity Trusts CIC Health and Safety Policy in accordance with Section 2 of the Health and Safety at Work etc. Act 1974.

It is the policy of The Diversity Trust CIC to ensure, so far as is reasonably practicable, the health, safety and welfare of all employees / contractors working for the Trust and other persons who may be affected by our undertakings.

The Diversity Trust acknowledges that the key to successful health and safety management requires an effective policy, organisation and arrangements, which reflect the commitment of the Directors. To maintain that commitment, we will continually measure, monitor and revise where necessary, an annual plan to ensure that health and safety standards are adequately maintained.

The Directors will implement the company's health and safety policy and recommend any changes to meet new circumstances. The Diversity Trust recognises that successful health and safety management contributes to successful business performance and will allocate adequate finances and resources to meet these needs.

The Directors of The Diversity Trust looks upon the promotion of health and safety measures as a mutual objective for themselves and employees. It is therefore; the policy of the Directors to do all that is reasonably practicable to prevent personal injury and damage to property. Also, the Trust aims to protect everyone, including visitors and members of the public, insofar as they come into contact with our activities, from any foreseeable hazard or danger.

All employees / contractors have duties under the Health and Safety at Work Act (1974) and are informed of their personal responsibilities to take due care of the health and safety of themselves and to ensure that they do not endanger other

persons by their acts or omissions.

Employees/Contractors are also informed that they must co-operate with the Trust in order that it can comply with the legal requirements placed upon it and in the implementation of this policy. The Trust will ensure continued consultation with the workforce to enable all viewpoints and recommendations to be discussed at regular intervals.

The Trust will ensure a systematic approach to identifying hazards, assessing the risks, determining suitable and sufficient control measures and informing employees / contractors of the correct procedures needed to maintain a safe working environment.

The Trust will provide, so far as is reasonably practicable, safe places and systems of work, a safe environment, the safe handling of materials and substances, the provision of adequate safety equipment (where required) and ensure that appropriate information, instruction, training and supervision is given.

The Trust regards all health and safety legislation as the minimum standard and expects the directors, employees and contractors to achieve their aims without compromising health and safety.

A signed copy of this policy is available on request.

Berkeley Wilde, Executive Director

Policy adopted: 16th June 2015

Policy reviewed: 8th March 2021