

Group Safety Policy Statement

This policy statement is made on behalf of Barnardo's and its subsidiaries

Date:	February 2024	Review Date:	February 2026 (2-year review cycle)
Policy Sponsor:	CEO	Policy Owner:	Head of Corporate Safety
Distribution:	All Colleagues, Internal and External		

Barnardo's recognises and accepts its responsibilities as the employer for ensuring, so far as is reasonably practicable, the health, safety, and welfare of all its colleagues. Barnardo's also accepts its responsibility under the Act to protect the health and safety of other persons who may be affected by its work activities. Barnardo's recognises its obligations to service users and volunteers in that respect.

Barnardo's will meet its responsibilities, paying particular attention to the provision and maintenance of:

- a) a safe place of work and safe access to it
- b) a healthy working environment
- c) adequate physical welfare facilities
- d) plant, equipment, and systems of work that are safe
- e) safe arrangements for the use, handling, storage and transportation of articles and substances
- f) a learning & development offer to provide sufficient information, instruction, training, and supervision to enable all colleagues to avoid hazards; be informed and able to uphold their responsibilities regarding health and safety at work
- g) administrative arrangements designed to promote effective safety management

Barnardo's also accepts that health and safety is a line management responsibility which requires the commitment and active participation of all managers at every level. Overall responsibility for the implementation of health and safety matters within Barnardo's is accordingly vested in the Chief Executive Officer.

Under the leadership of the Chief Executive Officer, health and safety responsibilities and duties are delegated down the line management chain through the Corporate Director team, with managers at each level retaining responsibility for all health and safety matters within their areas of jurisdiction. Barnardo's will provide competent technical and specialist advice or arrange for such advice to be obtained from external sources, to assist managers in the discharge of their duties. In particular those duties are to ensure, so far as is reasonably practicable, safe conditions of work and the health, safety and physical welfare of all persons involved in or affected by Barnardo's work activities.

No safety policy is likely to be successful unless it is applied at all levels and actively involves all colleagues. To that end each Barnardo's establishment is required to provide and maintain a comprehensive and up-to-date set of local safety rules, and colleagues are required to make themselves familiar with these. In this connection colleagues are reminded of their own duties under Section 7 of the Health & Safety at Work etc Act to take care of their own safety and to ensure that they do not put other people at risk by reason of their own acts or omissions. All colleagues are legally required to co-operate with Barnardo's to enable the Charity to carry out its health and safety responsibilities effectively.

Barnardo's recognises the rights of all colleagues to receive appropriate health and safety information and to be able to make representations to a higher level on matters of either personal or general concern. Internal reporting procedures have been established, and Barnardo's encourages the regular exchange of information between management and colleagues at local level. In particular all colleagues are obliged to bring to the attention of the responsible manager or supervisor any hazards, both potential and actual, and any defects in health and safety policy, procedure or working practice.

Working instructions and guidance supporting this policy statement are set out in organisational procedures. Those documents and this statement will be reviewed and amended as necessary from time to time.



Lynn Perry MBE
Chief Executive Officer

