

# Happy Healthy Together CIC

## Health and Safety Policy

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### **1. Purpose and scope of this policy**

Happy Healthy Together CIC is committed to providing a safe and healthy environment for everyone involved in our work. This Health and Safety Policy sets out our approach to identifying, managing and reducing health and safety risks in a way that is proportionate and appropriate for a community-based organisation.

This policy applies to all directors, staff, self-employed associates, volunteers, participants and visitors involved in or affected by our activities.

### **2. Our approach to health and safety**

We recognise our duty to take reasonable steps to protect people from harm. Our approach focuses on:

- Identifying foreseeable risks
- Taking sensible, proportionate precautions
- Creating a culture where health and safety is everyone's responsibility
- Integrating health and safety considerations into programme planning and delivery

### **3. Legal framework**

Happy Healthy Together CIC will comply with relevant UK health and safety legislation, including the Health and Safety at Work etc. Act 1974 and the Management of Health and Safety at Work Regulations 1999.

### **4. Roles and responsibilities**

Directors are responsible for overall oversight of health and safety and for ensuring this policy is implemented. Project leads and coordinators are responsible for assessing risks and putting appropriate controls in place. All colleagues must take reasonable care for their own health and safety and that of others, follow guidance and report concerns promptly.

## 5. Risk assessment and management

Risk assessments will be carried out for activities, venues and events to identify hazards, assess risks and set out control measures. They will be reviewed regularly and updated when activities change or if an incident occurs.

## 6. Venues and activities

Many activities take place in venues not owned or controlled by Happy Healthy Together CIC. We will work with venue providers to understand local safety arrangements and adapt delivery where necessary to manage identified risks.

## 7. Accidents, incidents and emergencies

Accidents, incidents and near misses must be reported promptly. Basic first aid provision will be available where appropriate. In emergencies, emergency services must be contacted immediately.

## 8. Training and information

All colleagues will receive health and safety information appropriate to their role. Safeguarding training, risk awareness and induction briefings support our overall approach to safety.

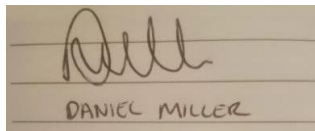
## 9. Relationship to safeguarding

Health and safety is closely linked to safeguarding. This policy should be read alongside the Safeguarding, Child Protection and Safeguarding Vulnerable Adults Policies. Where there is a conflict, safeguarding considerations take precedence.

## 10. Monitoring and review

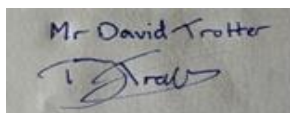
This policy will be reviewed annually, or sooner if there are changes to legislation, organisational activities or following a serious incident. Next review scheduled April 2027.

### Director approval



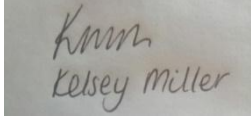
DANIEL MILLER

Signed: Date: 09/04/2026



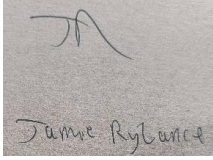
Mr David Trotter

Signed: Date: 09/04/2026

Handwritten signature of Kelsey Miller in black ink on a light-colored background.

Signed:

Date: 09/04/2026

Handwritten signature of James Ryland in black ink on a light-colored background.

Signed:

Date: 09/04/2026