

# **CAST COMMERCIAL ACUMEN LIMITED**

## **Health & Safety Policy and Statement of Intent**

### **1. Statement of Intent**

Effective health and safety management is integral to the effective overall management of Cast Commercial Acumen Limited (“the Company”). The Company is fully committed to ensuring that health and safety is planned, organised, controlled, monitored, reviewed, and resourced.

The Company is committed to ensuring the health, safety, and welfare of its team members, so far as is reasonably practicable. We also fully accept our responsibility for other persons who may be affected by our activities at work. We will take steps to ensure that our statutory duties are met at all times.

Each team member will be provided with such information, instruction, and training as is necessary to enable the safe performance of his or her work activities. Management must ensure that all processes and systems of work are designed to take account of health and safety and are properly supervised at all times. Adequate facilities and arrangements will be maintained to raise issues of health and safety.

The health and safety of learners is a fundamental value for the Company. We believe that learners are entitled to learning that takes place in a safe, healthy, and supportive environment. In addition, we consider that safe learning is fundamental to good learning and is essential to maximize learners’ experience and achievement.

The Company has an unequivocal commitment to the duty of care for the health and safety of learners. We have a clear expectation that this duty will be fully met with our legal and contractual obligation. Running parallel to this is our approach to adopt a ‘best practice’ role with regard to the promotion of learner’s health and safety.

Every team member must cooperate with us to enable all statutory duties to be complied with. The successful implementation of this policy requires total commitment from all team members.

Each individual has a legal obligation to take reasonable care for their own health and safety and for the safety of other people affected by his or her acts or omissions whilst at work.

This policy will be regularly monitored to ensure that the objectives are achieved. It will be reviewed and if necessary, revised in light of legislative or organisational changes.

### **2. Health and Safety Responsibilities**

2.1 The Company recognises and accepts its responsibilities under the Health and Safety at Work etc Act 1974 including the responsibility to:

2.1.1 provide and maintain a safe, and secure culture and environment for team members, learners, contractors, associates, and visitors.

2.1.2 provide and maintain a healthy place of work that supports the mental and physical wellbeing of team members, learners, contractors, associates, and visitors.

- 2.1.3 provide adequate information, instruction, training, and supervision.
- 2.1.4 provide and maintain equipment and safe systems of work.
- 2.1.5 ensure safe access to and from the places of work.
- 2.1.6 work to prevent accidents and work-related ill health.
- 2.2 The overall responsibility for health and safety within the Company lies with Clayton John Ainger, who has day to day responsibility for managing health and safety.

### 3. **General Health and Safety**

- 3.1 The Management team are committed to complying with the requirements of the Management of Health and Safety at Work Regulations 1999 and other Regulations that apply to the Company's work activities.
- 3.2 The Management team will ensure that assessments of all areas of work activities are carried out regularly, in order to identify hazards and work to prevent instances of injury, disease and dangerous occurrences arising.
- 3.3 The Management team are also committed to ensuring that the work done by the Company does not adversely affect the health and safety of any team members, learners, contractors, associates, or members of the public.
- 3.4 The Management team are fully committed to providing safe and healthy working conditions and adequate welfare facilities for all team members.
- 3.5 The Company will strive to maintain excellence in health and safety matters and in this respect, team members and others are encouraged to co-operate with the management in all safety matters, to identify hazards and reduce the risk which may exist during work activities and to report any condition which may appear dangerous or unsatisfactory. The Company will at all times consult with the team members on these matters.
- 3.6 The Management team will, so far as reasonably practicable, ensure that the Company provides adequate financial resources to meet these objectives.
- 3.7 Copies of this policy are to be available to all Company team members and other interested parties.

### 4. **Directors Duties:**

- 4.1 The Directors will have, as a minimum, a basic knowledge and understanding of the Health and Safety at Work etc Act 1974 and its associated Regulations and Approved Codes of Practice.
- 4.2 It will be the responsibility of all the Directors to keep all team members advised as to their responsibilities in respect of health and safety matters.
- 4.3 In order to protect the safety and health of team members and others affected by the Company's operations, the Directors will:


- 4.3.1 Take reasonable steps to familiarise themselves with the hazards and risks associated with working at the Company and with the precautions which need to be taken to eliminate or control those risks.
- 4.3.2 Establish procedures to deal with any emergencies.
- 4.3.3 Appoint a suitably trained and competent person to assist them in carrying out their health and safety duties.
- 4.3.4 Ensure that team members receive sufficient training and information so that they can carry out their duties safely and competently. Ensure adequate funds and facilities are available for this purpose. Before entrusting work tasks to employees, take into account their capabilities as regards health and safety and ensure that suitable Risk Assessments are carried out on any hazardous activity.
- 4.3.5 Initiate the timing and annual review of the Health and Safety Policy and ensure it is promoted to all employees and others working on behalf of the Company.
- 4.3.6 Ensure that all team members carry out the health and safety responsibilities allocated to them.
- 4.3.7 Ensure the safety performance of the Company is monitored and take action to remedy any identified deficiencies.
- 4.3.8 Ensure that adequate provision is made for welfare facilities and that adequate first aid provisions are made.
- 4.3.9 Ensure that all necessary PPE is provided to team members, and that instruction is given on its use.

## 5. **Designated Health & Safety Person's Duties:**

- 5.1 To ensure that all the Company directors, managers, supervisors and team members are aware of their individual Health and Safety responsibilities.
- 5.2 To initiate and/or recommend any changes, developments, and amendments to the policy as and when necessary.
- 5.3 To inform the Health and Safety Executive of all notifiable accidents. Investigate any accidents or dangerous occurrences and recommend means of preventing re-occurrence.
- 5.4 To arrange appropriate training for all employees.
- 5.5 To create and maintain a Training Matrix for all staff.
- 5.6 To ensure that Risk Assessments (including where appropriate, COSHH, Noise, Manual Handling etc) are carried out as needed.
- 5.7 To ensure follow up action as needed.
- 5.8 To promote an interest and responsible attitude towards Health and Safety matters throughout the Company.

**6. Policy Review and Implementation**

- 6.1 This Policy will be updated as necessary to reflect current best practice, official guidance, and in line with current legislation.
- 6.2 This Policy shall be deemed effective as of 13<sup>th</sup> April 2023. No part of this Policy shall have retroactive effect and shall thus apply only to matters occurring on or after this date.

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<b>Approved by:</b>	Clayton John Ainger
<b>Signature:</b>	

**This Health & Safety Policy and Statement of Intent is not contractual and may be varied by Cast Commercial Acumen Limited at any time.**