



West Granton

Housing Co-op

sustaining and championing the co-operative way

HEALTH & SAFETY POLICY

This policy was reviewed and approved by the Committee of Management on Wednesday 17 March 2021. It should be reviewed again as and when members of the Committee of Management change or not later than March 2022.

The policy has been assessed through the organisational impact assessment process.

We can, if requested, produce this document in different formats such as larger print or audio-format. We can also translate the document into various languages, as appropriate.

SCOTTISH HOUSING REGULATOR STANDARDS

STANDARD 1:

The governing body leads and directs the RSL to achieve good outcomes for its tenants and other service users.

STANDARD 2:

The RSL is open about and accountable for what it does. It understands and takes account of the needs and priorities of its tenants, service users and stakeholders. Its primary focus is the sustainable achievement of these priorities.

STANDARD 4:

The governing body bases its decisions on good quality information and advice and identifies and mitigates risks to the organisation's purpose.

STANDARD 5:

The RSL conducts its affairs with honesty and integrity.

STANDARD 6:

The governing body and senior officers have the skills and knowledge they need to be effective.

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West Granton Housing Co-operative Limited is a fully mutual housing co-operative registered as a social landlord with the Scottish Housing Regulator (HAC 225); and is a registered society under the Co-operative and Community Benefit Societies Act 2014 (2357 RS).



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1.0 Statement

The Management Committee of West Granton Housing Co-operative is responsible for the conduct of the business of the Co-operative.

The Health and Safety at Work etc. Act 1974 imposes statutory duties on employers and employees. To enable these statutory duties to be carried out, it is the policy of West Granton Housing Co-operative so far as is reasonably practicable, to ensure that responsibilities for safety and health are assigned, accepted and fulfilled at all levels of the Co-operative; that all practicable steps are taken to manage the health, safety and welfare of all employees; to conduct the business in such a way that the health and safety of visitors, to any premises under our control, is not put at risk.

2.0 Intentions

It is the intention of the Co-operative, so far as is reasonably practicable, to ensure that:-

- a) The working environment of all employees is safe and without risks to health and that adequate provisions are made with regard to the facilities and arrangements for their welfare at work.
- b) The provision and maintenance of machines, equipment and systems of work which are safe and without risks to health to employees, contractors and any other person who may be affected with regard to any premises or operations under our control.
- c) Arrangements for use, handling, storage and transport of articles and substances for use at work are safe and without risks to health.
- d) Adequate information is available with respect to machines and substances used at work detailing the conditions and precautions necessary to ensure that when properly used they will be safe and without risk to health.
- e) Employees are provided with such instruction, training and supervision as is necessary to secure their health and safety.
- f) The Health and Safety Policy will be reviewed at least annually. Communication of any such changes will be made to all employees.

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Created:	David Mills	Version Date:	04/02/21
Owner:	David Mills / WGHC	Review Due:	February 2022
Location / Path:	WGHC \ X:	Retention Period:	6 Years

3.0 Employees

It shall be the duty of all **employees** at work to ensure: -

- a) That reasonable steps are taken to safeguard the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.
- b) Co-operation with the Management Committee so far as is necessary to ensure compliance with any duty or requirement imposed on the employer, or any other person, under any relevant statutory duties.

3.0 Responsibilities of the Management Committee

- a) The Management Committee, headed by a chairperson, comprises 'lay persons' from the local community, acting as a body to oversee the operations carried on by WGHC.
- b) It is recognised that the Management Committee, while not actively involved in the day to day running of WGHC, is collectively responsible for providing leadership and direction on Health & Safety, and in particular the Chief Executive Officer shall be responsible for implementing the Management Committee's plan for Health & Safety.
- c) The Committee will endorse the Health & Safety policy and the HSCM and the Chairperson will sign the Health & Safety Policy Statement along with the Chief Executive Officer. Where there is a change of personnel, the incoming Chairperson will sign the policy to ensure the commitment on behalf of the Committee/Board remains current.
- d) The Committee will place 'Health & Safety' as a standing item on the Agenda of all general meetings. This will allow the Chief Executive Officer to report on safety performance, funding requirements, safety failures and other Health & Safety related issues. The Committee will give all such issues due consideration and will make available all reasonable funding and support as may be required.
- e) The Committee will review the findings of all internal and external Health & Safety audits carried out within WGHC and will authorise the use of all reasonable support required to rectify any significant non-compliances identified by the audits.
- f) The Committee will take an active interest in the investigation of any significant safety failure, making available all reasonable resources for a full investigation and for the taking of adequate measures to rectify any deficiencies in the existing arrangements.
- g) All Committee members will undergo training in 'Health & Safety Awareness' and in management responsibilities. This will ensure that all members have a working knowledge of the topic, which will assist in the discussion of Health & Safety at all meetings. This should also assist the Committee in determining whether the Chief Executive is managing Health & Safety adequately within WGHC.
- h) Management Committee shall review their responsibilities at least annually.

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4.0 Responsibility of Others

An organisation chart is set out in Appendix 1. Full details of authority and responsibility in relation to Health & Safety are set out in the Health & Safety Control manual. In summary: -

The Chief Executive Officer:

- o is responsible for the day to day running of WGHC and therefore incurs the overall responsibility for Health & Safety Management within the organisations

The Health & Safety Administrator:

- o will maintain the Health & Safety control manual and other inspection records and registers;
- o will assist in the undertaking of risk assessments, implementation of controls and development of policy.

EVH and Health & Safety Support Services

- o WGHC is a member of Employers in Voluntary Housing (EVH). EVH in turn employs external consultants to perform a number of functions in relation to Health & Safety including updating and revising the control manual and carrying out periodic Health & Safety Audits.

5.0 Adoption

Date Adopted at Management Committee: 17th March 2021

Review date: February 2022

Signed: **REDACTED PERSONAL DATA** Signed: **REDACTED PERSONAL DATA**

(CEO) (Chairperson)

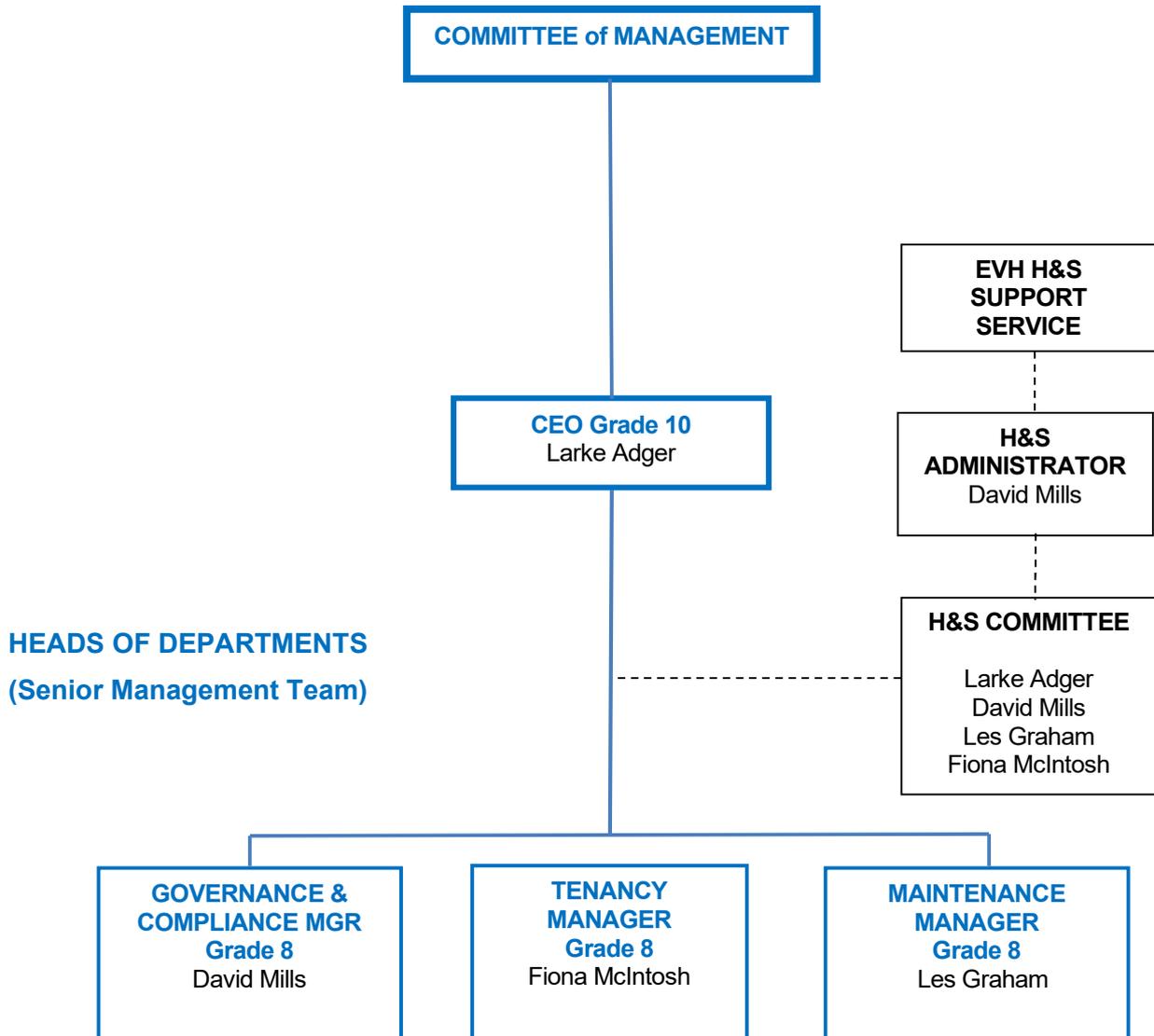
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Appendix 1: Section 1.4 of the Health & Safety Control Manual

Subject	Responsibilities - H&S Organisational Chart
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DEPARTMENTAL EMPLOYEES

- Jiewen Gao
- Kirsteen Panther
- Louise Anger
- Lorraine Gahagan
- Sheena Farrell

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Committee Member	Health & Safety Responsibilities Management Committee
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Name	Signature	Date	Review Date
Wendy Riordan (Chair)	REDACTED PERSONAL DATA	March 2021	March 2022
Lorna Brown (Vice Chair)	REDACTED PERSONAL DATA	March 2021	March 2022
Marilyn Dickson (Treasurer)	REDACTED PERSONAL DATA	March 2021	March 2022
George Thomson	REDACTED PERSONAL DATA	March 2021	March 2022
Amanda Aitchison	REDACTED PERSONAL DATA	March 2021	March 2022
Colin Fraser	REDACTED PERSONAL DATA	March 2021	March 2022
Elizabeth Robertson	REDACTED PERSONAL DATA	March 2021	March 2022
Joe Moir	REDACTED PERSONAL DATA	March 2021	March 2022
Jon Douglas	REDACTED PERSONAL DATA	March 2021	March 2022
Donna Anderson	REDACTED PERSONAL DATA	March 2021	March 2022

By signing their name above, each Committee Member declares that:

By signing the above declaration, I acknowledge and accept I have reviewed my health and safety responsibilities as outlined in this policy.

As a member of WGHC's Committee of Management I confirm I will review my responsibilities again in March 2022.

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