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## **THE MOSAIC COMMUNITY TRUST**

***Uniting, Empowering and Celebrating Caring Communities***

### **Health and Safety Policy**

#### **Introduction**

The Mosaic Community Trust's Management Committee has overall responsibility for health and safety in the organisation, and for ensuring that it fulfils all its legal responsibilities. It recognises that it is the duty of Committee members and workers to uphold this policy and to provide the necessary funds and resources to put it into practice.

The Mosaic Community Trust's (MCT) Management Committee is committed to ensuring that all its activities are safe and it will do whatever it can to provide for the health, safety and welfare of all volunteers, members and visitors ensuring that risks to volunteers, members and visitors are minimised at all times.

It will observe the Health and Safety at Work Act 1974 ("HASAWA") and all relevant regulations and codes of practice made under it.

This policy will be reviewed annually by the management committee.

#### **1. The CEO's Responsibilities**

The member of MCT responsible for the implementation and monitoring of health and safety policies and recommending changes where necessary is Lena Choudary-Salter.

All accidents or unsafe incidents will be investigated by the CEO on behalf of the Committee as soon as possible and then to be reported to the committee at the next available committee meeting.

#### **The CEO is responsible for**

- Assessing the risk to the health and safety of volunteers, members and visitors and identifying what measures are needed to comply with its health and safety obligations;

- Ensuring that venues or vehicles used for trips are safe and without risk to health including safe ways of entering and leaving;
- Ensuring that equipment is safe and well maintained;
- Providing information, instruction, training and supervision to the workers, volunteers and users of the service in safe working methods and procedures as required;
- Encouraging workers and volunteers and members to co-operate in ensuring safe and healthy conditions and systems by effective joint consultation
- Establishing emergency procedures as required;

## 2. Workers and Volunteer Responsibilities

All Workers and Volunteers will ensure that:

- They are aware of the contents of this safety policy
- They comply with this policy
- They take care of themselves and others who may be affected by their actions or omissions
- They will report all accidents, or unsafe situations, and any near misses (things which could have led to an accident), to CEO or another Core member at once.
- They record accidents or near misses at work in the accident book kept in MCT's Church Street Office.
- They are aware of all fire procedures for the area in which they are working
- If they identify anything which they think could be in any way unsafe, they will report it.

## 3. Risk Assessments

The responsible MCT member the CEO will ensure that all premises and tasks are assessed in line with the current relevant legislation. Assessments will be repeated when there is a

- trip or event to organise
- change in legislation
- change of premises
- significant change in work carried out
- transfer to new technology

or any other reason which makes original assessment not valid.

#### **4. Training**

To comply with legislation and to promote the health, safety and welfare of volunteers, health and safety training will be provided as follows:

- at inductions
- on the introduction of new technology
- when changes are made to venues
- when training needs are identified during risk assessments.

#### **5. Resolving health and safety problems**

Any worker or volunteer with a health and safety concern must first tell the responsible MCT member.

If, after investigation, the problem is not corrected in a reasonable time, or the responsible MCT member decides that no action is required but the worker or the volunteer is not satisfied with this, they may then refer the matter to the management committee chairperson. This must be in writing.

If the worker or the volunteer is still dissatisfied, the matter will be entered on the agenda for the next meeting of the Management Committee.

Signature of Chair: Mark Gifford

14/07/2025

Date of signature/ratification of policy (or what date was this policy adopted by the committee)

Date policy reviewed: 14/07/2025

Date that next review is due: 14/07/2027