



## Health and Safety Statement of Purpose

Bright Futures Care is fully committed to meeting its responsibilities under the Health and Safety at Work Act 1974 (HSWA) etc., the Management of Health and Safety at Work Regulations 1999 and associated protective legislation, both as an employer and as a company. To achieve these objectives, it has appointed designated member(s) of staff to be responsible for Company health and safety to keep workplace health, safety and welfare procedures under constant review, to liaise with the Health and Safety Executive whenever necessary and to keep the company and its board of directors abreast of new legislation, Regulations and British Standards, in order to ensure ongoing compliance with the law.

At Bright Futures we believe health & safety is everyone's responsibility to cooperate in following safe procedures, report problems and make suggestions for improvement and everyone in the company, or any outside contractors working in any of our sites, are required by the Health and Safety at Work Act 1974 etc.:

- To take reasonable care for the health and safety of themselves and of any other persons, who may be affected by their work.
- To co-operate with their Managers, Supervisors or any other person to comply with any safety duty or requirement expected of them.
- Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare.

It is the responsibility of Bright Futures' Leadership Team, the School Leadership Team and all Managers to make sure that safe methods and safe environmental conditions exist in their areas of responsibility. These teams need to make sure that adequate precautions are taken to safeguard the health, safety and welfare of those in their team and that of others to make sure they are not put at risk.

The overall responsibility for Health and Safety at work is the Chief Executive Officer (with the Operations Director Deputising in their absence). The Health and Safety and Compliance Manager is the nominated person responsible for health and safety (as required by the Health and Safety Executive), and as such everyone is expected to assist this role by keeping them informed of any incident, practice or occurrence that is a real or potential hazard to the health, safety and welfare to anyone.

Company employees agree as part of their contract of employment, to comply with their individual duties under both the HSWA and the Management of Health and Safety at Work Regulations 1999 and will cooperate with Bright Futures Care to enable them to carry out their health and safety duties under the Act. Failure to comply with health and safety duties, regulations, work rules and procedures regarding health and safety, on the part of the employee, may lead to dismissal in the

Status: Issued  
Approved by: Rachelle Russell  
Owner: Rachelle Russell

Issue Date: 13/12/2023  
Review by Date: 13/12/2024  
Policy Number: 105



case of serious breaches or repeated breaches; such dismissal may be instant and without warning.

In accordance with the Reporting of Injuries Diseases and Dangerous Occurrences Regulations 2013 Bright Futures Care has instituted a system for reporting accidents, diseases and dangerous occurrences to the Health and Safety Executive, in addition to its statutory duty to provide an Accident Book. Bright Futures Care will comply with its duties towards employees under the HSWA and Management of Health and Safety at Work Regulations 1999, so far as is reasonably practicable, in order to:

- Provide and maintain plant and systems of work that are safe and without risks to health, a safe place of work, a safe system of work.
- Ensure the safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances
- Provide such information, instruction, training and supervision as maybe necessary to ensure the health and safety at work of its employees
- Make risk assessments available to employees
- Take appropriate preventive/protective measures
- Provide employees with health surveillance where necessary

In order to meet its obligations toward the general public and all lawful visitors to Bright Futures Care's premises, the company will pay strict attention to its duties under the HSWA and the Occupiers' Liability Acts 1957 and 1984.

This policy has been prepared in compliance with Section 2(3) of the Health and Safety at Work Act 1974 etc. and binds all directors, managers and employees, in the interests of our employees and customers. We request that our customers and visitors respect this policy, a copy of which can be obtained on request.

This is our statement of intent for 2023/24 and will be reviewed by December 2024 along with the Company Health and Safety Policy. Any changes to this statement or the Policy will be distributed to all colleagues and other interested parties if applicable

Signed  
Rachelle Russell  
Operations Director

For Bright Futures Care Ltd

Dated: 13<sup>th</sup> December 2023

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