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| Policy Name | Health & Safety Policy |
| Version | Apr -25 |
| Name of originator/ author | Health, Safety & Safeguarding Committee |
| Approved by | Liz Buckle, Chair of Health, Safety & Safeguarding Committee |
| Review due | Apr-26 |

Our Approach

To ensure that people and nature thrive in balance, our approach to health & safety delivers an embedded safety culture, enabling the safe use of our assets - including land, buildings, equipment and machinery by employees, volunteers, visitors and other partners.

We will proactively manage risks, share our policies and procedures, fund training and increase knowledge. Our positive reporting culture is supported by strong governance and leadership, investigating incidents, listening and learning, reporting progress, providing the resources and time to achieve this.

What You Can Expect

1. A culture that sees health and safety is important to make our spaces, activities and approach better for your time here
2. A regime of using risk, site and task assessments for a range of things we do – that you can access
3. Preventative action is taken to reduce incidents, including regular maintenance of equipment, buildings and sites
4. Incident reports that are acted on
5. Whistleblowing supported through our Whistleblowing Policy

Statutory Introduction

1. The general provisions of the Health and Safety at Work Act 1974, the Fire Precautions (Workplace) Regulations 1997, the Management of Health and Safety at Work



Regulations 1999, other relevant legislation and common law duties of care impose a duty on all employers to ensure, as far as is reasonably practicable, the safety of their employees at work by maintaining safe plant, safe systems of work, and safe premises, and also by ensuring adequate instruction, training and supervision. The Trust is also bound by the Act to ensure the safety of all other persons, who (though not employees) may be affected by the Trust's work activities.

2. The Trust has adopted the following Statement of Health & Safety Policy, which reflects the fact that the Trust owns and manages green spaces (through farming, forestry and water bodies), that is diverse in habitat and topography, and facilities (including footpaths, tracks and car parks) to support a large number of visitors and event attendees.

Our Policy

3. It is the policy of the Trust and responsibility of the Trustees, to adopt all reasonably practicable measures:
 - a. to secure the health, safety and welfare of all employees at places of work under the Trust's control and elsewhere when performing their duties;
 - b. to guide visitors, volunteers and other persons who are lawfully on Trust land and premises in respect of safe access to minimise risk to their health or safety which might arise out of activities in those places. The Trust encourages play both indoors and outdoors including 'risky' play. For all activities risks are assessed and mitigated as far as possible;
 - c. to maintain safe plant, machinery and equipment and a safe and healthy place of work;
 - d. to commit to continuous improvement in the management of health and safety;
 - e. to follow the specific policies where they deviate from Earth Trust standard practise on the green spaces where the Trust is managing land on behalf of a third party.
4. It is also the policy of the Trust to ensure that all its staff and volunteers are aware of their individual responsibility to exercise care in relation to themselves and those who work with them. To this end individuals are enjoined to:
 - a. familiarise themselves with the Trust's Health & Safety Policy and any



departmental or activity safety requirements;

- b. take reasonable care that all procedures used are safely carried out, and seek expert advice in any case of doubt;
- c. warn of any special or newly identified hazards in existing procedures or risks in new procedures about to be introduced;
- d. report accidents, incidents and near misses promptly;
- e. familiarise themselves with fire and emergency drills and escape routes.

Where self-employed persons or contractors and their employees carry out work on Trust land and premises, they must comply with standards of safe working contained in any regulations or codes of practice applicable to their operations, and in the Trust's safety rules.

Governance

5. The Trust has established the Health, Safety & Safeguarding Committee, which reports to the Board of Trustees, with the responsibility to determine and monitor the health and safety management strategy and policies necessary for the Trust to discharge its legal obligations regarding health and safety.

The Health, Safety & Safeguarding Committee comprises at least one Trustee and the Chief Executive. Terry Hurley, a Trustee, is chair of the Committee. The Director of Operations reports to this Committee. The Director of Green Infrastructure & Nature Recovery, Head of Experience & Engagement, Centre Operations Manager and are in attendance to fulfill the duties delegated to them.

Operational Health and Safety responsibility is delegated to an internal Health and Safety Committee which comprises representatives with responsibility covering all areas and activities of Earth Trust. The Committee is chaired by the Director of Operations.

Responsibilities

6. Responsibility for the oversight of departmental or functional arrangements for health and safety is delegated to the relevant manager to ensure that they are functioning in accordance with the Trust's policies.



7. Departmental or functional managers are also responsible for the health, safety, and welfare of all persons who are lawfully in Earth Trust buildings or green spaces under their charge and are required to bring to the notice of all employees a written statement describing the organisation and arrangements for safety within their departments and areas under their remit.
8. Responsibility for implementing the Trust Health & Safety Policy rests with the Trustees. For operational health and safety matters the Chief Executive must ensure a suitably qualified senior member of staff assumes the role of Safety Officer. On a day to day basis this will be the Director of Operations.
9. This Policy supersedes all previous versions of the Trust Health & Safety Policy. It will be reviewed annually by the Health, Safety & Safeguarding Committee.