

Health and Safety Policy

Purpose:

The Health and Safety at Work Act 2015 and related regulations apply to employees and contractors. At Cornerstone this applies to volunteers as well.

The Act and related regulations require that workers and others are given the highest level of protection from workplace health and safety risks, so far as is reasonably practicable. This includes risks to both physical and mental health.

Cornerstone Church Trust is committed to providing for its staff, volunteers and visitors an environment which is safe and healthy in which to work or visit, and to managing health and safety in a manner which will lead to continuous improvements in health and safety performance.

This policy is designed to encourage the reporting of all incidents. The goal is to assess all incidents using a no blame approach that focuses on preventing, reducing or eliminating work related hazards.

Policy:

Cornerstone Church Trust has a commitment to:

1. Develop systems, procedures and checks to ensure that health and safety issues are effectively managed by staff who are appropriately trained, competent, and accountable for health and safety performance.
2. Have in its employment an employee who will be responsible for implementing this policy.
3. Comply with all health and safety legislation, regulations, codes of practice, and safe operating procedures.
4. Provide all staff and volunteers with safe working methods, premises and equipment.
5. Identify hazards, assess these for significance, and take all reasonable steps to protect staff, volunteers, church members and visitors from them using the procedures described in the Health and Safety in Work Act, 2015.
6. Provide appropriate orientation and training for all staff and volunteers which will cover health and safety management and any hazards to which they may be exposed in the workplace.
7. Consult with staff and volunteers on health and safety issues, and encourage active participation from staff and volunteers in hazard identification, assessment and control, and in health and safety management through scheduled meetings of a Health and Safety Committee.
8. Insist that health and safety instructions and procedures are followed by all staff and volunteers, and make staff and volunteers aware of their own responsibility to observe safe working practices.
9. Accurately report, record, investigate and analyse all accidents, incidents and near misses with the aim of identifying new hazards and accident trends, and to take corrective action as necessary to avoid repetition of preventable harm.
10. Support the safe and early return to work by injured staff.

Revisions

Date	Status	Comment
30 June 2023	Approved	Regular review and subsequent updates
17 July 2017	Approved	Minor changes made
23 May 2016	Approved	No changes made
21 March 2016	Accepted as Draft	New document