

Health & Safety Policy

It is our intent to demonstrate an ongoing commitment to maintaining and improving health and safety at work throughout our organisation.

The aims of the company are to provide comprehensive, safe and enjoyable training in a variety of outdoor pursuits and to use these experiences to encourage the development of participants, both as individuals and as part of effective teams, as well as stimulating interest in the environment being used.

“Through the way we work and behave, all our people and stakeholders will be protected from risks of occupational injury or ill health.”

All our staff and stakeholders have an awareness and understanding of health and safety hazards and risks that affect our business.

We will assess the risks associated with health and safety hazards in the workplace. All our team will be informed of the health and safety hazards and risks that affect their work. We will take action to prevent, reduce or control risks to an acceptable level and reduce the potential for incidents and accidents. We will require our subcontractors and stakeholders to identify health and safety risks that may impact on our work activities.

We will promote best practice in our industry and aim to exceed the guidance of the Health and Safety Executive and other regulatory bodies wherever possible and practicable.

Where N.G.B. qualifications are appropriate, our instructors are qualified at, or above the relevant level and evidence of qualifications is recorded at our office. For other activities, in-house training and assessments are carried out by relevant senior staff and recorded in staff personnel files.

Our senior management team will demonstrate leadership in health and safety. Our senior management will take time to ensure that health and safety issues are identified, assessed and managed. Systems will be in place and people will be empowered to raise health and safety concerns with management.

Our senior management will ensure that:

- adequate resources are provided for health and safety;
- health and safety is adequately assessed, controlled and monitored; and
- our team are actively involved on matters that affect health and safety.

We will report and investigate accidents, incidents and near misses to drive improvement in our health and safety management. Any lessons learned from such events will be used to take corrective action to prevent recurrences.

Our policy will be delivered by:

- generating a culture that does not tolerate threats to health and safety; and
- ensuring the real involvement of all our people, the subcontractors and stakeholders.

Guidelines and policies are under review continuously. Appropriate staff will be informed of major updates. Minor updates will be added to the “Notification of Changes” log and be distributed with major updates.

Responsibilities for Health & Safety

Overall Responsibility – David Eddins, Managing Director

Lead Responsibility - Phil Turner, Head of Centre

Specific Responsibilities –

- Emergency Procedures, Accidents, First Aid and Health – Phil Turner – Head of Centre
- Risk Assessments and Guidelines – Luke Moore, Deputy Head of Centre & Phil Turner – Head of Centre
- Fire Safety / Training – Tim Partridge, Estate Manager

H&S Policy Statement

Mendip Activity Centre Ltd aims to ensure, so far as is reasonably practicable, the health, safety and welfare of our employees while they are at work and of others who may be affected by our undertakings. This general policy statement provides a commitment and intent to comply with the Health and Safety at Work etc. Act 1974.

To ensure the principles of health and safety are clearly understood throughout the organisation we will be committed to:

- complying with relevant health and safety laws and regulations, voluntary programmes, collective agreements on health and safety and other requirements to which the organisation subscribes;
- setting and monitoring of health and safety objectives for the organisation;
- effective communication of and consultation on health and safety matters throughout the organisation;
- assessing the risks to the safety, health and wellbeing of our employees and other who may be affected by our activities and implementing controls to minimise those risks;
- ensure the health and wellbeing of our employees;
- preventing work-related injuries, ill health, disease and incidents;
- providing and maintaining safe plant and equipment and implementing safe systems of work;
- the safe use, handling, storage and transport of articles and substances;
- providing and maintaining a safe working environment with safe access, egress and welfare facilities;
- providing the necessary training to our employees and others, including temporary employees to ensure their competence with respect to health and safety;
- providing suitable and sufficient information, instruction and supervision for employees;
- continually improving the performance of our health and safety management;
- devoting the necessary resources in the form of finance, equipment, personnel and time to ensure the health and safety of our employees and seeking expert help where the necessary skills are not available within the organisation;
- an annual review and when necessary the revision of this health and safety policy;
- making this policy available to relevant interested external parties, as appropriate

Name: David Eddins

Signature:  _____

Position: Managing Director

Name: Philip Turner

Signature:  _____

Position: Head of Centre

Review date: 01st Oct 2023 (PT), 23rd Sept 2024 (PT), April 2025 (PT)