



HEALTH, SAFETY AND WELLBEING POLICY STATEMENT

Cill Dara Housing Association recognises and accepts its legal responsibilities for health and safety as detailed in the Safety, Health, and Welfare at Work Act, 2005 and all other relevant statutory provisions including the health (Preservation and Protection and other Emergency Measures in the Public Interest) Act 2020 with reference to Coronavirus.

It is the policy of the Association to develop and ensure a safe, healthy, and supportive environment for all employees, residents, tenants, service users, contractors, and visitors.

The Association recognises that managing health, safety and wellbeing is a business-critical function and will ensure that all reasonable steps are taken to achieve and maintain such an environment.

The Association is committed to achieving a measurable, progressive improvement in health and safety performance, with legal requirements establishing a minimum acceptable level.

The objectives of the Health, Safety and Wellbeing Policy are to:

- Implement and maintain an effective and properly resourced health, safety, and wellbeing management system
- provide an organisational structure that defines the responsibilities for health and safety at all levels
- promote a positive health, safety and wellbeing culture throughout the Association driven by the Executive Management and the Board of Management.
- regularly monitor performance and revise policies and procedures to pursue a programme of continuous improvement
- provide adequate resources to maintain a safe, healthy, and supportive working environment
- empower staff to identify and report all incidents including Near Misses so that we can all contribute towards improving safety
- communicate and consult with our employees on matters affecting their health, safety, and wellbeing

- maintain our assets and provide and maintain safe plant and equipment
- provide all employees with the necessary information, training, instruction, and supervision in order that they may work safely in an environment that promotes positive employee wellbeing
- ensure that safe systems of work are in place and ensure that risks are managed by the process of risk assessment and the implementation of suitable risk control systems and workplace precautions to ensure the safety of employees and others who may be affected by the activities of the Association
- eliminate risk through selection and design of buildings, facilities, equipment, and processes. Where risks cannot be eliminated, they will be minimised by the use of physical controls or, as a last resort, through systems of work and personal protection
- only appoint contractors who are able to demonstrate due regard to health and safety matters
- promote high standards of health, safety and wellbeing awareness and practice for employees through the implementation of a range of training and practical workshops
- bring this policy to the attention of all employees.

This Health, Safety and Wellbeing Policy Statement will be reviewed at least annually and revised as necessary to reflect changes to business activities and any changes to legislation. Any changes to the Policy will be brought to the attention of all employees.

COMPLIANCE STATEMENT

It is important that all members of staff, in carrying out their duties for the Association, do so in accordance with the Association's policy framework. Our policy framework ensures we comply with laws and regulation, while giving guidance to inform operations and decision-making. Our policies have been designed to be clear and easy to understand and are available on our website. If any member of staff is unclear as to their responsibilities under this policy, then they should refer to their line manager and / or the policy author for further guidance. A failure to comply with Association policies can have serious consequences for the Association. Should an employee become concerned about serious non-compliance with the policy, they should speak to their line manager or refer to the guidance set out in the Association's Whistleblowing policy.

Signed: 

Position: Chair of the Board

Signed: 

Position: Chief Executive

Dated: 9 June 2022