

Our policy is to promote the highest standards of Health and Safety to prevent the people we support, employees, volunteers and visitors suffering accidents and illhealth. We consider the statutory requirements of the Health and Safety at Work etc. Act 1974 and subordinate legislation to be the very minimum standards to be applied to the services we provide.

We believe that the management of Health and Safety is one of the most important management functions. We expect management and supervisory staff and all employees and volunteers to carry out their duties in the full knowledge that the Company considers that Health and Safety must take priority.

Organisational Health and Safety performance, in line with requirements of the Health and Safety Work Act 1974, will be reviewed and monitored by the Health and Safety Core Group; with escalation to the Group Risk Committee as appropriate.

The Directors have appointed the Group Chief Executive Officer as having particular responsibility for the implementation of this policy and to whom reference should be made in the event of any difficulty arising in the implementation of this policy.

The implementation and operation of this policy will be monitored by the Board of Management. To assist them in this respect in accordance with the Management of Health and Safety at Work Regulations 1999, the Health and Safety Core group gives advice on the requirements of the relevant statutory provisions and safety matters generally. There is also 24/7 helpline in place with Mentor, available to all employees.

The Statement of General Policy for Health and Safety will be displayed prominently at all Company premises and employee bases. The complete Company Health and Safety manual detailing the organisation, risk assessments and arrangements for implementing this general policy will also be available at the afore mentioned operational premises for reference by any employee or volunteer.

It is the responsibility of everyone working on or visiting Real Life Options Group premises to ensure that they comply with the Health and Safety policies, standards and procedures laid down by the organisation.



David Sargent
Group Chief Executive Officer

19th May 2023



RESPECT



HONESTY



RESPONSIBILITY



ACHIEVING EXCELLENCE