



Policy title:	Health and Safety Policy Statement		
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Created date	March 2025	Review Due Date:	March 2026
Status	Final		
Policy Owner	Executive Director of Place		
Approved by	Executive Team & Aspire Housing Board		

POLICY SUMMARY:

- Aspire and its employees are legally required to adhere to the principles of the Health and Safety at Work etc. Act 1974.
- To ensure Aspire adheres to the Act, the principles are described in the policy below.
- Our Health and Safety Policy statement covers all our workplaces and all the work we do.
- This Policy is available to all Aspire employees and interested parties as appropriate.

Associated Policies & Procedures: The Health and Safety Management System and supporting documents which may be found on the Aspire Intranet.

POLICY STATEMENT:

Aspire is committed to provide safe and healthy working conditions for the prevention of work-related injuries and ill health. We shall actively manage the occupational health, safety and wellbeing of all persons affected by what we do, be they employees, contractors, volunteers, customers or members of the public. We will comply with all relevant law, codes, guidance and other requirements. We will be ambitious and seek to achieve best practice and occupational health and safety opportunities wherever possible.

Our Group Chief Executive accepts ultimate responsibility for the occupational health, safety and wellbeing supported by the Executive Director Responsible for health and safety, who is the Executive Director of Place.

We will eliminate hazards and reduce risk as low as is reasonably practicable.

We are professional, and we will work together to take responsibility for health and safety throughout our line management chain. We will train, support, consult and supervise to give our colleagues the skills they need to work safely. We will share ideas and best practice and

ask that our colleagues collaborate and participate with us to achieve high standards of performance in health and safety.

Aspire is committed to the continuous improvement of the occupational health and safety management system and we will ensure that sufficient resources are allocated to maintain it so that it is up to date and effective.

Aspire has a three-year Health and Safety Strategy Plan, with set objectives, which focuses on the improvement of our safety systems, processes and practices. The objectives are:

- Provide legal assurance compliance
- Increase engagement and collaboration at all levels

The current strategy is dated 2024-2027. Implementation of the Health and Safety Strategy is supported by an annual Strategic Action Plan and reported to our Safety Strategy Group.

The strategy builds on the excellent development and growth of the safety management system, ensures that emerging risks are identified and provides assurance to the Aspire Housing Board.

RESPONSIBILITY:

- **Aspire** ensure diverse representation in decision making processes related to health and safety initiatives, E.g SSG (Safety Strategy Group) and SEG (Safety Engagement Group) which endeavours to include employees from various departments, positions and demographic backgrounds for innovative solutions and bring more diverse perspectives to the table.
- **Aspire** ensure to protect the environment whilst ensuring equality, diversity and inclusion is considered in all relevant operational aspects. For example, trends analysis are carried out for safety incidents, affecting customers or colleagues, and an Equality Impact Assessments would be completed if an exercise suggests that it is required.
- The Executive Team has the overall responsibility for the Occupational Health and Safety Policy and Occupational Health and Safety Management System including formulation, development, implementation and encouraging commitment by personnel at all levels of the Company.
- All employees, contractors and visitors are responsible for policy implementation by cooperating, participating and contributing to its success through their actions and suggestions.

COMMUNICATION:

This Occupational Health and Safety Policy is communicated to all employees, contractors and visitors. A copy is displayed on employee notice boards at company premises and published on the internal company intranet. All employees are encouraged to read it and communicate any queries to a direct management.

This policy has been considered against our Equality and Diversity Policy and no additional provisions are required. An equality impact assessment has also been carried out for this policy. Where customers or colleagues have specific needs to access the policy, reasonable

support would be given. By way of example, this may include the provision of the policy in alternate forms such as braille, large print or audio versions and ensuring that the processes followed within the policy are reasonably adapted to reflect the needs of the individual.

Copies are made available to interested parties on request and a copy is published on the company website.

Signed

A handwritten signature in black ink, appearing to read 'S. Butters'.

Sinéad Butters
Group Chief Executive