

Health and Safety Policy Statement 2025/26

The Board of Abertay Housing Association, in its capacity as the Association's governing body, recognises and appreciates its statutory obligations under the Health and Safety at Work etc Act 1974, The Management of Health and Safety at Work Regulations 1999, The Fire Safety (Scotland) Regulations 2006 and all other relevant health and safety legislation and guidance.

The Board recognises that they carry the ultimate responsibility for the Association's health and safety obligations.

The Board has delegated the responsibility of ensuring compliance with the Association's Health and Safety Policy and operational management of the Association's activities to the Chief Executive.

The Association's principle objective is to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all employees. The Association recognises that the statutory duty of care extends to other persons whilst they are on our premises or affected by our activities, such as tenants, residents, visitors, members of the public, contractors, etc.

The Association will, so far as is reasonably practicable, maintain a safe place of work and safe working practices by:

1. Promoting a positive health and safety culture which is endorsed by the management team and secures the commitment and participation of all employees;
2. Meeting its responsibilities to employees and others in a way which recognises that legal requirements are the minimum standard;
3. Ensuring efficient and effective implementation and operation of the Health and Safety Policy to ensure:
 - Provision and maintenance of plant and systems of work that are, so far as is reasonably practicable, safe and without risks to health;
 - Arrangements are in place for ensuring, so far as is reasonably practicable, safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances;
 - Provision of such information, instruction, training and supervision as is necessary to ensure, so far as is reasonably practicable, the health and safety at work of its employees;
 - So far as is reasonably practicable as regards any place of work under the employer's control, it is maintained in a condition that is safe and without risks to health and the provision and maintenance of means of access to and egress from it that are safe and without such risks;
 - Provision and maintenance of a working environment for its employees that is, so far as is reasonably practicable, safe, without risks to health, and adequate as regards facilities and arrangements for their welfare at work.
4. Having suitable and sufficient risk assessments which identify, assess and control risks associated with all activities, adopting the hierarchal principles of risk management;
6. Ensuring that there are adequate resources to meet the obligations set out in the Health and Safety Policy;
7. Managing performance and compliance to ensure that remedial corrective actions are taken to ensure high standards are maintained; and

8. Consulting with health and safety representatives and providing them with adequate time, facilities and assistance to enable them to carry out their functions.

No employee is required to work in circumstances where there is a serious risk of personal injury. Where employees are concerned about any aspect of their safety whilst at work they should report the matter to their line manager; who will then take appropriate advice and make decisions accordingly.

The Association regards a failure to comply with the Health and Safety Policy as a disciplinary matter, which depending on the circumstances, may amount to gross misconduct.

With regard to the wider health and safety obligations in respect of the management of the Association's undertaking as a registered provider of social housing, namely the health, safety and welfare of our tenants and residents and the management of our assets, these obligations are covered by numerous Policies relevant to the particular obligations.

Signed and dated *Ron Neave* 4-6-25 (Chair)

Signed and dated *Rory May* 4.6.25 (Chief Executive)