

FISH Volunteer Centre

Health and Safety Policy Statement

FISH Volunteer Centre is committed to pursuing excellence in everything it does and this includes the management of health and safety.

General Principles

1. At FISH Volunteer Centre, we are committed to giving health and safety the highest priority in all of our activities.
2. We expect staff, volunteers and those who visit FISH Volunteer Centre to share this commitment by complying with our policies and, where appropriate, our procedures and to understand that they too have legal and moral obligations to themselves and to one another.
3. We are dedicated to ensuring the health and safety of all persons who may be affected by our activities by:
 - a. Providing, managing and maintaining a work environment, which is, so far as reasonably practicable, safe, and in which risks to psychological and physical health are controlled.
 - b. Providing adequate and appropriate facilities and arrangements for welfare at work.
 - c. Providing, managing and maintaining our workplace so that it is, so far as reasonably practicable, safe and that risks to health are controlled.
 - d. Providing, managing and maintaining equipment so that it is, so far as reasonably practicable, safe and that risks to health are controlled.
 - e. Consulting with and involving our staff and volunteers in matters relating to their own health and safety.
 - f. Identifying hazards and conducting formal risk assessments when appropriate in order to minimise the risk for all activities undertaken by the FISH Volunteer Centre.
 - g. Ensuring that control measures and emergency procedures are: in place; effective; properly used; monitored and maintained.
 - h. Implementing systems of work that are safe and where risks to health are controlled.

i. Providing the information, instruction, training and supervision at all levels necessary to ensure that staff and volunteers are competent to undertake their work activities and are aware of any related hazards and the measures to be taken to protect against them.

j. Providing the necessary organisation, expertise and resource, including communication and consultation, planning, monitoring, inspection and auditing procedures to ensure that there is effective management of health and safety throughout the FISH Volunteer Centre.

k. Giving adequate information on relevant hazards to any person whose health and safety might be affected by them.

l. Keeping up to date with best practice in relation to health and safety and complying with all relevant legislation and authoritative guidance.

4. Where there are no existing FISH Volunteer Centre policies or guidance, we expect our staff and volunteers to meet the highest relevant standards and to comply with relevant legislation. Where no standards or legislation exist, we will work with our staff and volunteers to develop systems which comply with best practice and eliminate or minimise the risks so far as reasonably practicable.

5. It is our stated intention to promote a positive health and safety culture in FISH Volunteer Centre and educate our staff and volunteers in health and safety.

6. We undertake to continually review and develop our safety management systems, with the overarching aim of conducting our activities in a manner which does not affect the health and safety of any staff, volunteers, or members of the public.

The Trustee Board of FISH Volunteer Centre is committed to this Policy and to the implementation and maintenance of the highest standards of health, safety and welfare. We expect every member of FISH Volunteer Centre to share this commitment and to work together to achieve it.

Approved by the FISH Volunteer Centre Board of Trustees on 25th April 2019 to be reviewed in two years.