



Health and Safety Policy Statement of Intent

Health and safety is integral to our business and our role as a landlord and is the responsibility of both the employer and of employees at all levels. As an organisation we strive to provide high quality services for the people in Melton Borough through a committed and motivated workforce. We also recognise that effective health and safety management is essential to make this happen.

Melton Borough Council is committed to following these principles:

- Developing a culture that is not risk averse, but understands that risks must be effectively managed;
- Ensuring that employees, members of the public, service users and tenants are properly protected;
- Empowering staff to sensibly manage health and safety risks within their working environment;
- Ensuring that those who create risks manage them responsibly and understand that failure to manage risk responsibly is likely to lead to robust action;
- Ensuring the health and safety competence of any potential/selected contractors appointed to undertake work and all relevant health and safety checks have been made and are satisfactory;
- Educating individuals to understand that as well as the right to protection, they also have to exercise personal responsibility.

We are committed to improving health and wellbeing in Melton. We aspire to achieve an environment where everyone can fulfil their potential free from work-related ill health or injury. This includes our employees, members of the public, service users, tenants, partners and any others who may be affected by our work activities.

We are also committed to taking all reasonable steps to prevent injury and ill health by:

- Providing safe and healthy working conditions, equipment and procedures in line with corporate policy;
- Ensuring that there is an effective management structure in place to adequately control the health and safety risks arising from our activities;
- Ensuring that incident investigations identify why and how an incident happened in order to prevent a recurrence and not as a means to attach blame;
- Ensuring that employees are competent to do their work by providing them with adequate information, instruction, training and supervision;
- Consulting with employee safety representatives on matters affecting our employees' health, safety and welfare.

The Melton Leadership Team collectively and individually accept their roles in proactively leading and managing health and safety.

We will take a pro-active approach, aiming for continuous improvement in the way we manage health and safety. The operation of this policy will be the subject of monitoring and continuous improvement and this statement will be reviewed annually.

Councillor Joe Orson
Leader of the Council

Date: January 2023

Edd de Coverly
Chief Executive

Date: January 2023