

## **BHIVA Health and Safety Policy**

### **General statement of policy**

BHIVA is working towards a comprehensive Health and Safety Policy and is bound to abide by the Health and Safety at Work Act. This lays down certain duties on all trustees and volunteers. The duties are to take care of their own safety and that of other trustees, and volunteers. and to co-operate with the Trustee Board and its officers to enable it to carry out its responsibilities.

BHIVA does not have any offices and utilizes offices for its committee meetings usually sourced by its secretariat.

In particular its secretariat, trustees and volunteers have a duty to:

- Work safely, efficiently and without endangering the health and safety of themselves, their colleagues.
- Adhere to safety procedures laid down by BHIVA from time to time, and conform to all instructions given by those with a responsibility for health and safety
- Record all accidents, near miss occurrences and hazardous situations in the Health and Safety/Accident book and report to the next staff meeting
- Meet their other statutory safety obligations including that laid down in Section 8 of the Act, which states that "no person shall intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare in pursuance of any of the relevant statutory provisions".

### **1. Organisation and responsibilities**

#### **1.1 Trustee Board**

Overall and final health and safety responsibility within the organisation lies with the Trustee Board. The Trustee Board shall appoint one person who will take the responsibility for drawing to the attention of the Trustee Board, trustees and volunteers any health and safety matters that need to be discussed and/or acted upon.

## 1.2 Delegated responsibilities

BHIVA Hon Secretary (or its Secretariat) shall be given delegated responsibility for ensuring that the Health and Safety policy is carried out within the organisation. In particular s/he will be given delegated responsibility for:

- Carrying out regular safety inspections in the offices utilised by BHIVA
  - ensuring that staff are provided with suitable seating
  - ensuring that floors and aisles are kept clear, as far as reasonably practical, of trailing wires, equipment, stationery, etc.
- Investigating and reporting accidents
- Making trustees and office volunteers aware of the specific fire escapes and fire extinguishers within the building;
  - ensuring staff and volunteers are given a copy of this Policy and understand its contents; ensuring that staff and volunteers are made familiar with the alarm systems within the building and action to be taken in the event of a fire
  - drawing to the attention of the Trustee Board, Chair any new legislation on health and safety relevant to the work of BHIVA
  - drawing to the Trustee Board's attention any matters with which s/he is unable to deal.

## 1.3 Staff and office volunteers

All Trustees and office volunteers have a responsibility to:

- Read and fully understand BHIVA's Policy statement and the procedures to be carried out in the event of an emergency. If there is any doubt about the meaning, staff must seek clarification from the BHIVA Hon Secretary
- Co-operate with the Trustee Board and the BHIVA Hon Secretary, as appropriate, to achieve a healthy and safe workplace and to take reasonable care of themselves and others
- Report to the BHIVA Hon Secretary within 24 hours any accident occurring:
  - on the premises
  - off the premises whilst acting on behalf of BHIVA
- Bring to the notice of the BHIVA Hon Secretary any potentially dangerous circumstances that the employee is unable to put right.

## 1.4 Review

BHIVA Hon Secretary in conjunction with its secretariat, will keep this Policy under constant review to reflect any changes in legislation. The Policy will be fully reviewed every 3 years and will be subject to approval by the Trustee Board.

## **2. General arrangements**

### **2.1 Accidents, near-miss occurrences and hazardous situations**

BHIVA has a Health and Safety Accident Book located Medivents Ltd, The Spirella Building, Bridge Road, Letchworth, Hertfordshire, SG6 4ET and all incidents, no matter how small, must be recorded as soon as possible after the incident.

The incident should also be reported to BHIVA Hon Secretary In addition to reporting accidents it is equally important to report near misses and potential hazards so as to enable preventative action to be taken before it is too late. Once an incident has been recorded in the Accident Book the Sheet must be removed and stored separately, e.g. in the personnel file.

It is the responsibility of BHIVA Hon Secretary to ensure that any necessary follow up action is taken to reduce the risk of the accident or near accident reoccurring.

BHIVA Hon Secretary is responsible for reporting incidents which come within the Reporting of Injuries, Diseases & Dangerous Occurrences Regulations (RIDDOR), to the Health and Safety Executive. RIDDOR covers the following incidents:

- (a) fatal accidents
- (b) major injury accidents/conditions
- (c) dangerous occurrences
- (d) accidents causing more than 7 days incapacity for work
- (e) certain work-related diseases.

### **2.2 General fire safety**

The BHIVA secretariat is responsible for undertaking a Fire Risk Assessment for the offices utilized by BHIVA.

## **3. Personal safety**

- 3.1 Trustees and volunteers who are going overseas on BHIVA business should make it clear to the secretariat (and put in diary) where they will be, how long for and how they can be contacted.
- 3.4 Trustees and volunteers should inform the secretariat who they wish to be contacted in the event of an emergency giving contact details.
- 3.5 Trustees and volunteers who carry money for BHIVA have the right to be accompanied by another person.
- 3.7 Trustees and volunteers should not put themselves at risk on account of property utilized by BHIVA.

- 3.8 All incidents of aggression or violence and any threat to personal safety should be reported to the Chief Officer and recorded in the accident book.
- 3.9 Trustees and volunteers should be vigilant with regards to terrorist incident warnings – e.g. unattended bags.

#### **4. Stress management**

- 4.1 Stress at work is a serious issue: workers can suffer severe medical problems, which can result in under-performance at work, and cause major disruptions to the organisation.

The responsibility for reducing stress at work lies both with BHIVA, its trustees and volunteers. Trustees and volunteers should become aware of the causes of stress, and ensure that they do not work in a way which could cause them to suffer an increase in stress, nor cause an increase in stress on others.

If a trustee or volunteer is suffering from stress at work, they should discuss this with BHIVA Hon Secretary at the first opportunity. Where practicable and reasonable, BHIVA seek to provide assistance to the trustee or volunteer.

BHIVA will do all it can to eradicate problems relating to stress at work

**Review date: 30 October 2020**

<b>HEALTH AND SAFETY POLICY CHECKLIST</b>	
<p><b>Training</b> All staff will complete an induction programme with information about Health and Safety arrangements within the organisation. Any updates or changes to these arrangements will be discussed at staff meetings and supervision sessions.</p> <p>The [DESIGNATED PERSON] will ensure that all staff and volunteers fully understand the Policy and are made aware of all fire alarm points, fire extinguishers, fire blankets and fire exits in the building.</p> <p>The following is a list of things to be checked in Medivents office every six months.</p>	
<b>Check:</b>	<b>Date:</b>
Workstations (incl. Display Screens) are safe. (Follow separate checklist <i>VDU Workstation Inspection Checklist</i> )	
User takes regular breaks from long tasks/positions and ensure VDU users are aware of availability of FREE eye tests. (Follow separate checklist <i>VDU Workstation Inspection Checklist</i> )	
Lighting is adequate (e.g. no glare should be transmitted)	
Environment (noise levels, temperature, humidity, any anti-static device).	
Staff have been appropriately trained to carry out their tasks.	
First Aid Box is in place and adequately stocked.	
Accident Book and procedure is in place and staff are informed of these.	
Exits and walk-ways are kept clear and accessible to wheelchair users.	
Electrical and other equipment are safe to use and are not being misused.	
Power sources are safe to use and are not misused.	
No trailing wires and damaged floor coverings.	
Warning notices, where necessary, are clearly displayed.	
Heavy or dangerous items are not stored above shoulder height.	
Heavier items are stored in lower drawers of filing cabinets.	
Step ladders are provided and used where necessary.	
Hazardous materials (eg. cleaning fluids) are stored properly and marked.	
Staff/volunteers are not expected to lift heavy items above their individual capability.	
Security/confidentiality arrangements are adequate (eg. place for valuables)	
Office procedures relating to hygiene and cleanliness are complied with.	
Radiators are kept clear.	

