

Thriveology Wellness CIC

Health and Safety Policy.

March 2026



HEALTH AND SAFETY POLICY

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INTRODUCTION

At Thriveology Wellness CIC we are committed to ensuring the health, safety, and well-being of all employees, volunteers, visitors, and anyone else affected by our services. The management team will provide the necessary resources and support to maintain a safe working environment.

1. RISK ASSESSMENT AND CONTROL MEASURES

Thriveology will conduct regular monthly risk assessments to identify potential hazards in the workplace. Control measures will be implemented to mitigate risks, and employees and volunteers will be trained on how to work safely to deliver our services including lone working and the delivery of sensory circuits.

2. EQUIPMENT SAFETY

All equipment in the workplace and used during sensory circuits will be regularly inspected, maintained, and serviced to ensure safe operation. Employees and volunteers will receive training on how to use equipment safely and report any faults or issues.

3. FIRE SAFETY

Fire safety procedures, including evacuation routes and assembly points, will be clearly communicated to all employees and volunteers. Fire drills will be conducted regularly to ensure everyone is familiar with emergency protocols.



4. HEALTH AND HYGIENE

Adequate facilities for personal hygiene, such as handwashing stations, will be provided in the workplace.

Employees and volunteers will be encouraged to practice good hygiene and report any health concerns to management.

All equipment used will be cleaned before and after use to ensure good hygiene is maintained throughout.

5. TRAINING AND INFORMATION

All employees and volunteers will receive health and safety training upon starting their employment and on an ongoing basis.

Information on health and safety policies and procedures will be easily accessible to all employees and volunteers.

6. INCIDENT REPORTING AND INVESTIGATION

Employees are encouraged to report any accidents, incidents, or near misses to their supervisor or management.

All incidents will be promptly investigated, and corrective actions will be taken to prevent reoccurrence.

7. EMERGENCY RESPONSE

Emergency procedures, including first aid provision and emergency contacts, will be clearly communicated to all employees and volunteers.

First aid kits and emergency equipment will be readily available in the workplace.

This Health and Safety Policy is designed to create a safe and healthy working environment for all employees and volunteers. It will be regularly reviewed and updated to ensure compliance with legal requirements and best practices.

Review Date: MARCH 2027