



Wellbeing at Redbridge Lakes

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The organisations Redbridge Lakes Ltd (RLL) and Wellbeing at Redbridge Lakes CIC (the CIC) operate at Salix Lane, IG8 8LY. The organisations share a common policy framework, but remain separate legal entities, independently responsible for the adoption, implementation, monitoring and review of this policy as it applies to their own activities. Schedules at the end of this policy identify responsibility for fulfilling the policy.

HEALTH & SAFETY POLICY STATEMENT FOR SITE VISITOR AND USERS OF THE NATURE TRAIL

Adapted from the H&S Policy statement for Redbridge Lakes Ltd, September 2024

1. The organisations recognise the importance of Health & Safety. Our shared objective is to provide a safe and healthy environment, compliant with the Health & Safety at Work Act 1974, for all employees, volunteers, Member Organisations¹ and their guests.
2. We will, so far as reasonably practicable, provide and maintain the facilities and systems in place to ensure the safety of all legitimate visitors using the site.
3. This Policy Statement and the associated Risk Assessment represent the system against which we will monitor and assess its performance. Our employees, volunteers and Member Organisations and their guests have a duty of care to look after their own and others health & safety, and to comply with this policy, site rules any other health & safety guidance issued by the organisations. Regular site audits will be carried out to ensure health & safety arrangements are of an appropriate standard, that signage is appropriate, and that rules and procedures are understood and being followed. The documentation will be reviewed regularly or as new legislation demands, or in the light of experiences.

HEALTH & SAFETY

1. RESPONSIBILITY

- 1.1. Directors of both organisations have overall responsibility for Health & Safety on the site and will seek to provide
 - Proper and safe equipment where applicable
 - Safe systems of work
 - Safe premises (this includes safe access and egress)

¹ Member Organisations are local groups, charities and businesses that use our site to offer a wellbeing service to the community.

- Competent staff
- Ensure safe systems of work. A risk assessment is available for MOs.
- Provide adequate financial resources in relation to Health & Safety obligations.

2. SUMMARY OF GENERAL ARRANGEMENTS

2.1. Introduction

This document provides a summary of the arrangements for Health, Safety and Welfare. Respective risk assessments (including those of Member Organisations) should be read in conjunction with this Policy.

2.2. Risk Assessments/Safe Systems of Work

We assess the risk to Health & Safety of anyone who might be affected by using the site. Risk Assessments will be updated accordingly.

2.3. Risk Assessments for Vulnerable Persons

It is our strict policy that children, especially vulnerable children and adults, are always accompanied by a teacher, supervisor, parent or carer. The carer must be in constant control and must not allow guests/clients to wander the site unaccompanied. The carer should carry out their own risk assessment. Similarly, MOs have a parallel obligation to their clients whilst on site.

2.4. Site Rules

The general site rules operated by Redbridge Lakes Ltd must be followed at all times.

2.5. Protective Clothing

It is the individual's responsibility wear appropriate clothing and skin protection. MOs have a similar responsibility to their clients.

2.6. Welfare Facilities

Welfare facilities are located on site within the clubhouse building. The facilities comprise of toilets, washing facilities (hot and cold running water), first aid, defibrillator, and a cafe serving hot and cold food.

2.7. Contractors Working for the organisations

Any Contractor working on site will be required to provide a risk assessment and method statement prior to the work.

3. IMPLEMENTATION & OPERATION

3.1. Communication and Consultation with MO's and their guests

We recognise the need for effective communication and take steps to ensure current information appears on the Redbridge Lakes website. It is important that the site users pass this information to their clients/guests.

Any issues regarding the health & safety to them or their guests should be communicated to the us immediately.

3.2. Documentation Control

Risk Assessments and this H&S Policy will be updated regularly.

3.3. Work Equipment

MO's are required to provide their own equipment for their specific activity. Where we provides equipment, we will ensure

- Equipment is suitable for the intended purpose and complies with relevant regulations.
 - Equipment is regularly inspected by a competent person where necessary.
 - Faulty equipment is identified and repaired.
- 3.4. Health & Safety Signals and Signs
We will identify any major risks with appropriate signage, e.g. Keep your distance from the Bees. MOs and their guests must comply with such warnings.
- 3.5. Welfare Facilities
The welfare facilities provided by Redbridge Lakes are checked on a regular basis to ensure that they are clean and tidy and in good working order.
- 3.6. Fire Safety
We take all reasonable steps to prevent fires. In the event of a fire, everyone must follow the Fire Evacuation policy. MOs are responsible for ensuring their clients follow this guidance.
- 3.7. First Aid
We draw attention to our First Aid policy.
- 3.8. Refusing Entry onto Site
We have the right to refuse entry to the site of persons who do not comply with its rules and procedures.

5. CHECKING AND CORRECTIVE ACTION

5.1. Accidents, Incidents

All accidents, dangerous occurrences and near misses must be reported to us. These are to be recorded in the accident books located in the café and shop. If the shop & café are closed, attention can be raised by pushing the bell by the shop door. The organisations will investigate dangerous occurrences, near misses and accidents.

6. AUDITING

- 6.1. Regular health & safety audits will be carried out and documents updated as appropriate.
- 6.2. Reviewing Health & Safety Paperwork and Policies
- 6.3. Health & Safety paperwork is reviewed regularly, or when new activities are undertaken by the Company or when new legislation has come into force.

Managing risks while using the Nature Trail

In a rural environment everyone can help preserve personal wellbeing by showing respect for nature and by applying simple common sense safety measures. The site in general and the Nature Trail in particular, contains plants, which may be thorny, toxic, or capable of causing skin irritation, and insects or animals that may bite or sting. There will be uneven ground, hidden holes, wet or slippery surfaces, and natural obstacles like brambles, nettles, overhanging trees and fallen branches, all of which present a hazard. You can help protect yourself and others by

- a) being aware of the environment around you and applying sensible logic to your actions
- b) do not approach water without your supervisor or carer being present
- c) wearing appropriate clothing e.g. long sleeves/trousers and sturdy footwear
- d) checking for bites and stings and washing your hands after your visit
- e) not disturbing wildlife or interfering with plants, animals and insects which can cause you harm
- f) taking simple precautions and respecting nature and learning about the environment

With these simple rules we can all minimise risks and enjoy nature's benefits and beauty safely.

All users of the Nature Trail should

- take reasonable care of their own health and safety and the health and safety of other
- co-operate with supervisors and managers on health and safety matters
- not interfere with anything provided to safeguard their health and safety
- report health and safety concerns to an appropriate person immediately

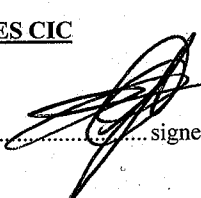
Hazard Potential harm and how caused	Person/s likely to be affected	Existing Control Measures	Risk Rating Low, Med, High	Further Action to reduce risk. (To be agreed with Directors).	Residual Risk Rating (After further action)
General on-site security	Staff, volunteers, children, vulnerable adults and visitors, elderly people, and students with special educational needs and disabilities.	All Member Organisations (MOs) should use their key fob for entry/exit to the site for themselves and their clients. While on-site MOs should accompany their guests/clients at all times. All other visitors should notify the organisations of their presence upon arrival and departure. MOs to report any observed dangers, breach of perimeter fencing, etc	Low		
Risk to individual safety	School children, vulnerable children, adults, MO guests and clients participating in specific MO activity.	It is the organisations' strict policy that all MO guests and clients, and other visitors especially children, and vulnerable adults, are accompanied by a teacher, instructor, supervisor, parent or carer. That person must be in constant control and must not allow guests/clients to use any site resource unaccompanied. MOs must ensure that for their chosen activity, they -	Med		

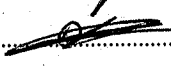
		1. provide appropriate supervision for their clients/guests 2. that supervisors, teachers, etc are appropriately trained by a relevant professional body 3. That the MO has appropriate insurance cover for their activity 4. That the MO has undertaken their own risk assessment for their activity			
Water (Drowning, hypothermia)	Organisation staff, volunteers, children, vulnerable adults and visitors, elderly people, and students with special educational needs and disabilities.	The Nature Trail does not include lakeside locations. There should be no contact with water except at Tadpole Bridge. Users of the Nature Trail should not enter the water under any circumstances. Ask for Management assistance to retrieve items from the lake.	Low		
Water (Weils Disease, a water-borne disease causing sickness, diarrhoea and flu-like symptoms)	People dipping at Tadpole Bridge.	Sanitise or wash hands after stream dipping activity, and before eating and drinking. Cuts and wounds must be cleaned and covered immediately.	Low		
Slips, Trips and Falls	Staff, volunteers and all visitors	Visitors/users should check the path in front of them to ensure that there are no slip/trip and fall hazards which could lead to injury. The organisations will maintain the land to a reasonable level, cutting back overhanging foliage, and keeping grass short.	Med		
Adverse Weather (Rain, Wind, Heat, Cold)	Staff, volunteers and all visitors	All persons should wear the correct clothing and footwear at all times to protect against weather conditions.	Med		

Injury from plant/insect bites/stings	Staff, volunteers and all visitors	Keep well back from the beehives, especially during hot weather. Avoid using aftershave or perfumes that may attract bees and other stinging insects. Treat stings and bites from insects immediately. Many plants/berries are poisonous. Avoid touching or eating plants and berries without expert opinion.	Med		
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SCHEDULES FOR HEALTH & SAFETY

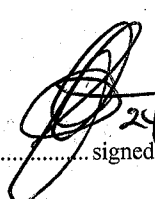
APPROVED FOR WELLBEING AT REDBRIDGE LAKES CIC

CIC Director 1 Gordon Bullock  signed..... dat 24/05/20

CIC Director 2 Dawn Follon  signed..... dat 24/05/20

Policy Review Date

APPROVED FOR REDBRIDGE LAKES LTD

RLL Director 1 Gordon Bullock  signed..... dat 24/05/20

RLL Director 2 signed..... dat

Policy Review Date