



Health & Safety Policy

stABILITY Stavordale House, 6 Stavordale Road, Weymouth, Dorset, DT4 0AB

Date of Issue: 19/6/2025 Review Date: June 2026

1. Statement of Intent

stABILITY is committed to ensuring the health, safety, and welfare of all its service users, staff, visitors, and contractors. We recognise our responsibility under the Health and Safety at Work etc. Act 1974, and other relevant legislation, to provide a safe and supportive environment, particularly tailored to the needs of adults with learning difficulties. We aim to prevent accidents and cases of work-related ill health and maintain safe and healthy working conditions, equipment, and systems of work for all individuals.

2. Responsibilities

Management (Registered Manager/Responsible Person): Ensure all legal health and safety requirements are met. Conduct regular risk assessments and implement control measures. Maintain safe systems of work and ensure premises are safe and secure. Provide appropriate training and supervision to staff. Investigate all accidents and incidents promptly. Ensure policies and procedures are reviewed regularly and kept up to date.

Staff: Take reasonable care of their own health and safety and that of others. Follow all health and safety procedures and guidance. Report any hazards, near misses, or concerns immediately. Use all safety equipment and personal protective equipment (PPE) correctly. Participate in health and safety training provided.

Members (Service Users): Encouraged and supported to engage in health and safety practices appropriate to their understanding and ability. Risk assessments will be person-centred and inclusive of their individual needs and behaviours.

3. Arrangements for Health and Safety

Risk Assessments: - Individual risk assessments for each member to reflect their needs, behaviours, and support requirements. - Environmental risk assessments (e.g., kitchen, bathrooms, fire, trips and falls). - Regular review and update of risk assessments (at least annually or following any incident or change).

Fire Safety: - Fire risk assessment in place. - Regular fire drills and checks of fire detection and alarm systems. - Clear evacuation procedures displayed and practiced. - Staff trained in fire safety and emergency evacuation.

First Aid: - First aid kits are accessible and regularly checked. - Trained first aiders on duty at all times. - Accidents recorded in the Accident Book and reported where required under RIDDOR.

Infection Control: - Procedures in place in line with UKHSA guidance and COSHH regulations. - PPE available and used as needed. - Regular hand hygiene and cleaning schedules in place.

Medication Safety:- Secure storage of medication provided for members to store their medication.

Manual Handling: - Risk assessments for moving and handling tasks.- Staff trained in safe moving and handling techniques.

Lone Working: - Lone working risk assessments and procedures in place.- Staff provided with communication tools and emergency contacts.

Mental Health and Wellbeing: - A supportive environment is promoted for both staff and service users.- Staff encouraged to raise wellbeing concerns without fear of stigma.

4. Monitoring and Review

This policy will be reviewed annually, or sooner if there are significant changes in legislation, incidents, or operational practices.

Policy Approval

Signed: _____

Name: Vicky Gordge / Angie Lambert / Connor Doherty

Position: Partners

Date: 20/6/25