

## Health & Safety Statement

Date Issued: 24/03/2026	Version: 2
Owner: Corporate Governance	Next Scheduled Review: 24/03/2029

### 1. Aims and Objectives

- 1.1 Flint Housing takes Health and Safety very seriously and acknowledges its legal responsibility to ensure the health, safety and welfare of its employees at work, as well as protecting others who may be affected by Flint Housing work activities.
- 1.2 The Board believe that the health and safety of customers is a fundamental part of Flint Housing's role. Our aim is to minimise risks to people's safety and health and wellbeing and so to reduce the incidence of accidents, injuries and other harmful consequences by complying with relevant legal requirements and good health and safety practice.
- 1.3 This Policy outlines Flint Housing's approach to health and safety and acknowledges its responsibility as an employer under health and safety legislation.
- 1.4 This Policy represents one element of Flint Housing's approach to Health and Safety and should be read in conjunction with property compliance related Health and Safety policies including:
  - Asbestos Management Policy
  - Electrical Installation Safety Management Policy
  - Gas Safety Policy
  - Portable Electrical Equipment Safety Policy
  - Water Hygiene Policy
- 1.5 For the purposes of this Policy, any reference to Flint Housing or "our" or "we" shall be relevant to all its associated entities and administered, where applicable, by its housing management provider(s).

### 2. Policy

- 2.1 Flint Housing will:
    - Take all reasonable measures to ensure, as is reasonably practicable, the health, safety and well-being of its employees, residents, contractors, suppliers and visitors to its premises, offices and properties.
    - Effectively communicate with residents about the risks to them in their home, directly or via the housing manager.
    - Provide adequate information, instruction, training and supervision for employees to ensure safety at work.
    - Communicate risk, controls and specific duties under safety legislation to ensure the safety at work of its employees.
    - Provide work equipment that is suitable, sufficient and assessed and ensure employees are trained in its use, maintenance and storage as required.
    - Record, report and investigate accidents, incidents, near misses and acts of aggression as appropriate.
    - Complete appropriate hazard identification and risk assessments for tasks, activities and operations, seeking specialist advice when the risks are uncertain.
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- Provide a high standard of control of the health and safety risks arising from its activities and any changes that may increase risk.
- Promote this Policy but accept that teams should develop and apply specific protocols, practices, and standards to support the policy.
- Provide sufficient resources for health and safety and seek continuous improvement.
- Promote safety at all levels and take appropriate disciplinary action for serious breaches of health and safety.
- Communicate this policy widely, review it annually and re-issue it as appropriate.

### **3. Health and Safety arrangements**

- 3.1 Flint Housing health and safety arrangements are based on the Health and Safety at Work Act etc. 1974 and the Management of Health and Safety at Work Regulations 1999.
  - 3.2 The Board has overall responsibility for health and safety and will ensure it has proper oversight of all health and safety issues. The Board have delegated day to day responsibility of health and safety operationally to the Chief Executive Officer (CEO) at this stage.
  - 3.3 The CEO is responsible to the Board for ensuring the internal audit review of health and safety controls and for monitoring the scope and effectiveness of the systems established by the CEO to identify, assess and manage all material risks. The Board will receive an annual health and safety report.
  - 3.4 The CEO is also responsible for monitoring the implementation of any recommendations for improvement identified through audit or other measures.
  - 3.5 The CEO is responsible for ensuring that health and safety is continually improved and that line management responsibilities for health and safety are clearly defined and implemented once the employee base of the firm grows.
  - 3.6 The CEO is also responsible for ensuring that effective consultation on health and safety takes place with employees, staff and residents (directly or via the housing management provider(s)) and that these groups are encouraged to participate in achieving health and safety objectives and that necessary resources are provided.
  - 3.7 Responsibility for health and safety should extend through line managers to every employee.
  - 3.8 Departments and teams will implement procedures and instructions as appropriate to the management of risk, which are particular to its activities, employees and contractors.
  - 3.9 Where appropriate, health and safety separate safety policies and procedures should be implemented where appropriate to meet specific legislative requirements, for areas of significant risk to the whole organisation, and for areas of significant risk which are relevant to individuals across multiple areas of the organisation.
  - 3.10 Until such time as the Board decides to create a health and safety committee, internal communication on health and safety matters should involve the CEO and Board members directly.
  - 3.11 All members of staff should be trained in health and safety as part of their induction. In time, as the number of employees increases and funding allows, there will be access to occupational health advisers for all staff through HR.
  - 3.12 Board members receive training on their health and safety responsibilities within one month of appointment and thereafter at least every three years.
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#### **4. Monitoring and continuous improvement**

- 4.1 This policy will be reviewed every three years, unless legislation, business or sector developments require otherwise, to ensure that it continues to meet the stated objectives and take into account good practice developments.

#### **5. Legislation and regulation**

Health and Safety at Work Act 1974

Management of Health and Safety at Work Regulations 1999

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