Board Meeting

Date of Meeting	Monday 28 October 2019
Paper Title	Health and Safety Policy
Agenda Item	18
Paper Number	BM1-R
Responsible Officer	Jim Godfrey, Interim Executive Director
Status	Disclosable
Action	For Decision

1. **Report Purpose**

   1.1. To consider the revised Health and Safety Policy.

2. **Recommendations**

   2.1. The Board is recommended to **approve** the revised Health and Safety Policy for GCRB.

3. **Background**

   3.1. The board approved its Health and Safety Policy in December 2017. The format of the policy is based upon the template for small organisations provided by the Health and Safety Executive.

   3.2. It is now an opportune time to review the policy as it has been in place for almost two years. Following the review, a small number of changes suggested as follows:

   - The addition of "(physical and mental)" within the first statement, as recommended within the current HSE template, and

   - Updated names/titles of post-holders within the statement.

4. **Risk Analysis**

   4.1. This policy mitigates the risks that 'The approach to people issues (e.g. equality/diversity, skills mix, resourcing of GCRB etc.) is unsatisfactory and we're unable deliver our objectives.' (Risk 011) and 'There is a breach of legislation/guidance/code of practice and this results in a failure of governance.' (Risk 013).

5. **Legal Implications**

   5.1. The implementation of a Health and Safety Policy by GCRB ensures compliance with the Health and Safety at Work etc. Act 1974.

6.   **Equalities Implications**

6.1.   The implementation of an effective Health and Safety Policy supports GCRB in meeting its responsibilities under the Equality Act 2010.

7.   **Resource Implications**

7.1.   There are no direct financial implications associated with the approval of this policy. However, there is a need for some staff time, and potentially some costs, to fully implement all aspects of this policy.

8.   **Strategic Plan implications**

8.1.   This policy contributes to the effective working environment of GCRB and the governance arrangements.