

# Safety and Health and Wellbeing Policy

Unitas is a wholly-owned subsidiary of the city council which delivers strategic asset management and repairs and maintenance services to Stoke-on-Trent's 18,500 council homes and 600 public buildings.

## Statement of Intent

Unitas recognises its responsibilities under current safety and health legislation and believes that incidents are preventable and this belief underpins our commitment to people and assets. We will ensure that all workplace risks are identified and mitigated to an acceptable level.

Unitas is actively committed to the provision of strong and active leadership; the engagement of the workforce in the promotion and achievement of safe and healthy conditions and the formal assessment and review of Unitas's performance. Unitas will provide adequate resources, information and training to ensure that the management teams will deliver this policy and its objectives. Furthermore, Unitas commits itself to promoting the health and wellbeing of its employees to enable them to enjoy the benefits of good health both inside and outside of the workplace.

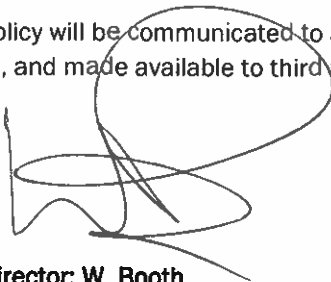
## Policy Aims

To ensure effective implementation of this policy we will:

- Through visible and active leadership, ensure that employees are aware that working safely is a condition of employment;
- Identify and mitigate to an acceptable level, workplace safety and health hazards;
- Ensure employees are trained to undertake the tasks required;
- Ensure employees are empowered to delay or postpone any activity that is considered unsafe;
- Integrate safety and health matters into our business decisions;
- Engage with our stakeholders, business partners and supply chain colleagues to ensure that their safety and health management standards and practices meet or exceed the expectations of this policy;
- Comply with applicable safety and health legislation;
- Strive for continual improvement in safety and health performance and report our performance on a regular basis;
- Provide our employees with information on occupational health, health promotion and wellbeing;
- Engage as appropriate in wellbeing initiatives and contribute to the development of programmes that help to enhance wellbeing in the workplace.
- Share this policy with employees, stakeholders, business partners and members of the public;
- Enhance performance based upon behavioural programmes, observations, good practice, coaching and safety and health maturity tools.

The Senior Management team will review this policy annually, or following a major operational or organisational change, and establish objectives and targets that are consistent with the business objectives.

This policy will be communicated to all our employees and organisations working on our behalf, displayed at our offices, and made available to third parties.



**SHE Director: W. Booth**

Authorised By: W. Booth	Page 1 of 1	SHEMS-POL-001
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