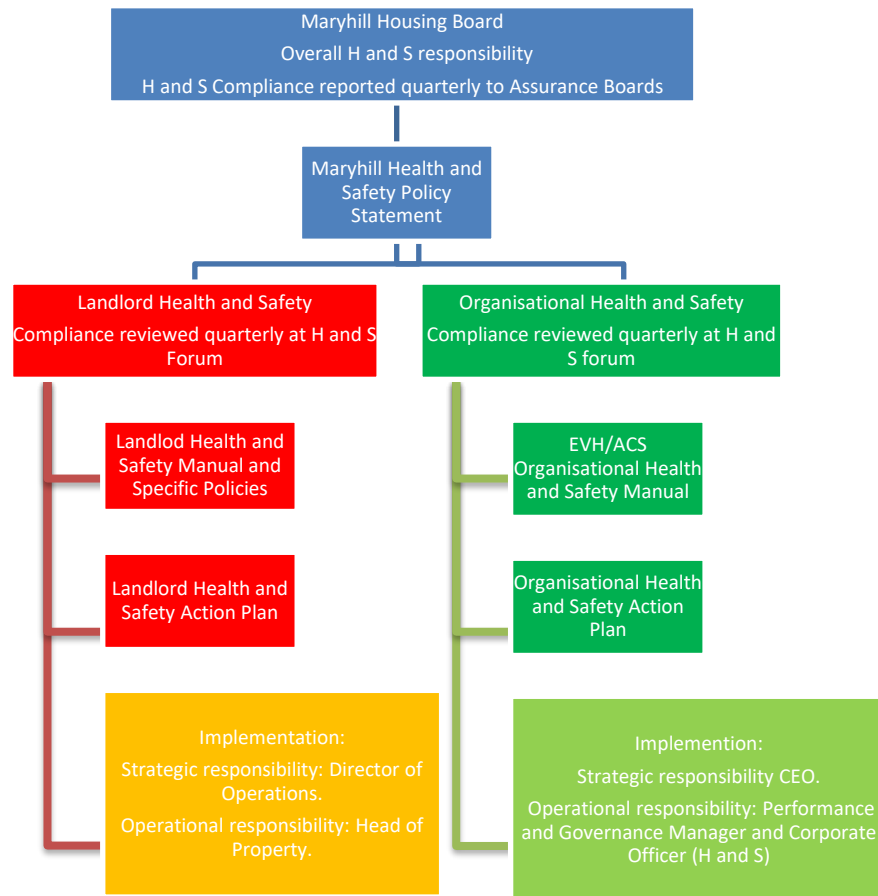




<b>Title</b>	<b>Health and Safety Policy</b>
<b>Purpose</b>	<p>This policy sets out how the Maryhill Housing Group will take all reasonable steps to ensure the safety of its customers, staff, and contractors.</p> <p>It provides a framework for the management of health and safety and how key risks are mitigated.</p> <p>The Association will comply with relevant legislation and adopt the principles and practices detailed in the Scottish Housing Regulator’s Regulatory Framework</p>
<b>Scope</b>	<p>This policy is applicable to all the Association’s staff, contractors, customers, and properties directly owned or factored.</p> <p>The policy covers the full area of operation within the Organisation’s property portfolio where the Organisation acts as a landlord.</p> <p>The Chief Executive holds overall executive control and is, therefore, responsible for the conduct of the Organisation.</p> <p>Maryhill’s approach to health and safety is divided between organisational health and safety (employees, contractors, and the general public) and landlord health and safety (customers, contractors and the general public).</p> <p>To enable the Organisation to meet its statutory duties and commitments set out in this policy a comprehensive Health and Safety Management System shall be operated, which shall include written Policies, Procedures and Arrangements for all relevant areas of Health and Safety Management relevant to the role of Maryhill as Employer and Landlord. These shall be set out in the Organisational Health and Safety Control Manual and the Landlord Health and Safety Control Manual and specific policies, which will be approved by our Board.</p>
<b>Responsibilities</b>	<p><b>Responsibilities for Health and Safety</b></p> <ul style="list-style-type: none"> <li>▪ Maryhill Housing Board holds overall health and safety responsibility.</li> <li>▪ The Chief Executive (Rebecca Wilson) holds overall executive control.</li> <li>▪ Strategic responsibility (Landlord Safety): Director of Operations (Jennifer Simon)</li> <li>▪ Strategic responsibility (Organisational Health &amp; Safety): Director of Resources (Rebecca Wilson)</li> <li>▪ Operational responsibility (Landlord Safety): Head of Property (Christopher Duff).</li> <li>▪ Operational responsibility (Organisational Health &amp; Safety): Performance and Governance Manager (Olive Yiga)</li> </ul>

The diagram below sets out responsibility for health and safety at Maryhill.



**Policy Statement**

**Statement of intent**

The *Health & Safety at Work etc. Act 1974* imposes statutory duties on employers and employees. A range of topic specific legislation imposes statutory duties on Landlords in relation to the protection of the Health, Safety and Welfare of tenants and others who may be affected by the Organisation’s undertaking as a landlord.


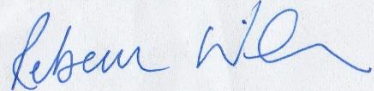
To enable these statutory duties to be carried out, it is the policy of the Organisation, so far as is reasonably practicable, to ensure that responsibilities for health and safety are assigned, accepted, and fulfilled at all levels of the Organisation.

It is the Policy of the Organisation, so far as is reasonably practicable, to prevent injuries, incidents and ill-health that may be associated with its property portfolio and to ensure the health, safety, and welfare of all employees; and to conduct the business in such a way that the Health & Safety of visitors, to any premises under our control, is not put at risk.

It is the intention of the Organisation, so far as is reasonably practicable, to ensure that:

	<p>a) The living environment of all tenants is safe and without risks to health or safety and that adequate provisions are made regarding the safety of premises and facilities.</p> <p>b) The working environment of all employees is safe and without risks to health and that adequate provisions are made regarding the facilities and arrangements for their welfare at work.</p> <p>c) The provision and maintenance of machines, equipment and systems of work which are safe and without risks to health to tenants, service users, employees, contractors, and any other person who may be affected regarding any premises or operations under our control.</p> <p>d) All Statutory inspection regimes are implemented and maintained so far as reasonably practicable to comply with legislation, codes of practice and best practice.</p> <p>e) Adequate information is made available to tenants and others in relation to facilities and premises related hazards and risks.</p> <p>f) Arrangements for use, handling, storage and transport of articles and substances for use at work are safe and without risks to health.</p> <p>g) Adequate information is available with respect to machines and substances used at work detailing the conditions and precautions necessary to ensure that when properly used they will be safe and without risk to health.</p> <p>h) Employees are provided with such instruction, training, and supervision as is necessary to secure their Health &amp; Safety and that the Landlord's health and safety responsibilities may be adequately discharged.</p> <p>This Policy Statement shall be presented on the Organisation's web site and made available to all staff to ensure that all interested parties can view this commitment to Health and Safety.</p> <p><b>Arrangements for health and safety</b></p> <p>Maryhill Housing's health and safety management systems will provide concise information and guidance for the CEO, Directors, Managers, Supervisors and employees. They will enable Maryhill Housing to develop compliant policies and working practices to meet the requirements of the Health and Safety at Work Act etc. 1974 and Managing for Health and Safety (HSG65). Furthermore, they will provide ready access to various safety topics and should ensure a better understanding of health and safety responsibilities throughout all areas of the Maryhill Housing's work. Training and instruction regarding this policy and arrangements will be provided to all employees.</p> <p>Whilst the responsibility for health and safety is fully detailed within the Responsibilities section of this policy, it shall be the duty of all <b>employees</b> at work, including those with defined responsibilities under the Health &amp; Safety Management System to ensure:</p> <p>a) That reasonable steps are taken to safeguard the Health &amp; Safety of</p>
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Required Reading

	<p>themselves and of other persons who may be affected by their acts or omissions at work.</p> <p>b) Co-operation with the Board and Senior Management Team so far as is necessary to ensure compliance with any duty or requirement imposed on the employer, or any other person, under any relevant statutory duties.</p> <p>Health and Safety Control Manuals and Policies will clearly define the responsibilities of individual job roles within Maryhill Housing and all such responsibilities will be communicated to the individual job holder at their induction and / or new job role.</p> <p>We recognise that statutory regulation is deemed as the minimum standard of health and safety to be attained in the workplace. These health and safety arrangements therefore reflect the objectives of the business to meet the highest standards of health and safety in all our undertakings.</p> <p>Maryhill Housing is committed to continuous improvement and is able to demonstrate a pro-active and positive commitment to health and safety management through both the systems and procedures currently in place as well as those being developed.</p> <p>Health and safety is an integral aspect of all business undertakings and will be managed in the same manner as all other key business functions. This will be achieved by ensuring that the responsibilities for health and safety are clearly allocated from the Chief Executive and Executive Directors through to Managers and Supervisors using the various line management mechanisms, as outlined in the Health and Safety Control Manuals and associated Policies and Procedures.</p> <p>Parties requiring further, more detailed information on the system shall be provided with all such reasonable information by the Organisation's Corporate Support Team.</p> <p>All accidents, incidents, ill health and near misses associated with a potential breach of the Association's Health and Safety duties shall be reported to the Chief Executive and shall be appropriately investigated and reported to external Authorities/Bodies where appropriate.</p>
<b>Approval</b>	<p>Maryhill Housing Board, August 2024</p> <p> </p>
<b>Policy Owner</b>	<p>Rebecca Wilson, IChief Executive</p>
<b>Review</b>	<p>Annually. Next review due September 2025</p>