

Document Management Title of document	MHG03.04 – Health and Safety Policy Statement
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Description	This document outlines the organisations commitment to manage health and safety in the workplace
Target audience	All employees of the Millbrook Healthcare Group
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Department	Governance Department
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Approved by	Chief Executive Officer
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Related legislation, guidance and internal procedures	<ul style="list-style-type: none"> <li>- Health and Safety at Work Act 1974</li> <li>- Health and safety at Work Act 1974 Section 2</li> <li>- Management of Health and Safety at Work Regulations 1999</li> <li>- ISO 45001:2018</li> </ul>
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## **1 Purpose**

- 1.1 The purpose of this Policy document is to outline the organisations commitment to ensuring the well-being of its employees and others affected by its operations, and it provides a framework for managing health and safety risks
- 1.2 This Policy aims to ensure that the organisation will comply with relevant health and safety legislation and manage risks effectively
- 1.3 This Policy explains how as an organisation the company will manage health and safety in the business

## **2 Scope**

- 2.1 This Policy applies to all Colleagues, regardless of their job role and all activities of the Group, regardless of the Division.
- 2.2 Capitalised terms are defined in the definitions section of the Appendix to this Policy.

## **3 Responsibilities**

- 3.1 This Policy is communicated to all persons working under its control, with the intent that they are made aware of their individual obligations. All persons working under its control should also refer to the company's supporting Policy Arrangements for Health, Safety and the Environment
- 3.2 CEO as overall responsibility for the health and safety policy statement
- 3.3 Health and safety manager as day-to-day responsibility for the health and safety policy statement and ensuring the development, implementation and monitoring health and safety policies and procedures to ensure compliance with relevant legislation and to minimise risks to employees and others
- 3.4 SC Managers ensuring a safe workplace, implementing and monitoring safety polices, conducting risk assessments, providing training and ensuring compliance with the health and safety policy statement
- 3.5 Employees should take reasonable care of their own health and safety, as well as the safety of others, cooperating with the employer safety measures, reporting hazards, and using all equipment properly.

## **4 Policy Statement**

4.1 The Company is committed to providing the highest standards in all its business undertakings. In doing so, it recognises that protecting the talents, energies and safety of its employees is an essential objective for sustaining and developing its position in the marketplace and is a primary responsibility of management at all levels. The Company CEO has overall responsibility for this policy. Day to day responsibility for ensuring this policy is put into practice is delegated to the company Health, Safety and Environment Manager.

It is the Company's firm resolve, to so far as is reasonably practicable, comply with applicable statutory requirements and encourage employees to contribute to their own health, safety and welfare and that of their colleagues and any individuals affected by the Company's undertakings.

## **5 Policy**

5.1 The principal elements of this Policy are:

- 5.1.1 Disseminate this policy to all staff, visitors and contractors who are involved in any way in duties for Millbrook Healthcare Ltd
- 5.1.2 To prevent injury and ill health through a commitment to reduce and maintain lost time accidents and incidents to zero as well as reducing accidents and incidents without lost time to an acceptable minimum.
- 5.1.3 To establish and maintain sufficient resources and infrastructure to support health and safety objectives and maintain the Health and Safety Management System.
- 5.1.4 To initiate and maintain a business culture of continual improvement in health and safety management and health and safety performance.
- 5.1.5 Maintain a Health and Safety Management System that continues to comply with the international standard BS EN ISO 45001:2018 and to form a framework for setting and reviewing health and safety objectives.
- 5.1.6 To maintain an accurate knowledge of applicable health and safety legislation, approved codes of practice and official guidance. The Company will ensure that it at least complies with the applicable legislation. All other guidelines, to which it subscribes, are considered when establishing, implementing and maintaining its Health and Safety Management System.
- 5.1.7 To provide such information, instruction, training and supervision as necessary to ensure that any person(s) under its control performing tasks that can impact on health, safety and welfare are competent. Where necessary, the Company will retain associated records.
- 5.1.8 To provide a working environment that is safe, healthy and adequate regarding facilities and arrangements for welfare at work; the maintenance and means of safe access and egress, the provision and maintenance of safe plant and safe systems of work.
- 5.1.9 To provide safe arrangements in connection with the use, handling, storage, transport and disposal of articles and substances.

5.1.10 To achieve the full co-operation and involvement of employees and contractors in attaining health and safety objectives, through participation, employee consultation and effective communication.

## **6 Measurement and Reporting**

- 6.1 Monitoring of compliance to this Policy ensures that the policy is effective and followed. This includes ensuring that risks are identified, assessed and controlled and that employees understand their roles and responsibilities in maintaining a safe working environment
- 6.2 This Policy and associated arrangements will be reviewed at least annually and revised as necessary to reflect changes to the business activities and legislation. Any such changes will be brought to the attention of all stakeholders and interested parties. This policy will routinely be audited to ensure that it remains relevant and appropriate to the Company

Signed: 

Position: CEO

Date: 28 January 2026

### Appendix A – List of Sub Policies

Group Sub Policy Ref	Group Sub Policy Name	Owner
MHGxx.01	Title of Group sub-Policy	N/A
MHGxx.02	Title of Group sub-Policy	N/A

### Appendix B – Definitions

In addition to the Word Document “Group Policy Definitions.doc” which includes the definitions inherited by this Policy from the Group Policy MHG00 – Governance and Policy Management, the following definitions apply to this Policy:

Term	Definition

### Appendix C – Revision History

Version Number	Reason for Change	Description of Change	Date of Change	Author
V1.0	First review	<ul style="list-style-type: none"> <li>Policy review</li> </ul>	31/07/2025	M. Latchford
V2.0	Annual review	<ul style="list-style-type: none"> <li>Policy review</li> <li>Date removed from version</li> <li>Inclusion of updates</li> </ul>	23/01/2026	M. Latchford
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