



# DadsHouse

## Health and Safety Policy

Charity Number: 1172419

Telephone: 07765 183 504

5 Kensington Square

London W8 5EP

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### Health and Safety Policy

The Health and Safety at Work Act 1974 imposes certain obligations on an employer not only to take all such actions as are reasonable to safeguard the health and safety of their employees, but also to be able to show that they are doing so, by producing adequate written policies and procedures. Dads House fully accepts its responsibilities under the Act.

The Act refers to what is reasonable in given working situations. The charity will:

- Assess the risks in the workplace.
- Have written health and safety procedures [where there are five or more employees].
- Ensure that the workplace satisfies health, safety and welfare requirements for ventilation, temperature, lighting, and staff facilities.
- Ensure safe and clear access to and egress from the building, including fire exits.
- Regularly check the premises room by room for structural defects, worn fixture and fittings or electrical equipment, and take the necessary remedial action.
- Ensure that all equipment is suitable for its intended use and is properly maintained and used.

- Ensure that all staff are aware of the fire procedure and regular fire drills are carried out.
- Ensure that all members of staff are aware of the procedure in case of accidents.
- Ensure that all members of staff are aware of and carry out their health and safety responsibilities.
- Smoking is prohibited on the premises.
- Prohibit any contractor working on the premises without prior discussion with the officer in charge to negate any risks to the staff or users.
- Provide appropriate protective clothing as required for the fulfilment of their duties.

The Management considers this matter of such importance, that breach of health and safety procedures by staff constitutes misconduct and will be dealt with as a disciplinary matter.

Employees will also be made aware of their responsibilities under the Health and Safety at Work Act and will:

- Take reasonable care of their own health and safety and that of others around them and fully co-operate with the centre manager and team members whether volunteers or employees on all matters of health and safety
- All employees will be shown how to use work equipment and expected to use work equipment correctly and for the purpose it is intended.
- Provide guidance to users [of the premises] and act responsibly to ensure their health and safety

Users [of the premises] will also be made aware of their responsibilities and will:

- Agree to use the equipment in a safe manner with regard to the health and safety of those around them [or the management can ask them to leave or stop using the equipment]



It is not possible to detail here all the health and safety matters that come up on a day-to-day basis, so staff and management must constantly be mindful of their responsibilities individually and collectively for the safety of themselves and their colleagues.