



Health and safety

(Including the Health and Safety at Work Act 1974)

Why do we need this procedure?

Creative Choices has a responsibility to safeguard the health and safety of everyone connected with it. This includes the people who are using the service, the workers in it (whether employed or volunteers) and any contractors or members of the public who come on to its premises.

How will this happen?

There are many different laws relating to health and safety and one of the most important is The Health and Safety at Work Act 1974. It says that everyone involved in supporting you needs to try to reduce the risk of the following things happening to you, to workers or to the general public:

- physical harm and injury;
- illness;
- trauma and mental health problems;
- abuse or neglect;
- damage to relationships and personal reputations;
- damage to property, or loss of this (including theft);
- death.

In addition, employers and managers have a responsibility to make sure that your support is organised in a way that minimises any unnecessary and harmful risks.

People who are supporting you have personal responsibility for:

- working safely and efficiently;
- following instructions for using any special equipment that you need so that you and they stay safe;
- using protective clothing and other protective equipment where necessary;
- reporting any accidents or dangerous occurrences that have led to injury or damage, or which could do so;

- assisting in any investigations of accidents, in order to prevent the same thing happening in the future;
- following agreed procedures for safe working.

Workers are provided with training and information so that they understand the importance of health and safety issues, the relevant legislation, their own responsibilities and the safe working practices that apply to them. Their continuing training needs are identified through supervision and regular review of their work.

See these other policies, procedures and documents for further information on:

- Accidents and dangerous occurrences
- Aggression towards workers
- Communicable diseases and infection control
- Control of Substances Hazardous to Health (COSHH)
- Fire safety
- First aid
- Food safety and nutrition
- Supporting people with medication
- Making choices and decisions
- Managing people's money, valuables or financial affairs
- Restrictive physical intervention
- Deprivation of liberty
- Risk assessment and risk management
- Safeguarding against abuse and neglect
- Safe working practices (including moving and positioning)
- Lone workers
- Working with people who challenge services
- Learning and development