

Statement of Health & Safety Policy



Chiltern Rangers CIC is a social enterprise created as a spin-out Public Sector Mutual from Wycombe District Council in September 2013. John Shaw (Managing Director) and Tony Speight (Operations Director) are the founders of the business that currently (August 2019) employs 8 Full-time employees and 2 part-time employees.

Chiltern Rangers works in partnership with a range of public, private and third sector organisations to manage woodlands, nature reserves, parts of the River Wye and other green spaces both urban and rural. This is only achieved with the help of the local community, who are engaged through various means to undertake practical conservation tasks.

Work is therefore carried out on a wide variety of sites, with the work co-ordinated from our main office at Kingsmead Depot. Most work is carried out 9am to 5pm Monday to Friday but there is occasionally a need to work outside these hours and also at weekends.

Chiltern Rangers takes its responsibilities to Health and Safety very seriously and is strongly committed to promoting the health and safety of all its employees, volunteers, contractors and anyone else who may be affected by the way it conducts its business.

Health and safety compliance is an integral part of our business and we will do everything that is reasonably practicable to achieve this.

Our H&S Vision is:

‘Everybody leaves at the end of the day as healthy as when they started’.

To deliver this vision, we follow the IOSH methodology and our policies and procedures are based around the HSEs ‘Plan, Do, Check, Act’ approach, combining strong active leadership and staff involvement with assessments and reviews.

John Shaw, MD with the Board have overall responsibility for Health and Safety, H&S is championed at board level by the MD to ensure consistent and thorough approach throughout the business. Tony Speight OD is responsible for ensuring that all employees and volunteers adhere to the policy on a day-to-day basis.

Health and Safety is a constant item on every board meeting agenda and at weekly team meetings.

To help ensure the safety of our employees and volunteers we have a series of site and task risk assessments to outline safety procedures for all of the work we carry out.

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Our work is often carried out with people who are young, inexperienced and / or have mental / physical disabilities or learning difficulties and our Task Risk Assessments take our users' needs and abilities in to account.

These Assessments are reviewed on an annual basis and updated as necessary. Policies and procedures are also updated and reviewed by the board on a regular basis.

Furthermore, we strive to follow the extremely high standards set by London Olympics 2012 (LOCOG) by using their eight point Safety Climate Tool approach.

- Organisational commitment
- Health and safety oriented behaviours
- Health and safety trust
- Usability of procedures
- Staff Engagement in health and safety
- Staff attitude to H&S
- Resources for health and safety
- Accident and near miss reporting

We have adapted these so they are fit for an organisation of our size but they remain the benchmark we aim for in creating a positive safety culture.

All employees are actively involved in promoting health and safety standards; they also have a legal duty to:

- Take care of their own safety and that of anyone else who may be affected by their actions whilst at work.
- Co-operate and comply with Chiltern Rangers Health and Safety Policies and procedures.
- Report any hazards, incidents, accidents & near misses encountered to the Operations Director, their line manager or Lead Ranger on any task.

Ultimately we aim to create a culture at Chiltern Rangers where the sessions are fun, safe and inclusive and as part of this, the health and safety of staff and participants are of paramount importance to us.

Managing Director:

John Shaw



(Name)
Director
For and on behalf of CR

Date: July 2017 Reviewed October 2020