

Foreword

This document is published for the information of all the Practice employees in pursuance of the duty imposed by the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, The Construction (Design and Management) Regulations 2015 (CDM 2015) and other concomitant legislation.

The Practice regard health and safety at work as a matter of prime importance and all reasonably practicable measures will be taken to provide for the health, safety and welfare of employees and others who may be affected by our operations.

We have a good health and safety record and the co-operation and active support of all employees is necessary in order that these standards may be maintained and improved upon wherever possible.

This policy will be reviewed from time to time and, if necessary, amended to ensure that the required high standards are effectively maintained.

Safety Policy

The partners recognise the promotion of health and safety measures and practices as a mutual objective for management and employees at all levels.

'Working environment' herein includes home working and serviced office space and where applicable other places where official duties are required to be performed e.g. construction sites, clients' offices, etc.

1.1 Statement

It is the policy of this practice to maintain high standards for the prevention of personal injury to its employees and those of other employees in the working environment. The practice will take such steps as are reasonably practicable to prevent personal injuries and health hazards. In pursuance of this aim there must be complete involvement and co-operation from management and staff so that known risks can be eliminated wherever possible. Every employee has a moral and legal responsibility to see that their actions or lack of it does not place other employees or other fellow workers in jeopardy from an incident, accident or health hazard.

1.2 Intent of Statement

Practice's Responsibility

The Practice recognises its responsibilities as an employer to do all that is reasonably practicable to:

- Provide and maintain a safe and healthy working environment.
- Provide supervision, information and training so as to enable employees to contribute positively to their own health and safety at work.
- Provide a safe system of work, protective clothing and equipment and other safety devices.
- Provide arrangements for the safe use, handling, storage and transportation of articles and substances that may be a risk to health.
- Maintain a constant and continuing interest in health and safety matters applicable to the Practice's activities and for the Partners to set an example in safe behaviour.


Employee's Responsibility

- Working safely and efficiently;
- Using the equipment provided and by meeting statutory obligations;
- Reporting incidents to the Partners that have led, or may lead, to injury or damage;
- Adhering to Practice procedures and practices jointly agreed on their behalf for securing a healthy and safe working environment;
- Assisting in the investigation of accidents with the object of introducing measures to prevent a reoccurrence; and
- Undertaking such training as may be required to comply with the safety regulations.
- Any employee failing to comply with the above principles will be subject to disciplinary action, which could lead to dismissal.

1.3 Conclusion

This is a general statement of policy relative to the Health and Safety at Work Act 1974. As part of the Practice's commitment to healthy and safe work practices, this policy will be regularly reviewed and updated as changes of work practices occur and under the guidance of Health & Safety Executive (HSE).

Signed:


Partner

Dated: 21 November 2025