



The Black Horse Community Group Limited (the “Society”) Health and Safety Policy

1. Legislation

The main piece of formal legislation that sets out health and safety requirements in law is the Health and Safety at Work etc Act 1974. This governs legal health and safety requirements for any organisation that uses any paid workers or controls any premises. It contains specific requirements aimed at protecting people who are doing paid work. This includes, “as far as is reasonably practicable”, providing:

- safe equipment
- safe substances
- necessary information, instruction, supervision and training
- a safe and healthy workplace
- a safe and healthy working environment.

Whilst the Society may own The Black Horse public house premises, it will not manage the pub business. The pub will be operated by a Tenant who, as publican, will be responsible for the health and safety of staff and visitors; and the premises as set out in the tenancy agreement.

The Society currently has no paid employees. Although volunteers are not included in Health and Safety legislation in the same way as paid staff, any organisation involving volunteers has a legal responsibility and a ‘duty of care’ towards their volunteers. ‘Duty of care’ is a common law duty to take reasonable care to avoid causing harm to others. A duty of care is required when delivering an activity that might harm another person – physically, mentally, or economically.

2. Statement of intent

The policy of the Society is to provide and maintain safe and healthy working conditions and environment for all our volunteers and members, plus any other people who are directly affected by our activities, such as members of the public at our events.

3. Responsibility

Overall and final responsibility for health and safety at events and activities organised by the Society lies with the Management Committee. This responsibility will be delegated to a named volunteer for each event or activity. This volunteer will be responsible for ensuring that this policy is upheld.

4. Volunteers should:

- Co-operate with the Management Committee representative on health and safety matters
- Take reasonable care of their own health and safety
- Report all health and safety concerns to an appropriate person.

5. Arrangements for health and safety

- The Society will complete relevant risk assessments and take appropriate action to minimise hazards at events and activities
- The Society will review risk assessments when working habits or conditions change
- The Society will give volunteers appropriate health and safety information and training (including working at height, asbestos awareness and electrical safety)
- The Society will provide personal protective equipment as necessary.

6. Review

Adopted 23 June 2022. This policy will be reviewed regularly, at least every two years.

This policy was reviewed and approved by the Management Committee on 21 February 2024