



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 but this is supported by several other specific regulations and a general “duty of care” under common law.

The Health and Safety at Work etc Act 1974 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 as well as customers and visitors. 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.

Other legislation that covers Health and Safety includes:

- The Regulatory Reform (Fire Safety) Order 2005 (including the requirement for a “Responsible Person” to take reasonable steps to reduce the risk from fire and ensure people can safely evacuate the premises and the need for regular fire risk assessments and clear escape routes)
- Fire Safety Act 2021 (clarified and extended the 2005 Order and that fire risk assessments must include the building structure and external walls in the fire risk assessments)
- Building Safety Act 2022 (includes legal requirement for a “Responsible Person” to record the findings of their fire risk assessment, regardless of the size of the premises)
- Occupiers Liability Acts 1957 (duty of care to lawful visitors) and 1984 (duty of care to trespassers regarding injuries caused by the state of the premises)
- The Management of Health and Safety at Work Regulations 1999 (requiring employers to conduct suitable and sufficient risk assessments for their premises and activities to identify and manage potential risks to health and safety)
- The Workplace (Health, Safety and Welfare) Regulations 1992 (covering general workplace conditions such as adequate lighting, ventilation sanitary facilities, and ensuring floors and traffic routes are kept clean and free from obstructions to prevent slips, trips and falls)
- Licensing Act 2003 (whilst primarily for authorising the sale of alcohol and entertainment, the Act includes objectives related to public safety, the protection of children, and the prevention of crime and disorder)
- Food Safety Act 1990 (this Act and associated food hygiene regulations ensure all food provided is safe to eat, of expected quality and correctly labelled).

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 Tenant will be the registered food business and be responsible for Food Safety as required under the relevant legislation.

As the Society retains responsibility for the building and premises, the Society also has a responsibility for health and safety of staff and visitors as it relates to the pub premises.

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 any 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.

3. Responsibility

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

The Tenant is responsible for running the pub business and, as the Designated Premises Supervisor, is responsible for Health and Safety as it affects employees, customers and visitors and implementing or following any health and safety requirements that are identified by the Management Committee in relation to the pub premises.

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 the pub premises and at events and activities it organises
- 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 to its employees and volunteers when carrying out Society events and activities.

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 14 January 2026