Salutem Health and Safety Policy Statement 2026/2027

At **Salutem Care and Education**, we are committed to ensuring the health, safety, and welfare of all individuals affected by our activities, including employees, students, individuals we support, visitors, and contractors. We recognise that effective health and safety management is essential to delivering high-quality healthcare and education services and provide safe and supportive environment.

Our Commitments:

1. **Compliance with Legislation**: Adhering to all applicable health and safety laws, regulations, and standards in England & Wales, including the Health and Safety at Work Act 1974.
2. **Safe Working Environment**: Maintaining safe and healthy working conditions, including the provision of safe equipment and systems of work.
3. **Risk Management**: Identifying, assessing, and controlling risks to prevent accidents, injuries, and work-related illnesses.
4. **Training and Awareness**: Providing comprehensive training to all staff and ensuring they understand their responsibilities and the importance of maintaining a safe environment.
5. **Consultation and Engagement**: Actively involving employees, individuals we support, and other stakeholders in health and safety matters to ensure their voices are heard and valued.
6. **Incident Reporting and Investigation**: Encouraging the reporting of all incidents and near-misses, investigating their causes, and implementing measures to prevent recurrence.
7. **Safeguarding Vulnerable Groups**: Recognising the specific needs of children, young people, and vulnerable adults who use our services by implementing robust safeguarding measures.

Our Expectations

To fulfil this commitment, we expect:

- **Employees** to take reasonable care for their own health and safety and that of others, following all health and safety procedures and reporting hazards promptly.

- **Management** to lead by example, ensuring compliance with policies and procedures, and fostering a culture of continuous improvement.
- **Individuals we Support and Visitors** to cooperate with our policies and procedures to maintain a safe environment for all.

Monitoring and Review

This Health and Safety Policy will be monitored continuously and reviewed annually or sooner if there are significant changes to our activities, legislation, or the organisational structure.

This policy is endorsed by the Group Executive and Senior Leadership Team and will be communicated to all employees and stakeholders. Together, we will work to uphold the highest standards of health and safety across all our healthcare and education locations.

John Godden

Signed: **Chief Executive Officer**