



# HEALTH and SAFETY POLICY

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Crown International Guardians Ltd.

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**Organisational Responsibilities**

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Crown International Guardians acknowledges health, safety and wellbeing as an integral component of all our management and operational functions, supporting excellent performance. We aspire to an empowering work culture, which goes together with our commitment to minimise risks to the health, safety and wellbeing of staff, drivers, students, contractors and all others affected by our work activities. We will ensure the provision of expert specialist advice by a team of competent professional advisers, as well as the development of health and safety competency across the organisation to support the high-quality management of our activities.

We strive towards continual improvement of our health and safety management systems, and the enhanced wellbeing of our community. Together we will support this goal by providing the necessary leadership and resources, investing in the required competence and encouraging workforce engagement in this area.

We are committed to:

- Preventing injury and ill health to colleagues, students in our care or others who may be affected by our work activities.
- Seeking continuous improvement in our safety management systems, health and safety performance and safety & wellbeing culture – benefiting from the contributions of safety representatives and workforce engagement, including our health and safety meetings.
- Investing and learning from accidents and incidents, acting to reduce and prevent future accidents.
- Defining individual health and safety responsibilities and competencies across the operation, while encouraging people to take personal responsibility for their own safety, health and wellbeing and those colleagues, students and teams around them.
- Complying with relevant health and safety Legislation; Approved Codes of Practice; British Standards; guidance, good practice and other requirements.
- Operating a safety management system which puts in place effective control measures which are proportionate to the level of risk. Documenting, implementing and maintaining this

system around our three key areas of risk (i) operational activity, (ii) office environment, and (iii) student welfare

It is equally a duty under the Health and Safety at Work Act, for everyone engaged in Crown International Guardians' activities to exercise responsibility and care in the prevention of injury and ill health to themselves and to others who may be affected by acts and omissions at work. Those who supervise work at whatever level, have special obligations to ensure that they do not endanger the health and safety of students, parents and other individuals. No person shall intentionally interfere with, or misuse anything provided by Crown International Guardians in the interests of health, safety or welfare. Individuals are required to comply with any rules or requirements made under the authority of this Policy.

## Policy Review

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This policy will be reviewed every 3 years, or sooner if required.

Date: June 2021

Review: June 2024