

HEALTH & SAFETY POLICY

*Written: January 2022. Last reviewed: January 2026
Next Review: January 2027*

1. Policy Statement

Venture Training & Education Ltd is committed to giving the highest priority to the health, safety and welfare, including mental health, of all employees, learners, contractors and visitors.

Venture Training & Education Ltd provides and administers learning to approximately 50-100 learners aged 17 to 21 and adults. A small portion of learners do not have English as their first language. A small number of students/apprentices have cognitive and/or physical impairments.

Venture Training & Education Ltd provides learning in a range of locations, including classrooms, workshops and through trips and visits to other sites and education facilities. Venture Training & Education Ltd operates at a range of facilities including training facilities.

Venture Training & Education Ltd regards the advancement of programmes, guidelines and procedures that protect the health, safety and welfare, including mental health of any person engaged in work or employment as one of its foremost responsibilities and sees this as a mutual objective for employees at all levels. Staff & students/apprentices are expected to co-operate with the Company's Health and Safety Policy and supporting arrangement and safety management system. Venture Training & Education Ltd's Health and Safety Policy is to do all that is reasonably practicable to provide secure, safe and healthy working conditions for its employees, learners, contractors and visitors.

2. Procedure

2.1 The details of the organisation and arrangements for the implementation of this policy are set out in Venture Training and Education Ltd's Health and Safety Procedures, copies of which are available to the Company's Managers and Health and Safety Representatives on the Venture Training & Education Ltd portal.

2.2 In formulating, implementing and updating its policy and arrangements for the promotion of Health and Safety, Venture Training & Education Ltd takes advantage of the support, information and training of Health and Safety.

2.3 All staff of Venture Training & Education Ltd must take reasonable care of their own Health and Safety, and that of others who may be affected by their acts or omissions and must cooperate with their employers on Health and Safety matters.

2.4 Health and Safety guidance is provided to all our staff and learners as part of their induction.

3. Duties and Responsibilities

All employees, learners, contractors and visitors have a duty to support the Health and Safety Policy by:

3.1 Working safely.

3.2 Taking reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

3.3 Not intentionally or recklessly interfering with or misusing anything provided in the interests of health, safety and welfare.

3.4 Promptly reporting in writing all incidents that have led or may lead to injury, damage or the impairment of health.

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3.6 Adhering to safety procedures of our training locations, as agreed on their behalf for securing a safe workplace for all.

4. Delivery of Policy

4.1 Venture Training & Education Ltd has arrangements in place for the management of health and safety risk. These controls include steps to assess risk, control risk, to react to changing demands and to promote and sustain positive health and safety attitudes and behaviours.

4.2 There are established processes for ensuring that risks are assessed and that control measures are implemented. These arrangements are currently documented within Risk Assessment and Risk Management processes which are standard company wide.

4.3 Processes are in place to address accident, incident and emergency reporting; first aid provision; emergency evacuation (including personal emergency evacuation planning); business continuity; safeguarding; and the provision of support for learners with medical conditions.

Policies are in place for organised excursions and trips; no smoking policies; terrorism threat and lockdown procedures.

4.4 Venture Training & Education Ltd has defined expected behaviours across all levels of the organisation as a part of the staff *Code of Conduct*. All employees are expected to play their part to disseminate to learners, contractors and visitors appropriate conduct and the fulfilment of the health and safety policy.

Additionally, Venture Training & Education Ltd relies on the activities of Health & Safety committee members, first aiders, and others to execute their activities in a manner which reflects this policy.

Everyone is expected to continually and consistently promote, advance and sustain good health and safety attitudes and behaviours.

4.5 Venture Training & Education Ltd recognises that it undertakes a wide range of activities across a wide range of environments which, by their very nature, are hazardous.

According to the HSE, the most common risks of workplace injuries relate to:

- Slips, trips and falls on the same level,
- Lifting and handling (Manual Handling),
- Being struck by an object,
- Falls from height,
- Acts of violence,
- Contact with machinery, or
- Striking against something that is fixed or stationary.

Activities across Venture Training & Education Ltd introduce other significant risks, which include:

- Display Screen Equipment
- Emergency events, including fire, first aid, terrorism

- Infectious Diseases
- Safeguarding
- Workplace stress
- Student/apprentice challenging behaviour

Many of these risks are significant not only because they relate to the nature of the premises, but also because they form a part of the delivery to learners who may have little or limited knowledge, skills and experience in handling the risks.

Over time, data from accident, incident and emergency reporting will be analysed to improve the risk profile and ensure that significant risks are adequately controlled. Similarly, sickness data used to monitor staff absences due to mental health difficulties will be analysed to identify trends and identify areas of risk.

5. Organising for Health and Safety

5.1 The Company Director plays a key role in leading strategic health and safety and has strategic oversight of all matters related to health and safety for Venture Training & Education Ltd. The director should seek assurance that effective arrangements are in place and are working.

This requires:

- The establishment and maintenance of a health and safety policy which addresses significant health and safety risks and ensures safety in the event of serious and imminent danger.
- The monitoring and oversight of steps to ensure health and safety which include reporting key performance indicators relating to health and safety and discussion of health and safety in management meetings.
- Assurance that arrangements for health and safety are adequate in so far as they relate to emergency events, risk control measures, training and competence, including health and safety committee meetings.
- Management systems and processes are in place to ensure awareness of significant risks.

Adequate mechanisms to ensure competent health and safety advice, independent health and safety management reviews, audit processes are in place and lessons are learnt from accidents and incidents.

5.2 Senior Management Team have the responsibility for influencing and shaping the strategic direction of the Company. Members of the SMT are expected to demonstrate the same leadership qualities in health and safety as they do in their academic or professional field. Although the SMT are expected to delegate operational aspects of health and safety management to other managers, accountability remains with them. They must implement a process that provides assurances that responsibilities are being fulfilled.

This requires:

- A firm and on-going commitment to the implementation of the health and safety policy including clear demonstration of ownership and active communication of values.
- Agreement to the health and safety risk register, comprising identified significant risks and agreed control measures.

- Support for occupational health and health surveillance programmes.
- Support for the wellbeing, including mental health, of staff and students/apprentices
- Establishment and regular checking of emergency procedures through drills and local relationships with the emergency services.
- Measurement, monitoring, and reporting on steps to improve safety; inspections and investigations; and action plans.
- Regular communications with competent health and safety professionals, health and safety committees, and others on health and safety matters.
- Allocation of sufficient resources for health and safety (time, cost, training, etc.)
- Discussion with direct reports on matters relating to health and safety.
- Support for the internal audit programme.
- Celebration of achievements and corrective actions to address failings.

5.3 Management Team shall develop the Health and Safety plan, implement local safety management arrangements, and manage risks to protect staff, learners, visitors and contractors.

Because of their clear understanding and oversight of operations and activities undertaken in their departments, they are well placed to define the most appropriate local safety systems to support the Health and Safety of the Company.

This requires:

- Plan local arrangements for managing health and safety that reflect levels of risk.
- Ensure that induction processes include mandatory Health and Safety Training for new starters and that this is delivered during the first week.
- Routinely inform and consult with staff on matters relating to safety and health.
- Conduct inspections at appropriate intervals, oversee accident and incident investigations, and analyse other relevant safety data to inform the health and safety plan.
- Ensure all activities are appropriately risk assessed and controls are implemented.
- Assess the health and safety impact of new projects, including the health and safety implications associated with new equipment, environment and persons.
- Provide support to local consultation processes including the Health and Safety Committee.

5.4 Teaching Staff are expected to implement local health and safety arrangements, and to monitor and check their effectiveness.

This requires:

- Planning activities relating to risk assessments and control measures, organising resources to achieve health and safety objectives. Check their own progress against the action plan.
- Monitor training plans and inductions. Provide induction and other training in accordance with plans and agreed timescales.

- Ensure risk assessments are undertaken and recorded, that control measures have been implemented, and that staff, contractors and learners are following all safe systems of work and control measures.
- Take appropriate action when health and safety is likely to be compromised.
- Provide staff with health surveillance if identified in risk assessments.
- Lead a programme of inspections and statutory testing within prescribed timescales, lead on accident and incident investigations, and be involved in audits when asked.
- Ensure new processes and equipment are properly assessed and that employees and learners are trained in safe systems and control measures before use.
- Keep up to date with the health and safety requirements for their area of responsibility.

6. Implementing for Health and Safety

6.1 Venture Training & Education Ltd will take reasonable steps to ensure that everyone assigned responsibilities through this policy is competent to carry out their work safely, and that there is adequate supervision in place to ensure that arrangements are followed.

Within Venture Training & Education Ltd, the policy is implemented through a combination of Safety Arrangements that define how hazards should be managed, through a process of Risk Assessment which identifies significant risks and the measures necessary to control them, and a process of Annual Department Audit.

6.2 *Safety Arrangements* define significant risks and provide advice and guidance which has been developed to meet the specific task, environmental and people requirements of Venture Training & Education.

They set down the significant risks associated with relevant hazards and provide standards, define responsibilities, risk assessment considerations, relevant legislation and related policies and procedures.

Where appropriate, they also include a specific risk assessment for use when considering related risks.

They are intended to provide support to the Senior Management Team to help them to understand what is expected, to provide guidance to the Management Team to help them to identify the steps that need to be taken to comply with the law, and to explain the actions that need to be taken by line managers and supervisors to ensure that the Company fulfils its legal obligations.

Collectively, they form the basis for managing safety across Venture Training & Education.

6.3 Venture Training & Education Ltd has a statutory duty to undertake suitable and sufficient risk assessments of all significant hazards.

Venture Training & Education Ltd undertakes a significant proportion of its work with learners with limited knowledge, skills and experience in their chosen subjects. Teaching is intended to prepare learners for life in real working environments. It is important that the risks that are likely to be faced in work beyond training are accurately represented, and that learners understand the control measures necessary to protect their health and safety later in life.

Risk Assessments should ensure that this fine balance between knowledge, skills and experience and control measures is carefully managed in a way that reflects the growing capabilities of learners as they progress.

6.4 Annual Department Audit. Every year each department/facility shall undertake an annual health and safety audit. This audit should review performance – looking at factors like accidents, incidents and emergencies, as well as training records, inspection records, changes to working environments, equipment, or processes, and re-evaluate defined control measures.

Where appropriate changes to control measures, including training, should be defined in an annual department Action Plan that sets out Health and Safety goals for the next twelve months.

These processes are underpinned by a process of external audit and review.

6.5 Investigating Incidents and Accidents. Venture Training & Education Ltd investigates accidents, fire safety events, first aid reports, and a variety of incident data. Investigations seek to ensure that events do not happen again, and that the risks that led to those events are adequately controlled to prevent, reduce or mitigate the risk of harm.

All accidents including incidents of work-related ill-health, however minor, must be reported to the Health and Safety Advisor where it is to be recorded. Senior management must investigate reported incidents, to the relevant level, to establish immediate, underlying and root causes and introduce, where appropriate, management action to prevent recurrence.

All notifiable incidents as defined by the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 must be reported to the local Health and Safety Executive (HSE) Office by the most appropriate route.

Near miss: an event not causing harm but has the potential to cause injury or ill health. The reporting of near misses is a vital and key tool in proactive health and safety culture. Venture Training and Education Ltd's aim is to reduce incidents and accidents by encouraging and promotion of near miss reporting, investigation and analysis.

6.6 Measuring Health and Safety Performance. Effectively measuring health and safety performance helps to identify what is working and how Venture Training & Education Ltd can do things better in future. The Company uses a combination of active and reactive measures to monitor performance. The balance between collating and reporting data needs to be proportionate to Venture Training & Education Ltd's Health and Safety Policy risks.

Active measures examine those factors that are intended to reduce the likelihood of incidents, such as numbers of persons trained, risk assessments reviewed/completed, etc., whilst reactive measures examine health and safety outcomes such as numbers of incidents, accidents and emergencies recorded.

Annual and seasonal health and safety reports detail such factors as:

- Health and Safety Committee activity
- Health and Safety Advisor oversight
- Training Records
- Risk Assessment performance
- Fire Safety Events, First Aid and Fire Warden staff, facilities and equipment
- Accident data (including RIDDOR Reports where appropriate) – by location, type of injury, who was injured, accident cause
- First Aid reports

- Incident data (including theft, fight, damage, anti-social behaviour, near miss, off-site incidents, trespass, and other)

This information is issued to senior leaders at least annually.

Health and Safety training takes place with all staff of Venture Training & Education annually at the start of the year. This is scheduled at the beginning of January and all staff attend in person.

In addition, employers' health and safety arrangements are also checked prior to the commencement of training.

Cover for apprentices in our care

We are committed to providing a safe, healthy, and supportive environment for all students in our care. Our health and safety procedures are designed to protect students' well-being, prevent accidents, and respond effectively to emergencies. We maintain safe facilities, regularly assess potential risks, and ensure that staff are trained to handle a variety of situations with professionalism and care.

All activities and environments are carefully monitored to align with safety standards, and we actively encourage students to understand and participate in fostering a culture of safety. By prioritising health and safety, we aim to create an environment where students can learn, grow, and thrive with confidence.

6.7 Reviewing Health and Safety Performance and Learning Lessons. Data on health and safety performance is considered at a strategic level, as well as at regular Health and Safety Committee meetings. Information is shared with Department Managers as part of the Annual Department Audit process.

Data is reviewed to establish:

- The validity of the health and safety policy statement,
- The achievement of measures defined in the health and safety policy, and
- The effectiveness of implemented measures in reducing risk and harm.

Performance on each of these measures helps to identify gaps and support the development of action plans to address shortfalls in performance.

Reviews enable leaders to consider what improvements need to be made and to celebrate achievements, and to ensure that risks are as low as reasonably practicable (a statutory obligation).

Reviews enable managers to ensure that the system is working, that they are compliant with the law, and help to improve performance by helping to set goals, ensuring responsiveness to change, and that opportunities to learn from experience are captured.

Discussing results at Health and Safety Committee Meetings help Venture Training & Education to better understand the causes and circumstances that led to incidents or accidents, and enable better investment decisions to prevent, reduce or mitigate the consequences of events in future.

Venture Training & Education will review this Policy at least annually or following any significant changes.

7. Monitoring Compliance

7.1 This policy will be kept up to date for UK health and safety legislation changes and where the Company's activities change in nature and volume. The Policy, and the way in which it is operated will be reviewed annually or following a significant incident or change.

7.2 Measures of safety performance will be captured and monitored in accordance with the *Health and Safety Audit Policy* as amended to inform the SMT / MT and the Health and Safety Committee.

8. Definitions

Accident – An accident is a separate, identifiable, unintended incident, which causes physical injury. This includes acts of non- consensual violence to people at work.

Hazard – A hazard is anything that may cause harm, such as chemicals, electricity. working from ladders or an open draw.

Health – Health is defined as a state of physical, mental, and social well-being.

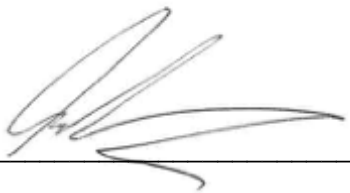
Incident – An incident is an unintended event that disturbs normal operations, incidents range in severity from near misses to fatal incidents.

Near miss – A near miss is an unplanned event that did not result in injury, illness, or damage – but had the potential to do so. Near miss incidents often precede loss producing events but may be overlooked as there is no harm (no injury, damage or loss).

Report in writing – A report in writing is a signed written account or electronic written statement that describes in detail an event, situation or occurrence, usually as the result of observation or inquiry.

Risk – A risk is a chance, high or low, that someone could be harmed by hazards, together with an indication of how serious the harm could be.

Safety – Safety is defined as the control of recognised hazards in order to achieve an acceptable level of risk.

Signed: A handwritten signature in blue ink, consisting of a stylized 'I' and 'H' followed by a horizontal line.

Ian Harris
Company Director

17/01/2025