

	POLICY	Document Number: HSPo05 Version number: 5 Updated: January 2025 Next Review Date: January 2026
	HEALTH & SAFETY POLICY STATEMENT	

v.	Latest Amendment Details	Authorised by
5	Policy reviewed and updated with clear employer responsibilities	Senior Leadership Team

Introduction

The Youth Sport Trust (YST) regards the management of health and safety as an integral part of its organisational activities and as a management priority. In line with our responsibilities under the Health and Safety at Work Act (1974), it is YST's policy is that all activities and work will be carried out in a safe manner and the health, safety and welfare of employees, workers, volunteers, children and others who may be affected by our activities.

Our target is for zero accidents and zero work-related ill health to be achieved by applying current best practice in health and safety management. Compliance with current health and safety legislation is therefore regarded as the absolute minimum standard acceptable.

Proper management of health and safety issues is seen as an integral part of the efficient management of YST's activities and is critical to developing the professional culture of YST and establishing and maintaining a solid reputation with all our partners and stakeholders. The objectives of this policy are fundamental to YST, and the Senior Leadership Team are responsible for ensuring that the requirements of this policy are achieved.

Youth Sport Trust responsibilities

The Youth Sport Trust will:

- Provide sufficient resources to meet the requirements of current Health and Safety legislation.
- Actively promote an open attitude to Health and Safety issues, encouraging staff to identify and report hazards so that we can all contribute to creating and maintaining a safe working environment.
- Communicate and consult with our staff on all issues affecting their health and safety and, in doing so, bring this policy to their attention.
- Provide adequate training for our staff to enable them to work safely and effectively, and to ensure they are competent and confident in the work they carry out.
- Carry out and regularly review risk assessments to identify hazards and existing control measures. We will prioritise, plan and complete any corrective actions required to reduce risk to an acceptable level.
- Maintain our premises and work equipment to a standard that ensures that risks are effectively managed.
- Ensure that responsibilities for Health and Safety are allocated, understood, monitored and fulfilled.
- Retain access to competent advice and assistance ensuring that we are aware of relevant changes in legislation and 'Good Practice'.

- Co-operate with other organisations to ensure that they are aware of any risks to their staff and other people posed by our activities, that we are aware of any risks to our staff from their activities, and that we comply with the relevant requirements of legislation.

Everyone's responsibilities

It is the duty of all of us when at work:

- to take reasonable care of our own safety
- to take reasonable care of the safety of others who may be affected by what we do or fail to do
- to co-operate so that we can all comply with our legal duties
- to ensure we do not interfere with or misuse anything provided in the interests of health and safety.

This policy will be audited for its effectiveness, and it will be reviewed regularly by HR.

The YST Board of Trustees will work with members of the senior leadership team to ensure that all YST Health and Safety policies and procedures are robust and fit for purpose.

Please refer to the Staff Handbook or the Learning Academy Handbook for more information.

This policy accompanies the following:

- Driving at Work Policy
- Whistleblowing Policy
- Hybrid Working Policy
- Travelling and Working Overseas Policy
- Sickness Absence Management Policy
- Stress at Work Policy
- Maternity Policy
- Menopause Policy
- Safeguarding Children & Young People Policy; and
- Safeguarding Adults Policy.