



Cumberland  
Lodge

## Health & Safety Policy

### Statement of Intent

The Trustees of Cumberland Lodge recognise that the Organisation has a legal duty of care towards protecting the health and safety of its guests, employees and others who may be affected by the Organisation's activities, and that managing health and safety is a business-critical function.

To discharge its responsibilities Cumberland Lodge will:

1. bring this Policy Statement and any subsequent changes to the attention of all employees.
2. carry out and regularly review risk assessments to identify proportionate and pragmatic solutions to reducing risk.
3. communicate and consult with our employees on matters affecting their health and safety.
4. comply fully with all relevant legal requirements, codes of practice and regulations at International, National and Local levels.
5. eliminate risks to health and safety, where possible, through selection and design of materials, buildings, facilities, equipment, and processes.
6. encourage staff to identify and report hazards so that we can all contribute towards improving safety.
7. ensure that emergency procedures are in place at all locations for dealing with health and safety issues.
8. maintain our premises in a safe and secure state and provide and maintain safe plant and equipment.
9. only engage contractors who can demonstrate due regard to health and safety matters.
10. provide adequate resources to control the health and safety risks arising from our work activities.
11. provide adequate training and ensure that all employees are competent to do their tasks.
12. provide an organisational structure that defines the responsibilities for health and safety.
13. provide information, instruction and supervision for employees.



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14. regularly monitor performance and revise policies and procedures to pursue a programme of continuous improvement.
15. review this Policy at least annually and revise as necessary to reflect changes to the Cumberland Lodge's activities and any changes to legislation.

Signed: 

Dated: 19 October 2023

Name: Usha Prashar

Position: Chair of Trustees