

Health & Safety Policy

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<i>Implementation Date:</i>	<i>December 2016</i>
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<i>Lead Executive</i>	<i>Mark Chapman</i>
<i>Author/Lead Manager:</i>	<i>Darren Carr</i>

Policy history

Version	Author	Date	Change
1.0	Darren Carr	22.12.2016	Some minor wording changes. Changes have also been made to reflect that staff are now based across 2 sites.
2.0	David Oldham	31.07.2017	Annual review – some minor changes to reflect staff changes and clarification over Health and Safety training.
3.0	Darren Carr/Neil Fray	22.10.2018	Annual review – changes made to reflect recommendations as highlighted in the independent H & S audit 2017 (Hettle Andrews)
4.0	Darren Carr/Mark Chapman	24.09.2019	Annual review – no changes required – the document to be reviewed again once we move to our new offices.
5.0	Darren Carr/Mark Chapman	July 2021	To reflect the move to Francis Crick House and greater emphasis placed on CAN Mezzanine
6.0	Darren Carr/Mark Chapman	June 2023	London office move reflected in this review & other minor changes.
7.0	Darren Carr/Mark Chapman	March 2025	To reflect recent move into our new Fora offices & some other minor changes

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1. Policy Statement of Intent

The Motor Neurone Disease Association (the Association) recognises and accepts its moral and legal obligations and responsibilities with regard to health and safety.

The Association recognises its duties under the Health and Safety at Work Act 1974 to protect, so far as is reasonably practicable, the health and safety at work of all the Association's staff and volunteers and other people, such as visitors and contractors to our premises, with particular attention to the following areas:

- 1.1 The provision of a healthy and safe working environment and of adequate arrangements for the welfare and support for the wellbeing at work of the Association's staff and volunteers.
- 1.2 The adequate control of the health and safety risks arising from our work.
- 1.3 Completion and implementation of robust risk assessments and risk reduction measures.
- 1.4 The provision and maintenance of machinery, equipment and systems of work that are safe and without risk to health.
- 1.5 Arrangements for the safe use, handling, storage and transportation of articles and substances at work which may give rise to risks to health.
- 1.6 To provide information, instruction, training, and supervision necessary to ensure the health and safety at work of all its staff and volunteers.
- 1.7 Due consideration will be given to consultation with staff and volunteers affected before changes are made.
- 1.8 To ensure all staff and volunteers are competent to do their tasks, and to give them adequate instruction and information.
- 1.9 To review and revise this policy as and when it becomes necessary (annually or when there are significant changes).

2. Responsible Persons

As of March 2025

- Health & Safety Adviser: Phil Day (Facilities Manager)
- Safety Reps – names displayed throughout our Francis Crick House offices on all Health and Safety notice boards.



Signed	_____
Position	Chief Executive Officer
Dated	March 2025

3 Arrangements for Health and Safety

3.1 Risk Assessments

The Association will ensure that risk assessments are undertaken on all work activities where there is a perceived element of risk which also includes fire safety. Identified risks will be eliminated, otherwise the risks associated with the hazards will be reduced to as low as reasonably practicable. Those affected by these findings will be notified. Risk assessments are reviewed regularly or upon significant change or following an accident, incident, or near miss.

Staff and volunteers are required to adhere to methods and procedures implemented to avoid risk of injury as identified in the risk assessments. Staff can access risk assessment and venue checklist templates within the Central Library area of SharePoint. Our volunteers also have access to sample templates accessible via the Volunteer Zone.

The Facilities Team will provide guidance and support to those staff and volunteers undertaking completion of risk assessments. Staff and volunteers should report any hazards that they discover to the Facilities Team in order that remedial steps can be taken to reduce harm.

3.2 Representatives of Employee Safety (ROES)

The Association recognises its statutory obligation to consult with staff and volunteers in health, safety, and welfare issues. The Staff Safety Group comprises of a cross-section of staff from different teams who make representation on matters pertaining to general health, safety, and welfare. Members are responsible for identifying and reporting potential hazards or dangerous situations that may arise in the workplace. The standing agenda at each of the 3 planned meetings held annually includes the reporting of accidents, near misses and staff absences. These meetings are formally chaired, and minutes taken. Outputs from these meetings are included in the quarterly Health and Safety updates reported to the Finance and Audit Committee as well as to the Executive Leadership Team where applicable.

3.3 Driving for Work

The Association recognises that use of motor vehicles on company business requires additional health and safety measures to protect our staff, our volunteers, and our board of trustees as well as third parties.

The Facilities Manager will ensure that those who drive their own vehicle on Association business are insured to do so, have a valid UK driving licence together with a current MOT if the vehicle they drive is over 3 years old.

Staff who are provided with a fleet vehicle have enhanced licence checks carried out by our fleet provider.

All staff who drive on business are required to adhere to the Association Fleet Policy and not put themselves and others at risk. Drivers should cooperate with the Association to ensure their own and others safety.

3.4 Lone and Remote Working

The Association ensures that suitable and sufficient risk assessments are conducted for remote and lone working. Where possible, identified hazards will be eliminated, otherwise the risks associated with the hazards will be reduced to as low as is reasonably practicable and those affected will be informed of the pertinent findings of the risk assessments.

Staff can access the Association's Lone Working Guidance document via the 4Policies application.

3.5 Violence and aggression

The Association recognises that given the nature of our work there is a potential risk of violence and aggression towards our staff and volunteers. Any situations or behaviours that pose a risk to staff and volunteers will not be tolerated. MND Association staff and volunteers have the right to be treated with dignity and respect at all times and should be able to carry out their duties in a safe environment without the fear of violence or abuse. To help minimise risk of such environments to staff, mandatory e-learning Health and Safety training which provides staff and volunteers with advice on how to avoid situations where they might find themselves at risk e.g., home visits, cash handling, meetings etc., is provided. The Home Visit Checklist together with associated training will be rolled out to Association Volunteers in 2025.

3.6 New & Expectant Mothers and Young Persons (under 18)

The Facilities Manager is responsible for ensuring that expectant mothers are assessed at their workstation upon notification of pregnancy and at regular intervals throughout their pregnancy. New mothers are assessed again upon their return to the workplace.

Young Persons will be given additional suitable training and supervision. The Facilities Manager will ensure any additional safety measures are implemented and will provide guidance on specific control measures to protect them in the workplace.

3.7 Stress

The Association recognises that work-related stress can damage the mental and physical health of its staff and volunteers. There is an area solely dedicated to Health & Wellbeing within SharePoint.

Various tools have been identified within our Work-Related Stress risk assessments to support our staff and volunteers in dealing with stress. We also now have 4 trained mental health first aiders who provide confidential support to staff who may be struggling with their mental health. This service is over and above that being provided by the HR Team and the line manager. An employee Assistance Programme (EAP) is also available to all staff.

3.8 Electrical safety

It is the responsibility of our landlords at both Francis Crick House and Fora to carry out statutory 5-year electrical testing and emergency lighting in accordance with current legislation. Any remedial works must be carried out by an approved contractor.

Portable Appliance Testing (PAT), where necessary, is undertaken by trained staff in line with HSE best practice to ensure that all equipment supplied is maintained correctly and is safe to use.

3.9 Office Equipment

The Association will ensure that suitable and safe work equipment is provided and is maintained, tested, and inspected, as necessary. Training and supervision will be

provided to ensure that work equipment is used in a safe manner and without risk to health.

Staff and volunteers working out of our offices should exercise due vigilance with regards to the external condition of apparatus, plugs, sockets, and cables and report any defects to the Facilities Manager.

Francis Crick House

The Facilities Manager is responsible for ensuring that inspection of plugs, sockets and cables is carried out by a competent and authorised person as required by current legislation and to ensure that equipment is safe to use.

Fora

The landlord is responsible for ensuring that these inspections are carried out by a competent and authorised person and recorded as required by the current legislation. The Facilities Manager will visit the offices annually to ensure that all relevant formal documentation is present and correct.

3.10 Information, Instruction and Supervision

The Facilities Team carries out documented Health and Safety inductions for all permanent, contracted and temporary staff. Health and Safety posters are clearly displayed in prominent positions throughout our offices and relevant information can also be found on SharePoint.

Health and Safety advice and instruction can be obtained from any member of the Facilities Team and from the Representatives of Employee Safety.

The Health and Safety Executive (HSE) identifies young workers as those under the age of eighteen. The additional supervision of young workers, trainees etc. will be undertaken and monitored by the appropriate line manager.

The Facilities Manager is responsible for ensuring that staff working at locations under the control of other organisations, such as at Fora, are given relevant health and safety inductions from the specific landlord/owner pertaining to that location. This forms part of the annual inspection visit carried out by the Facilities Manager.

It is mandatory for all staff to undertake the e-learning Health and Safety module. This process includes refresher training which is monitored by the Learning and Development Team.

3.11 Workplace Inspections

The Facilities Manager will, at regular intervals, ensure that a formal safety inspection is carried out on all parts of the premises under the control of the Association (including regional and permanent / designated home offices).

The Facilities Manager will make the necessary arrangements for these inspections and take any remedial action as deemed necessary. Where possible, identified hazards will be eliminated, otherwise the risks associated with the hazards will be reduced to as low as is reasonably practicable and those affected will be informed of the significant findings of the risk assessments.

All staff should exercise due vigilance regarding workplace health and safety aspects to include general housekeeping, stacking and storing of materials, clearance of walkways, fire point and emergency exit clearance.

3.12 Accident/Incident Reporting and Investigation

Any member of staff or volunteer who has an accident during their working hours, is required to report the incident to an appointed first aider or a competent person. The notified person is responsible for compiling the accident report and for notifying the Facilities Manager. The Accident Form is available within the Central Library. All incidents or near misses must be recorded in the Accident Book, the Facilities Manager is then responsible for investigating all accidents to determine their underlying cause, for the purpose of ensuring there is no recurrence. Injuries of a certain severity, cases of acute ill health and certain defined dangerous occurrences must be reported to the enforcing RIDDOR authority.

3.13 First Aid

Under its statutory obligations the Association will provide first aid personnel with sufficient training, information, and support to undertake their responsibilities whether that be in one of our offices or at an external function. The landlord at Fora has the same obligations to provide suitable first aid provision, this will be checked by the Facilities Manager as part of his annual site inspection.

The Facilities Manager will ensure that all reported incidents are recorded in the Accident Book.

3.14 Emergency Planning

The Facilities Manager is responsible for ensuring that fire risk assessments are undertaken in accordance with the Regulatory Reform (Fire Safety) Order 2005.

Based on the findings of the fire risk assessment an emergency action plan for Francis Crick House is maintained and displayed. A copy can also be found within the Central Library. The plan provides explicit guidance to staff and visitors to ensure that in the event of a fire all premises can be quickly and safely evacuated. The emergency action plan is clearly displayed throughout the Fora offices.

All staff are required to undertake a health and safety induction on commencement of employment at the Association. All persons using our offices will take sensible precautions to avoid the outbreak of fire, e.g., avoiding accumulations of flammable materials in circumstances which may lead to a risk of fire, not overloading electrical socket outlets, etc.

The landlords of Francis Crick House and Fora are responsible for checking the operation of the fire alarm systems on a weekly basis and for ensuring that they are serviced by specialist contractors at intervals not exceeding 6 months. They are also responsible for organising a minimum of one fire drill per year per site and, if necessary, ascertain where improvements in the evacuation procedures are required and arrange for their implementation.

The respective landlords are also responsible for ensuring that the emergency lighting and all fire extinguishers in the common areas are checked by specialist contractors at intervals not exceeding 12 months. All formal documentation is checked by the Facilities Manager on an annual basis and a record maintained.

3.15 Display Screen Equipment (DSE)

All office-based staff are provided with DSE training on commencement of their employment by a suitably trained assessor from the Facilities Team. DSE e-learning training is now mandatory for all office-based staff.

Regional based staff are assessed in their own homes by a suitably trained assessor. Staff are advised that they are required to report any discomfort or pain experienced whilst at their workstation to their line manager or a member of the Facilities Team.

All staff have the right to request an eye test, this will be arranged by the employee at an optician of their choice, the cost of which can be met by the Association health scheme.

Francis Crick House and Fora operate as hot desk environments; therefore, all staff health and safety inductions include details on how to set up a workstation.

3.16 Manual Handling

The Association will ensure that suitable and sufficient risk assessments are conducted for all work activities which involve manual handling and that any risks identified are either eliminated or the risks associated with the hazards will be reduced to as low as is reasonably practicable. Those affected will be informed of the significant findings of the risk assessments.

The Association will provide equipment to assist in the movement of loads where necessary and will ensure that equipment is maintained in a safe condition. The Association will provide manual handling training where appropriate.

3.17 Working at Height

Where there is a need to reach a height, which cannot be reached from floor level, kick stools must be used. Library steps should be used for ceiling height storage.

3.18 Safe Handling and Use of Substances

The Association will ensure that risks associated with hazardous substances are assessed and that exposure to such substances is prevented or where this is not reasonably practicable, adequately controlled.

The Association will ensure that Control of Substances Hazardous to Health Regulations (2002) (COSHH) assessments are carried out, and that those who undertake these assessments are competent to do so.

Records of COSHH assessments are maintained by the relevant contractor(s) and are available for inspection by the Facilities Manager at FCH and by the Concierge Team at Fora.

3.19 Smoking and vaping

Smoking and vaping on all Association premises and in Association vehicles is prohibited. Appropriate no smoking signs are clearly displayed at all premises. Staff and visitors should only smoke offsite or in designated areas.

3.20 Visitors

All visitors to the Association's premises are required to observe the fire procedures and always wear a visitor badge.

The host of any visitor to Association premises is responsible for taking all reasonably practicable steps to secure their safety whilst on the premises and to ensure they are aware of emergency procedures.

Visitors to the Fora offices are required to follow the landlord's instructions.

3.21 Disabled persons

The Association recognises its obligations to provide suitable and sufficient facilities, equipment and means of ingress/egress for disabled persons.

Both the Francis Crick House and Fora offices are fully accessible for disabled persons including wheelchair users.

3.22 Work Environment

The Association will ensure that in our offices:

- All reasonable steps are taken to ensure a reasonable temperature is maintained (minimum 16°C).
- Ventilation by a source of fresh or purified air is effective and suitable.
- Relative humidity of between 40%-60% is maintained.
- An adequate supply of potable drinking water is provided.
- Adequate lighting levels are maintained.
- The workplace is kept clean, and waste is collected regularly.
- Each person has adequate space to carry out their job and move around.
- Adequate washroom facilities, rest and eating facilities are provided.

3.23 Working Time Directive

The Association will comply with Working Time Regulation 1998 (amended 2003). The Regulations state that all staff are entitled to all basic rights and protections, regardless as to whether they are working from the office or from home. These regulations also apply to casual staff, agency workers, apprentices, and casual seasoned workers.

3.24 Asbestos

The respective landlords of our rented offices must keep in place its own records and a written plan to manage asbestos. They are required to provide information about the location and condition of the asbestos to anybody who is liable to disturb it. An Asbestos Refurbishment Survey was carried out at Francis Crick House in 2019, and no suspect material was found. The Fora offices were refurbished in 2018 and it is noted on the General Risk Assessment that no asbestos containing material was present.

3.25 Legionnaire's Disease

An initial independent legionnaire's risk assessment has been carried out within our offices at Francis Crick House by a specialist approved contractor and recommendations contained therein actioned upon. Future assessments will be carried out on a bi-annual basis. Regular water temperature checks are taken by the Facilities Team as required by the COSHH regulations (documented).

The landlord of Francis Crick House and the Fora offices both have a legal responsibility for carrying out legionella testing within the communal areas of both buildings in accordance with current legislation. This is checked by the Facilities Manager at the annual inspection.

3.26 Passenger Lifts

The passenger lift insurance inspections and regular servicing are the responsibility of the respective landlords and are carried out by approved contractors.

3.27 Slips, trips and falls

Documented inspections of Francis Crick House, including the staircases, are regularly carried out by the Facilities Team. Cleaning of the building takes place out of normal operational hours. Staff are advised to report any hazards.

The Concierge Team at Fora are responsible for the inspection, maintenance, and cleaning of the offices.

4 Contractors

4.1 Approved Contractors

The Association will only use contractors who have proved able to discharge their primary responsibility to safeguard their staff and other persons who may be affected by their undertakings. Contractors are requested to provide evidence of their Health and Safety Policy, suitable insurance, method statements and risk assessments.

The Facilities Manager will ensure the inclusion of health and safety considerations in contracts for construction, maintenance, refurbishment, cleaning and similar work and services undertaken by outside contractors.

Under the Construction (Design and Management) regulations 2015 (CDM 2015) certain works are reportable to the Health and Safety Executive (HSE) by way of a Construction Phase Plan. The principal contractor will be required to produce this documentation to the Facilities Team prior to commencement of the works.

5. Organisation of Health and Safety

5.1 Organisation & Responsibilities

The Association has a corporate duty to comply with a wide range of legal health and safety requirements applying to staff and volunteers and others. These are laid down in legislation, notably the Health and Safety at Work Act 1974 etc. and in specific regulations made under the Act, which set the minimum standards. For the purposes of this policy any persons working under short term professional contracts or as volunteers of the Association, will be regarded as 'staff' of the Association and will be expected to follow its requirements.

Chief Executive

The Chief Executive has overall responsibility for health and safety and is responsible for ensuring that objectives in relation to workplace safety are set and that the necessary financial resources, consistent with the risks, are allocated to achieve the highest standards of safety that are reasonably practicable. The Chief Executive has the delegated responsibility on behalf of the Association to ensure that responsibilities for the various health and safety aspects are delegated to appropriate staff and that the necessary arrangements and procedures are in place for the effective management of health and safety.

Director of Finance, Strategy and Operations

The Director of Finance, Strategy and Operations is responsible for, and accountable to The Chief Executive, in assisting in formulating and recommending corporate safety policies and for monitoring the implementation and coordination of the Association's Health and Safety Policy and Procedures.

Facilities Manager

The Facilities Manager who is NEBOSH qualified is responsible for the implementation, monitoring and fulfilment of the procedures identified in the arrangements section of this policy, including receiving reports of accidents and near misses and maintaining the Health and Safety records required by law. This role is also responsible at an operational level for fire safety, control of asbestos and legionella and will ensure that appropriate liaison is maintained with persons in control of other premises where Association's staff and volunteers may be required to work.

Representatives of Employee Safety (RoES)

The representatives of employee safety make representation on behalf of staff to the Facilities Manager on matters concerning general health, safety and welfare or on potential hazards or dangerous situations that may arise in the workplace.

Staff and Volunteers' Responsibility

Staff and volunteers at all levels are responsible, via the normal management chain, for the safety of operations under their control.

Each employee and volunteer are responsible for following safe working practices, for taking a personal interest in promoting health and safety at work and for making a personal contribution to the achievement of high safety standards.

Staff and volunteers must comply with safety instructions applicable to their work and ask for advice from their immediate supervisor/manager if in doubt on any safety matter.

Staff and volunteers have legal responsibilities and duties under the Health and Safety at Work Act 1974 and associated regulations including:

- i. to take reasonable care for their own health and safety and that of any others who may be affected by their actions or omissions at work and to co-operate with the employer in meeting statutory requirements.
- ii. not intentionally or recklessly interfering with or misusing anything provided by the employer in the interests of health and safety at work.
- iii. to use equipment in a safe manner and in accordance with instructions and to report any defect in equipment which might compromise its safe use.
- iv. to adhere to site rules when working on other employers' premises and not knowingly placing themselves at risk by reporting hazards and deficiencies.

Fire Marshals

The appointed Fire Marshals are responsible for ensuring the safe evacuation of both Francis Crick House and Fora in the event of an emergency.

First Aiders

The First Aiders are responsible for administering first aid to injured persons and for contacting the emergency services where applicable.

5.2 Governance

A quarterly Health and Safety update is provided to the Finance & Audit Committee pertaining to the following:

- near misses
- accidents
- health and safety activity (e.g., risk assessments performed and outcomes)
- relevant changes in Health and Safety law and practice
- health and safety training
- other relevant matters.

The report is also available to the Executive Leadership Team and the Board of Trustees for information only.

Where an incident occurs which is of a sufficiently serious nature e.g., an incident which must be reported to RIDDOR or when something occurs at an event that is directly under the control of the Association, then this is reported to the Executive Leadership Team at the earliest opportunity.

Organisation & Responsibilities Flowchart

