



Health and Safety Policy

1.1. Statement

We are not here to prevent people from using Shoalstone Seawater Pool.

We are here to make sure they use it safely, and to develop and maintain it for future generations.

How are we going to do this?

- By providing the right tools/equipment, substances, advice and training and putting in place sensible systems to make sure that whether you are an employee, a contractor, a volunteer or a visitor, you do not get harmed by any of our activities or by the site itself.
- We will assess any significant risks and communicate the outcome to the relevant people to make sure everyone is aware of these when using Shoalstone Seawater Pool safely.
- We will provide and maintain safe and healthy working conditions.
- We will comply with the Health and Safety at Work etc. Act 1974, the Regulatory Reform Order (Fire Safety) 2005 and other relevant legislation and codes of practice.

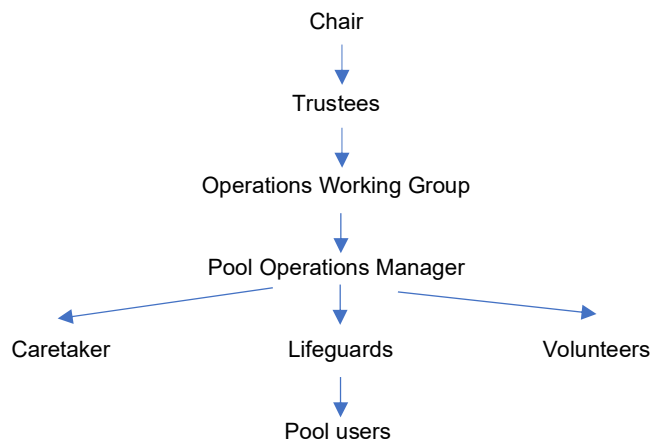
Who is going to make sure this happens?

The Trustees as the employers have the ultimate responsibility for health, safety and fire precautions. They recognise that the management of health, safety and fire precautions is an integral part of the activities the Board undertakes.

We all have responsibilities for our historic sea water open air Pool in maintaining a safe environment; the Trustees and Chair will make sure that the right resources and funding are in place to manage this, and help develop and maintain it for future generations.

1.2. Health and Safety Policy

Shoalstone Seawater Pool Health and Safety Structure Chart



Organisational Responsibilities for Health and Safety

Our Chair is ultimately responsible and will:

- Lead in line with core actions and good practice outlined in the Institute of Trustees and Health and Safety Commissions 'Leading Health and Safety at Work – Leadership Actions for Trustees and Board Members' (INDG417).
- Be responsible for the overall development and implementation of effective proactive health and safety management.

Trustees will give strategic direction and will:

- Lead in line with core actions and good practice outlined in the Institute of Trustees and Health and Safety Commissions 'Leading Health and Safety at Work – Leadership Actions for Trustees and Board Members' (INDG417).
- Provide visible and active leadership in good health and safety practice and lead by example.
- Approve the health and safety policy and approve and provide resources to manage health and safety within the business and consider health and safety in all business decisions.
- Monitor the overall performance of health and safety.
- Two Trustees, one of them being the H&S lead, will be suitably qualified, holding a qualification such as the Institution of Occupational Safety and Health, Managing Safety award, or equivalent.

In addition, our H&S lead will:

- Act as the 'competent person' as defined in the Management of Health and Safety at Work Regulations 1999. When they identify an issue which is complex or high risk, they will get help from an external consultant or adviser.
- Lead and support SSPCIO in managing its health and safety responsibilities.
- Review all new health and safety legislation and implement relevant legislation at the pool.
- Undertake risk assessments for every aspect of the site and all activities and events on site.
- Compile and provide statistics on accidents, incidents and near misses, and health and safety performance.
- Inform the Health and Safety Executive (HSE) as required by Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR).
- Assist in the investigation of serious incidents and accidents.
- Develop and implement suitable health and safety monitoring systems.
- Liaise with the appropriate enforcing authorities (such as the HSE etc.).
- In conjunction with the Operations Working Group, monitor the health and safety standards of contractors.

Our Operations Working Group will give strategic direction and will:

- Deliver effective health and safety leadership in line with core actions and good practice outlined in the Institute of Trustees and Health and Safety Commissions 'Leading Health and Safety at Work – Leadership Actions for Trustees and Board Members' (INDG417).

- Support the Chair and Trustees in meeting their health and safety responsibilities.
- Provide visible and active leadership in good health and safety practice and leading by example.
- Promote sensible risk management throughout our business, to ensure all significant risks are properly assessed, recorded, adequately controlled and reviewed.
- Review and monitor health and safety performance.
- Discuss health and safety at all Working Group meetings.

Our Pool Operations Manager will give operational direction and will:

- Give health and safety a high priority, and consider health and safety implications in all operational decisions.
- Provide visible and active leadership in good health and safety practice and lead by example.
- Regularly monitor and review health and safety.
- Keep health and safety records to meet legal requirements such as risk assessments, workplace inspections and supervision notes.
- Develop safe working practices, and make sure that the lifeguard team are adequately informed, instructed, trained and supervised.
- Identify individual team members who may need particular support, e.g. pregnant workers, young people or workers with a disability, and provide support.
- Encourage the involvement of the lifeguard team in health and safety decision making.
- Recognise the extent of their own personal responsibilities and liabilities and recognise their own limits of health and safety competency and ask for help if needed.
- Provide visible and active leadership in good health and safety practice and lead by example.
- Regularly monitor and review health and safety.
- Keep health and safety records to meet legal requirements such as risk assessments, workplace inspections and supervision notes.
- Provide and maintain, in cooperation with the Caretaker, adequate welfare facilities including drinking water, safe access and egress, clean and tidy workplaces, heating, lighting and ventilation and safe plant and equipment.

Our Caretaker will give operational direction and will:

- Give health and safety a high priority, and consider health and safety implications in all operational decisions.
- Develop safe working practices, and make sure that visitors and contractors are adequately informed, instructed, trained and supervised.
- Recognise the extent of their own personal responsibilities and liabilities and recognise their own limits of health and safety competency and ask for help if needed.
- Provide and maintain, in cooperation with the Pool Operations Manager, adequate welfare facilities including drinking water, safe access and egress, clean and tidy workplaces, heating, lighting and ventilation and safe plant and equipment.

All employees and volunteers will:

- Comply with all health and safety instructions and procedures.
- Observe safe working practices at all times and consider the health and safety of themselves and others at all times.
- Attend training to enable them to work competently and safety.
- Inform the Caretaker or Pool Operations Manager immediately of any health and safety problems or issues in the workplace.
- Report any accidents, damage, defect, hazards, incidents or near misses to the Caretaker or Pool Operations Manager.
- Wear any protective clothing or equipment and use any safety devices that have been provided for their health and safety.
- Not damage, misuse or neglect any equipment and safety devices that have been provided in the interest of their health and safety.

Visitors, contractors and members of the public visiting will:

- Comply with our health and safety policy, and local procedures.
- Where applicable work to agreed method statements and risk assessments etc.

Employee representation

We promote and value the contribution that employee representation can make to improving and maintaining health and safety standards.

Child protection

The H&S lead will have responsibility for child protection, and will liaise with the Chair. We will follow the procedures for safeguarding. Whilst there is no requirement to supervise or manage safeguarding specifically, SSPCIO is aware of safeguarding procedures and have a **Error! Reference source not found.** which they would follow to manage an incident.

Site security

While it is difficult to make the Shoalstone Seawater Pool site totally secure, we will do all we can to ensure that the pool and surrounding area is a safe environment for all who use it or work there. We review security measures regularly, and draw upon the advice of experts (e.g. police officers, fire officers, architects and other consultants).

We require that all Trustees and staff members are easily identifiable to aid and inform sea pool users. Lifeguards will be in uniform, and Trustees on-site will have Shoalstone Seawater Pool lanyards.

We will not permit business use of the site without prior consent and will challenge unofficial activity that is in conflict with the good use of the pool.

Unauthorised or anti-social use of the pool may result in persons being asked to leave the site and/or in a referral to appropriate authorities.

Educational visits

SSPCIO takes very seriously its responsibilities for ensuring the safety of children whilst on school trips. Schools visiting the pool must produce a risk assessment prior to their visit and provide a copy to the H&S lead. Teachers are encouraged to visit the site and become familiar with it before bringing their class.

Internet safety

We make regular use of the internet to promote our activities and provide information for pool users. We will seek to ensure that all digital content is suitable for all users, with due regard to the need to safeguard children and vulnerable adults.

We encourage and promote sensible use of private photography on Shoalstone Seawater Pool's public website and social media channels. We have a webcam on site, from which no images are saved, and which is angled so no persons are recognisable.