

# Health & Safety Policy



The *Health and Safety at Work Act* (1974) imposes certain obligations on an employer not only to take all such actions as are reasonable to safeguard the health and safety of their employees, but also to be able to show that they are doing so, by producing adequate written policies and procedures. DMT fully accepts its responsibilities under the Act.

The Act refers to what is reasonable in given working situations.

## **DMT will:**

- Asses the risks in the workplace
- Ensure that the workplace satisfies health, safety and welfare requirements for ventilation, temperature, lighting and staff facilities
- Ensure safe and clear access to and egress from the building including fire exits
- Regularly check the premises room by room for structural defects, worn fixtures and fittings or electrical equipment, and take the necessary remedial action
- Ensure that all equipment is suitable for its intended use and is properly maintained and used
- Ensure that all staff are aware of the fire procedure and regular fire drills are carried out
- Ensure that all members of staff are aware of the procedure in case of accidents
- Ensure that all members of staff are aware of and carry out their health and safety responsibilities as set out in their job descriptions
- Prohibit smoking on the premises
- Prohibit any contractor working on the premises without prior discussion with the officer in charge to negate any risks to the staff or users
- The management considers this matter of such importance, that breach of health and safety procedures by staff constitutes misconduct and will be dealt with as a disciplinary matter.

## **Employees will also be made aware of their responsibilities under the Health and Safety at Work Act and will:**

- Take reasonable care of their own health and safety and that of others around them
- Co-Operate with the employer on matters of health and safety
- Use work equipment correctly

- Provide guidance to users (of the centre) and act responsibly to ensure their health and safety

**Users will also be made aware of their responsibilities and will:**

- Agree to use the equipment in a safe manner with regards to the health and safety of those around them (or the management can ask them to desist etc)

It is not possible to detail here all the health and safety matters that come up on a day-to-day basis, so staff and management must constantly be mindful of their responsibilities individually and collectively for the safety of themselves, their colleagues, parents and students.