



HEALTH AND SAFETY POLICY

Asher Excellent Ltd

1. PURPOSE AND COMMITMENT

1.1 Purpose

At **Asher Excellent Ltd**, we are committed to ensuring the health, safety, and overall well-being of our employees, contractors, service users, and visitors.

As a specialist provider supporting individuals with complex care needs, we recognise the heightened responsibility we hold in maintaining a safe, controlled, and responsive environment across home-based, community, and workplace settings.

This policy outlines our approach to safety, responsibilities, and systems designed to minimise risk, promote awareness, and embed a strong culture of health and safety throughout the organisation.

1.2 Commitment

We are committed to complying with all relevant UK health and safety legislation, including sector-specific regulations relating to healthcare, domiciliary care, and clinical practice.

All necessary resources, training, and ongoing support are provided to ensure every member of **Asher Excellent Ltd** can work safely and confidently. Every employee shares responsibility for maintaining safe working conditions—for themselves, their colleagues, and the individuals we support.

2. SCOPE

This policy applies to all **Asher Excellent Ltd** staff, contractors, clinical and non-clinical professionals, and any third parties engaged in our care environments.

It covers operations within client homes, community settings, supported living placements, and any organisation-led events or activities.

3. POLICY STATEMENT

Asher Excellent Ltd is fully committed to providing and maintaining a safe and healthy working environment.

We ensure compliance with all legal requirements, conduct regular risk assessments, and foster a proactive safety culture. Our aim is to eliminate foreseeable hazards, prevent accidents and occupational illness, and safeguard both staff and the vulnerable individuals in our care.

4. HEALTH AND SAFETY OBJECTIVES

Key objectives include:

- Preventing workplace accidents, injuries, and occupational illnesses.
 - Identifying and mitigating health and safety risks in all operational environments.
 - Promoting awareness and adherence to safe working practices.
 - Delivering relevant, role-specific health and safety training.
 - Investigating all incidents and using findings to improve future outcomes.
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5. RESPONSIBILITIES

5.1 Management Responsibilities

Managers and supervisors are responsible for:

- Ensuring compliance with health and safety legislation and industry best practice.
- Conducting and reviewing risk assessments specific to each client and setting.
- Providing necessary Personal Protective Equipment (PPE) and training.
- Investigating reported safety concerns and taking appropriate action.
- Leading by example to promote a culture of safety and responsibility.

5.2 Employee Responsibilities

Every employee is expected to:

- Act with due care for their own health and safety and that of colleagues and service users.
- Comply with all Asher Excellent Ltd health and safety policies and procedures.
- Immediately report hazards, unsafe conditions, or incidents to management or HR.

- Engage in mandatory training and maintain awareness of current safety protocols.
 - Use PPE and other safety equipment correctly and report any issues promptly.
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6. HEALTH AND SAFETY PROCEDURES

6.1 Risk Assessment

Routine and client-specific risk assessments will identify potential hazards, including:

- Safety and proper use of medical equipment.
- Safe moving and handling of clients with physical impairments.
- Medication management and administration risks.
- Infection control in domiciliary and residential settings.
- Fire safety and emergency evacuation procedures.
- Ergonomic concerns from repetitive or physically demanding tasks.

Mitigation actions will be documented, implemented, and regularly reviewed.

6.2 Emergency Preparedness

Asher Excellent Ltd maintains clear emergency response procedures, including:

- Fire safety drills and accessible evacuation routes.
- First aid supplies and certified first aiders on-site or on-call.
- Training for managing medical incidents, aggression, and safeguarding situations.
- Emergency contact numbers clearly displayed in all operational environments.

6.3 Training and Awareness

All staff receive role-appropriate training, including:

- Induction training covering general safety practices.
- Job-specific training for working with high-risk or vulnerable individuals.
- Manual handling and moving & positioning techniques.
- Infection prevention, medication safety, and correct PPE usage.
- Regular refresher courses to ensure ongoing competence.

6.4 Reporting Incidents and Hazards

- Near-misses, injuries, or safety concerns must be reported promptly via designated channels.
- All incidents are investigated to identify root causes and implement preventative measures.
- **Asher Excellent Ltd** promotes a no-blame culture and protects employees from retaliation when reporting genuine safety concerns.

6.5 Monitoring and Review

Safety systems are monitored through:

- Regular site audits and spot checks.
 - Staff, service user, and family feedback.
 - Review of incident trends and root causes.
 - Annual policy reviews, or more frequently in response to incidents or regulatory updates.
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7. PERSONAL PROTECTIVE EQUIPMENT (PPE)

Where risk assessments indicate the need for PPE, **Asher Excellent Ltd** provides it at no cost to employees. Staff must:

- Wear PPE according to training and manufacturer instructions.
 - Maintain PPE and report any damage or loss immediately.
 - Request replacements or additional items as required.
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8. HEALTH AND WELL-BEING SUPPORT

Asher Excellent Ltd supports physical and mental well-being by:

- Promoting a positive and supportive workplace culture.
- Offering access to counselling and employee assistance resources where available.
- Encouraging a healthy work-life balance and recognising signs of stress or burnout.
- Providing reasonable accommodations or adjustments where necessary.

9. CONSEQUENCES OF POLICY VIOLATIONS

Failure to comply with this policy may result in disciplinary action, including:

- Ignoring or deliberately breaching safety procedures.
- Failure to report incidents or unsafe conditions.
- Refusal or misuse of PPE or other safety equipment.

Each case will be assessed fairly and confidentially.

10. POLICY REVIEW AND COMPLIANCE

This policy will be reviewed at least annually or in response to:

- Changes in legislation or regulatory standards.
- Significant incidents or service changes.
- Staff or stakeholder feedback.

Updates will be clearly communicated to all employees, with additional training provided as needed.

11. ACKNOWLEDGMENT

This policy has been reviewed and approved by the senior management of **Asher Excellent Ltd** and reflects our ongoing commitment to the highest standards of health and safety across all operations.