



Health & Safety Policy Statement

August 2023

Policy / Plan Details

Name of Policy / Plan	Health and Safety Policy Statement	
Policy / Plan Owner	Ian Fleming, Matchday Director	
Policy / Plan Reviewer	Andy Williamson, Club Secretary	
Date Policy / Plan Created	September 2011	
Date Last Updated	17 th August 2023	
Date for Review	August 2024	
Signatures	Policy Owner: Ian Fleming	Date:28/02/21
	Director:	Date:28/02/21

Revision History

Date Revised	Reason	Author
September 2011	Policy created	Not Known
10/4/14	Added front and ownership / revision history to document.	Campbell Dick
10/4/14	Policy reviewed – no changes	Campbell Dick
19/11/15	Policy reviewed – no changes	Keith Hogg
25/10/17	Policy reviewed – no changes, update to ownership	Keith Hogg
28/02/19	Policy reviewed – no changes	Keith Hogg

28/02/20	Policy owner & reviewer updated	Andy Williamson
2//02/2021	Review & No Changes	Andy Williamson

East Stirlingshire Football Club recognises that positive health and safety management contributes to organisational performance.

In addition to our commitment to develop effective arrangements, we are specifically committed to provide a safe and healthy environment for staff, customers, visitors, and others who may be affected by our activities.

As Chairman of the Board, I am committed to achieving the aims and objectives outlined in this policy and expect the same commitment from each member of my senior management team.

With the advice and support of my health and safety adviser I am committed to ensuring that our health and safety policy remains relevant and, to this end, will ensure a regular review and update of the policy is produced for my approval prior to circulation.

Signed

Director & Club Secretary.

Date. 28/02/2021

Aims and Objectives

To achieve commitment to a positive health and safety management system I, and my team, have agreed the following aims and objectives:

1. We will review health and safety performance annually by reference to the achievement of set objectives. Details of health and safety performance will be included in our published annual report.
2. We will endeavour to attain the highest level of health and safety performance by progressive improvements. Compliance with legal requirements will be the minimum health and safety standard acceptable in our organisation.
3. We will regard health and safety management as an integral part of our general management arrangements as we believe the effective management of health and safety to be crucial to our business performance by e.g. reducing injuries, ill health, protecting the environment and reducing unnecessary losses and liabilities.
4. We will investigate accidents, incidents, and ill-health timeously, primarily to prevent recurrence and to establish what controls, if any, require modification.
This will be done in the knowledge that accidents, incidents, and ill-health can arise from failings in management control as well as from the actions or omissions of individuals.
5. We recognise that our staff are a key organisational resource and acknowledge the positive contribution employees make to policy implementation and recognise the importance of on-going consultation with employees on health and safety matters.
6. We will maintain effective systems of communication on health and safety matters throughout the organisation.
7. We consider the assessment of foreseeable risks and the establishment of suitable and sufficient risk control measures as fundamental to good practice and will ensure all identified high and significant risks are adequately addressed in order to reduce their impact to a level as low as reasonably practicable.
8. We will provide adequate financial and physical resources to implement this policy and to achieve our commitment to progressive improvement in health and safety performance.
This commitment includes funding for the provision of any necessary expert advice whether from our appointed health and safety team or from other experts as required.

9. We will provide sufficient health and safety information, instruction, training, and adequate supervision to ensure staff remain competent and work safely.

10. We will define the health and safety responsibilities of individuals clearly and ensure they are understood by all staff.

11. We will provide our managers and employee safety representatives with accurate and timeous information on incidents, work-related accidents, and occupational ill health to guide the health and safety decision-making process e.g. to facilitate the setting of priority objectives etc.

12. We will ensure our health and safety policies reflect current issues as they arise.