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|  <b>YOUTH<br/>SPORT<br/>TRUST</b> | <b>POLICY</b>                     | Document Number: HSPo05   |
|  | <b>HEALTH &amp; SAFETY POLICY</b> | Version number:4<br>Updated: January 2024<br>Next Review Date: January 2025 |

| v. | Latest Amendment Details    | Authorised by          |
|----|-----------------------------|------------------------|
| 4  | Policy reviewed and updated | Senior Leadership Team |

### Introduction

The Youth Sport Trust (YST) regards the management of health and safety as an integral part of its organisational activities and as a management priority. In line with our responsibilities under the Health and Safety at Work Act (1974), it is YST's policy is that all activities and work will be carried out in a safe manner and the health, safety and welfare of employees, workers, volunteers, children and others who may be affected by our activities.

Our target is for zero accidents and zero work-related ill health to be achieved by applying current best practice in health and safety management. Compliance with current health and safety legislation is therefore regarded as the absolute minimum standard acceptable.

Proper management of health and safety issues is seen as an integral part of the efficient management of YST's activities and is critical to developing the professional culture of YST and establishing and maintaining a solid reputation with all of our partners and stakeholders. The objectives of this policy are fundamental to YST, and the Senior Leadership Team are responsible for ensuring that the requirements of this policy are achieved.

All employees, workers and volunteers have responsibility for implementing the specific arrangements made under this policy throughout YST. All employees, workers and volunteers are expected to familiarise themselves with its provisions and carry out their defined responsibilities.

Employees, workers and volunteers are expected and encouraged to be proactive on health and safety issues as part of the continued development of the health and safety culture of YST. All employees, workers, volunteers, contractors and sub-contractors are required to cooperate with YST and their colleagues in implementing the policy and shall ensure that their own work is without risks to themselves and others as far as reasonably practicable.

YST will provide appropriate training and make available competent health and safety advice and adequate resources including time and money so that legal obligations may be met. This policy will be audited for its effectiveness and it will be reviewed regularly by HR.

Every employee, worker and volunteer of YST has a duty to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work. They also have a duty to co-operate with their employer so far, as it necessary to enable YST to perform its civil and statutory obligations. The YST Board of Trustees will work with members of the senior leadership team to ensure that all YST Health and Safety policies and procedures are robust and fit for purpose.

Please refer to the Staff Handbook or the Learning Academy Handbook for more information.

This policy accompanies YST's Driving at Work Policy, Whistleblowing Policy, Hybrid Working Policy, Travelling and Working Overseas Policy, Sickness Absence Management Policy, Stress at

Work Policy, Maternity Policy and Menopause Policy. Safeguarding Children & Young People Policy and Safeguarding Adults Policy.