

**The Childcare Company (Old Windsor) Ltd (t/a The Childcare Company) and
Impact Future Training Ltd (t/a Impact Futures)
Health and Safety Policy Statement v1**

The Childcare Company (Old Windsor) Ltd (the 'Company'), and its subsidiary company Impact Futures Training Ltd (together the 'Companies') recognises that it has a responsibility to ensure that all reasonable precautions are taken to provide and maintain working conditions which are safe, healthy and comply with all statutory requirements, and where applicable, contractual duties of care, recognising in particular our responsibilities under the Health & Safety at Work etc Act 1974, Management of Health & Safety at Work Regulations 1999 (as amended) and the Corporate Manslaughter & Corporate Homicide Act 2007.

We will, so far as reasonably practicable, through the Chairman, CEO and board of directors, ensure that all persons designated with responsibilities, and across all our undertakings, determine, so far as is reasonably practicable:



- the assessment of hazards and risks relating to the business and all its undertakings, ensuring the health & safety of our employees, learners, and visitors and those affected directly or indirectly by our activities.
- Where deemed necessary as a result of assessment, the provision and maintenance of equipment and the implementation of related safe operating procedures
- arrangements for the safety associated with the use, handling, storage and transport of articles and substances
- the provision of instruction, training, induction, and supervision to ensure the health & safety at work of employees, learners, and others affected by our activities.
- the maintenance of any workplace under our control, to ensure it is in a safe condition and suitable for all work activity
- the provision of a safe means of access to and exit from the place of work.
- the provision of adequate facilities and arrangements for welfare at work, including a commitment to the duty of care to learners and their safeguarding

The Companies are committed to ensuring their policies, procedures, organisation and arrangements underpin the requirements of legislation, regulations, and contractual undertakings where applicable, ensuring that employees and learners are aware of their entitlement to work and learn in a safe, healthy and supportive environment.

No health & safety policy is likely to be successful unless it involves its employees and gains their commitment to their own health, safety, and well-being as well as those they are responsible for within the workplace and related work environments. Every employee is therefore required to take reasonable care for his or her own health, safety, and welfare and that of others who may be at risk by their acts or omissions. The appropriate reporting of hazards, risks, and unsafe working conditions, wherever our responsibilities extend, is the duty of everyone associated with the business.

Whilst these duties and responsibilities across the group can and will be delegated, the accountability for achieving them clearly remains with The Chairman, CEO and the Executive Board. The policy will be reviewed at least annually and/or when operating conditions or underpinning guidance changes.

A copy of this statement is located electronically for the attention of all employees as well as displayed at all appropriate locations and will be signed and dated at all points where it is displayed and/or communicated.

Chairman	Ian Colletts		22/12/20
CEO	Guy Helman		22/12/20