

Changes in this version, if updated from current version

Replace reasonable with appropriate and add information on lessons learned. Reference to the associated delegated responsibilities document that specifies our arrangement for HSW. A new paragraph on how this policy will be measured. New section headings as required by the board level policy template.

Position Statement / Belief / Vision

Health, Safety & Wellbeing Culture

I believe that NHSBT should provide colleagues with working conditions that promote their health and wellbeing as well as keeping them safe whilst at work. Working conditions that are appropriate for all colleagues and allows for all people to feel that they would be able to come and work for NHSBT. The Health, Safety and Wellbeing (HSW) strategy is to promote safety and wellbeing, prevent harm and protect vulnerable individuals.

HSW management is an essential part of NHSBT's culture. The safety and wellbeing of colleagues, service users and our products is part of our Caring value and at the centre of everything we do as an organisation.

Everyone in NHSBT has a responsibility to work safely, but I recognise that workplace injuries and work-related ill health are avoidable and usually the failure of systems rather than the fault of an individual. All incidents will be investigated to establish the immediate and underlying or root cause, with further control measures implemented where needed. Lessons learned should be understood and implemented to all applicable areas.

NHSBT's HS&W management system is accredited to ISO45001 which provides assurance that our standards are high, being maintained and that all requirements of the standard are being fulfilled. Health, safety and wellbeing objectives are to be considered equally as important as other strategic objectives within our business plan and support the People Strategy to create a "great place to work."

Health and Wellbeing initiatives to support healthy lifestyles are offered to everyone to help improve and maintain their quality of life.

What legislation/regulation/standard are we seeking to comply with?

Health and Safety at Work Act etc 1974 and regulations made under this act.

How will this be achieved?

We will achieve this together through;

- active involvement in safety and wellbeing systems and practices.
- proactive risk assessment that identifies and controls, environmental, psychosocial and human factor hazards, thereby eliminating hazards and reducing health, safety and wellbeing risk for everyone.
- ensuring that individuals have the necessary support and workplace adjustments in place.
- looking for examples of good practice to learn from these and implement in other areas.
- working in partnership with our trade union colleagues.
- fostering a safer work environment leading to zero harm.
- ensuring legal requirements are met and seeking to continually improve our safety and wellbeing performance.

a commitment to an open culture for mental health, through promoting awareness, challenging stigma, empowering everyone to be role models, with open conversations and clear support.

What part do we need others to play?

Working Together Towards a Safer Working Environment

Significant HSW risks that affect service delivery will be registered on the Corporate Risk Register and reviewed quarterly. The Executive team and I will continue to support our leaders to champion HS&W through national and local plans.

Leaders will also carry out safety tours in their area of responsibility to show their personal commitment to HS&W. All colleagues are asked to actively engage in health, safety and wellbeing to report near misses to identify potential improvement opportunities.

MPD354 HSW Policy part 2 - Delegated responsibilities provides details of management arrangement for HSW.

How we will measure success/monitor/evidence our progress

Health, Safety and Wellbeing performance will be reviewed quarterly at the Executive Team. An annual report will be reviewed at the People Committee, for approval to submit to the Board for consent. This follows ISO45001 international management standard for HSW which is designed to provide assurance that the system meets statutory requirements under Health and Safety Act 1974 and continual improvement.

Signature of Accountable Executive

**Jo Farrar
Chief Executive**

Date