

## Board Meeting in Public

### Tuesday, 30 September 2025

<b>Title of Paper</b>	HSW Policy Statement of Intent	<b>Agenda No.</b>	4.3
<b>Nature of Paper</b>	<input checked="" type="checkbox"/> Official <input type="checkbox"/> Official Sensitive		
<b>Author(s)</b>	Phil Tanner, Assistant Director, Safety, Wellbeing and Governance		
<b>Lead Executive</b>	Julie Pinder, Chief People Officer		
<b>Non-Executive Director Sponsor</b>	N/A		
<b>Presenter(s) at Meeting</b>	Phil Tanner, Assistant Director, Safety, Wellbeing and Governance		
<b>Presented for</b>	<input checked="" type="checkbox"/> Approval <input type="checkbox"/> Information <input type="checkbox"/> Assurance <input type="checkbox"/> Update		
<b>Executive Summary</b>			
<p>A Health and Safety Policy is required by The Health and Safety at Work etc. Act 1974 and best practice is to have a signed personal commitment from the Chief Executive.</p> <p>The attached HSW Policy Statement of Intent has been approved by Chief Executive and requires endorsement from the People Committee before its submission to the Board for approval (as a board level policy).</p>			
<b>Previously Considered by</b>			
People Committee 13/08/2025 approved to be presented to the Board			
<b>Recommendation</b>	The Committee is asked to review and confirm their approval for the policy statement of intent.		
<b>Risk(s) identified (Link to Board Assurance Framework Risks)</b>			
P07 Capability, capacity, recruitment and retention.			
<b>Strategic Objective(s) this paper relates to:</b> [Click on all that apply]			
<input type="checkbox"/> Collaborate with partners <input checked="" type="checkbox"/> Invest in people and culture <input type="checkbox"/> Drive innovation <input type="checkbox"/> Modernise our operations <input type="checkbox"/> Grow and diversify our donor base			
<b>Appendices:</b>	None		