Changes in this version, if updated from current version

New personal commitment to HSW from Chief Executive.

Chief Executive's Health, Safety & Wellbeing Policy Statement

At NHS Blood and Transplant (NHSBT), the health, safety, and wellbeing of our colleagues, patients, donors and families are at the heart of everything we do. As Chief Executive, I am personally committed to ensuring that NHSBT is not only a safe place to work, but also one where every individual feels supported, valued, and empowered to thrive.

We promote a culture of care, and I believe that every colleague deserves working conditions that promote their physical and mental wellbeing. Our Health, Safety and Wellbeing (HSW) strategy is built on three pillars: promoting wellbeing, preventing harm, and protecting the vulnerable. These principles are embedded in our values and guide our actions every day.

Health, safety and wellbeing are not just compliance issues, they are fundamental to our success and to creating a truly great place to work. That's why we treat our HSW objectives with the same importance as any other strategic priority in our business plan.

We are accredited to ISO 45001, which reflects our commitment to high standards and continuous improvement. But beyond standards and systems, it is our people who make the difference. Everyone at NHSBT has a role to play in creating a safe and healthy workplace. I recognise that when things go wrong, it is often due to system failures—not individual fault. That's why we investigate all incidents thoroughly, learn from them, and share those lessons widely.

We will continue to:

- Involve colleagues actively in safety and wellbeing practices.
- Identify and manage risks—whether environmental, psychosocial, or human factors.
- Provide the right support and workplace adjustments for those who need them.
- Learn from good practice and apply it across the organisation.
- Work in partnership with our trade union colleagues.
- Foster a culture of openness, especially around mental health.
- Meet our legal obligations and strive for continual improvement.

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

We are committed to complying with the Health and Safety at Work Act 1974 and all associated regulations. Our goal is simple: zero harm.

How will this be achieved?

To achieve this, we need everyone's involvement. Leaders across NHSBT will continue to demonstrate their commitment through regular safety tours and by championing HSW in their teams. Significant risks will be monitored through our Corporate Risk Register and reviewed quarterly.
We will measure our progress through regular reviews at Executive Team level, National HSW Committee and report annually to the People Committee and Board. This ensures transparency, accountability, and alignment with our ISO 45001 framework.

What part do we need others to play?

We need everyone to play an active role in creating a safe, healthy, and supportive workplace. This means:

- Looking out for yourself and others by taking reasonable care in everything you do.
- Working together with your colleagues and managers to maintain high safety standards.
- Taking part in training and briefings so you're confident and prepared.
- Following guidance and instructions that help keep everyone safe.
- Speaking up when you spot risks, hazards, or anything that doesn't feel right.
- Respecting safety equipment and following procedures to prevent injury.
- Sharing concerns or ideas to help improve how we work safely together.

By doing these things, each person helps build a culture where safety is second nature—and where everyone feels protected, valued, and empowered.

Together, we can build a safer, healthier, and more inclusive NHSBT—one where everyone can do their best work and go home safe and well.

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

Signature of Accountable Executive

Frances O'Callaghan



Chief Executive

Date 20 March 2026