community gateway

Health and Safety Policy Statement of Intent

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The Chief Executive, Directors and Board of Community Gateway recognise their moral and legal duty to ensure, so far as is reasonably practicable, the safety, health and wellbeing of colleagues and other parties e.g. tenants, visitors, Board Members, contractors etc. who may be affected by Community Gateway work activities and / or attend Community Gateway premises.

Providing Safe and Healthy Homes for Our Tenants

1. CGA Group will put in place appropriate arrangements to ensure our tenants homes are safe, healthy places to live. To achieve this CGA will:
    - Comply with all relevant housing health and safety regulatory requirements.
    - Engage with tenants on matters affecting their health and safety.
    - Provide a range of ways for tenants to raise health and safety concerns and respond to those concerns appropriately, promptly and with empathy and respect, with clear records maintained and actions tracked to resolution.
    - Establish clear and consistent arrangements to record, monitor and act on concerns and ensure employees are trained to proactively identify health, safety and wellbeing concerns in CGA homes, using every tenant contact as an opportunity to do so.
    - Learn from complaints using them as an opportunity to make positive changes and where appropriate, share that learning.
    - Monitor and report on housing health and safety regulatory compliance in accordance with CGA's reporting frameworks.

A Safe and Healthy Workplace

1. To minimise the risk of work-related injury or ill-health, CGA Group will:
    - Comply with all relevant health and safety legislation, in particular the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999.
    - Consult with our employees and tenants on matters affecting their health and safety.

- Ensure suitable and sufficient risk assessments are conducted and reviewed on a regular basis.
- Implement arrangements for the effective planning, organisation, control, monitoring and review of any control measures, or preventive and protective measures, identified through risk assessment or by other means.
- Provide adequate information, instruction, training, and supervision to enable all employees to avoid hazards, minimise risks to themselves, our tenants, and others, and contribute positively to safety and health at work.
- Promote and maintain a positive health and safety culture.
- Ensure accidents, incidents and near misses in the workplace are investigated promptly, and that any identified changes to procedures or process are implemented and clearly communicated to employees.
- Provide and maintain appropriate equipment, operational processes, and safe systems of work.
- Provide appropriate arrangements for the safe handling and use of hazardous substances.
- Provide appropriate facilities for the welfare of all employees.
- Implement arrangements for the selection, evaluation and monitoring of external contractors engaged to conduct work on behalf of the CGA Group.
- Establish and monitor appropriate occupational health and safety objectives.
- Conduct regular audits of the health and safety management system to ensure effectiveness of the arrangements and compliance with agreed standards.
- Implement arrangements for the management of organisational change.
- Continuously improve the health and safety management system and associated arrangements.

CGA Group will ensure that adequate funding, and other resources, are made available to meet the requirements of the Health and Safety Policy and supporting arrangements.

Authorised for, and on behalf of, Community Gateway by:



Rob Wakefield, Chief Executive

v.18 13/08/2026

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