



Hanover (Scotland) Housing Association Ltd

Health, Safety & Wellbeing Statement of Intent

This Statement sets out the Hanover's commitment to achieving high standards of Health, Safety & Wellbeing (H,S&W) across all of its services and activities.

1. Hanover, as far as is reasonably practicable, will prevent injuries, incidents and ill-health. It will also ensure that the working environment of all employees is safe and without risk to health or safety, and that adequate provisions are made with regard to the facilities and arrangements for their welfare at work.
2. The Board & leadership team at Hanover is committed to providing the necessary resources, support, and leadership to uphold the highest standards of health, safety, and wellbeing across the organisation. We take responsibility for setting the example and ensuring the effective implementation of this policy.
3. Hanover has appointed the Director of Business Support & Transformation as the 'Director accountable for H,S&W'.
4. The strategic as well as operational requirements of the H&S function will be led by the Hanover's Health, Safety & Well-being Manager, who is the principal competent person within Hanover, as required by legislation.
5. Hanover will comply with all relevant health, safety legislation, regulations, standards and adopt best practice. To enable these statutory duties to be met, Hanover, as far as is reasonably practicable, will ensure that responsibilities for safety and health are assigned, accepted and fulfilled at all levels of the business; that all practicable steps are taken to ensure the health, safety and welfare of all service users and employees; and will conduct the business in such a way that the health and safety of visitors, contractors and the public is not put at risk.
6. Hanover's management and communications structure will ensure that a robust framework for implementation and control, reporting and consultation exists across Hanover for the effective delivery of its H,S&W objectives.
7. To enable Hanover to meet its statutory duties and commitments set out above, a comprehensive Health & Safety Management Systems will be developed, implemented and reviewed, which will include written policies, procedures, management reports and arrangements for all relevant areas of H,S&W.
8. Hanover requires **employees** to take all reasonable steps to safeguard the health and safety of themselves and of other persons who may be affected by their acts or omissions at work. It also requires staff to comply with any safe working procedures, practices or 'rules' set out by Hanover following the information, instruction and training provided.

Chief Executive

Date 1st April 2025