

Health and Safety General Policy Statement

Kids recognises that it has legal and moral responsibilities for the health, safety, and welfare of its workforce and all individuals who may be affected by our operations, including contractors, service users, and visitors.

All managers and coordinators are required to proactively assess risks, implement control measures, and foster a positive health and safety culture. This includes regular inspections, employee engagement, and ensuring compliance with HSE guidance and UK health and safety legislation.

This business is fully committed to complying with UK health and safety legislation, including the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, and other relevant regulations. We will continuously review our policies to align with legal requirements and industry best practices.

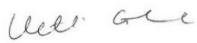
- Consulting with our employees on matters affecting their health and safety
- Providing and maintaining safe plant and equipment
- Ensuring the safe handling and use of substances
- Providing clear and accessible information, instruction, and training tailored to the needs of our workforce, including translated materials or additional support for non-native English speakers
- Ensuring that all workers receive role-specific health and safety training, regular refresher courses, and competency assessments to maintain high safety standards
- Preventing accidents and cases of work-related ill health
- Implementing a proactive safety management system, including scheduled workplace inspections, audits, and staff engagement initiatives to identify and mitigate risks
- Having access to competent health and safety professionals, both internally and externally, to support compliance and best practice implementation.
- Conducting ongoing performance reviews, benchmarking against industry standards, and integrating feedback from employees and stakeholders to enhance our health and safety framework continuously
- The provision of the resources required to make this policy and our health and safety arrangements effective.

We also recognise

- Our legal duty is to coordinate and collaborate with other employers, site managers, and external contractors to uphold shared health and safety responsibilities and ensure compliance with statutory requirements.
- Our duty to cooperate and work with other employers and their workers when their workers come onto our premises or sites to do work for us, to ensure the health and safety of everyone at work.

All employees, including agency staff and volunteers, receive comprehensive health and safety training during their induction, with regular refresher courses to reinforce safe working practices.

Signature:



Katie Ghose

Date: 21.2.25

Position: Chief Executive Officer