

Bon Accord Heritage

Health and Safety Policy



Bon Accord Heritage is a registered charity with the aim of working towards re-opening the historic Category B-listed Bon Accord Baths on Justice Mill Lane, which is one of the few remaining pools of its type in the country. In doing so, we hope to be able to restore and maintain the building's impressive Art Deco features and expansive pool hall, while providing a number of other complementary resources and services through the use of previously under-utilised parts of the building.

Statement of Intent

Bon Accord Heritage recognises its responsibility under current safety and health legislation and believes that incidents are preventable, and this belief underpins our commitment to people and the Baths in support of Bon Accord Baths strategy.

We will ensure that all workplace risks within our control are identified and mitigated to an acceptable level.

Bon Accord Heritage is actively committed to the provision of strong and active leadership; the engagement of the Trustees and volunteers in the promotion and achievement of safe and healthy conditions and the formal assessment and review of Bon Accord Heritage's performance. Bon Accord Heritage will provide adequate resources, information and training to ensure that the Trustees, and any teams will deliver this policy and its objectives.

Policy Aims

To ensure effective implementation of this policy we will:

- Through visible and active leadership, ensure that Trustees and volunteers are aware that working safely is a condition of working with Bon Accord Heritage;
- Identify and mitigate to an acceptable level, workplace safety and health hazards;
- Ensure Trustees and volunteers are trained to undertake the tasks required;
- Ensure Trustees and volunteers are empowered to delay or postpone any activity that is considered unsafe;
- Integrate safety and health matters into our business decisions;
- Engage with our stakeholders, business partners and supply chain colleagues to ensure that their safety and health management standards and practices meet or exceed the expectations of this policy;
- Comply with applicable safety and health legislation and the requirements of other standards to which we subscribe;
- Strive for continual improvement in safety and health performance;
- Provide our Trustees and volunteers with information on occupational health, health promotion, rehabilitation and wellbeing;
- Share this policy with Trustees, volunteers, stakeholders, business partners and members of the public;
- Comply with stakeholder specific requirements including, but not limited to, occupational health, working hours and fatigue management;
- Enhance performance based upon behavioural programmes, observations, coaching and safety and health maturity tools.

The Board of Trustees will review this policy annually, or following a major operational or organisational change, and establish objectives and targets that are consistent with Bon Accord Heritage's strategy.

This policy will be communicated to all our Trustees, volunteers and organisations working on our behalf, displayed at Bon Accord Baths, on our external website, and made available to third parties.

Craig McAndie & Bruce Strachan

For and on behalf of Bon Accord Baths

September 2021