



ROYAL  
BRITISH  
LEGION

NATIONAL  
MEMORIAL  
ARBORETUM



poppyscotland

Reg Charity No: 219279, Charity no: 1043992, Scottish Charity No. SC014096

## HS101 Health and Safety Policy Statement

This statement sets out our commitment to safe and healthy places of work and work practices. We expect all our staff and those volunteering or working with beneficiaries to remain safe and well each day. This Policy Statement applies to the Royal British Legion and all other charities and organisations related to the Royal British Legion. We are passionate about our services and supporting our membership and beneficiaries and our objective is to ensure that wherever we operate we manage and mitigate the health and safety risks to all those affected by our activities. We value our volunteers and staff and will ensure that we provide a safe work environment and safe premises for beneficiaries, members and others using our buildings and facilities. We will not tolerate poor health and safety standards and behaviours and will take appropriate action when these are identified. We support and encourage an environment where people know that they can stop and/or challenge incidents of poor safety or behaviour with support of management. We will ensure that we manage the risks of infectious diseases (as appropriate) in all our premises and activities, considering the risks to all our people and our wider audience including beneficiaries, volunteers, and visitors.

We strive for excellence in all that we do and know that effective health and safety will contribute to this and we undertake to continually improve our health and safety system, working practices, training and processes. We will ensure that adequate resources, both in terms of time, finances, materials, systems and personnel are available to support this.

Ultimate responsibility for health and safety is with the Trustees and they delegate the responsibility of effective implementation to the Director General. The Executive Board Director with responsibility is the Chief Operating Office. They accept their responsibilities and understand the implications of non-compliance with the Health and Safety Management System. We expect colleagues to meet minimum standards of health and safety and will support them in achieving good practice and standards of health and safety, including behaviour. We will challenge and not accept poor behaviour and activities which create significant risks to health and safety.

We have two Health and Safety Committees; The Consultation Committee which enables colleagues to engage with health and safety and consult on all matters and The Assurance Committee which will provide assurance to the Directors and Board of Trustees. We regularly provide effective communications to the organisation to raise awareness and promote health and safety within the workplace.

Through the health and safety management system we will:

- Maintain a risk management approach to health and safety and provide adequate controls of the health and safety risks arising out of our activities.
- Improve competency and confidence of our staff in relation to relevant health and safety requirements.
- Manage activities to prevent accidents and cases of work related ill health.
- Maintain safe and healthy work conditions.
- Promote health and wellbeing.
- Monitor systems and process?

Our policy will be delivered by:

- Embedding a culture that manages and mitigates health and safety risks
- Ensuring meaningful involvement of our staff, volunteers, stakeholders, and contractors
- Effective leadership, demonstrating good practice and safe behaviours at all times.

This policy will be reviewed every 12 months and updated, we will ensure that due consideration is given to changes in law and practice and it is approved by the Executive Board and communicated to all staff.

**Charles Byrne**  
Director General  
The Royal British Legion

**Jason Coward**  
National Chair  
The Royal British Legion

LLOYDS BANK



Your account statement

Issue date: 31 January 2023

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THE ROYAL BRITISH LEGION S/W - GENERALMR



TREASURERS ACCOUNT

THE ROYAL BRITISH LEGION S/W - GENERAL

Account summary

Table with 2 columns: Description and Amount. Rows include Balance On 30 Dec 2022 (£792.09), Total Paid In (£315.00), Total Paid Out (£0.00), and Balance On 11 Jan 2023 (£1,107.09).

Account activity

Table with 6 columns: Date, Payment Type, Details, Paid In (£), Paid Out (£), Balance (£). Rows include opening balance, a payment of £315.00 on 11 Jan 23, and closing balance of £1,107.09 on 11 Jan 23.

The "Details" column in your statement shows the date that a Debit Card payment went into or came out of your account only if that happened on a weekend or a Bank Holiday.

Payment types:

FPI - Faster Payment

PLB100Q03100000

M31D2103R65

D31D2103ADP

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