

May 2013

WORKERS' EDUCATIONAL ASSOCIATION HEALTH AND SAFETY POLICY STATEMENT

It is the policy of the Workers' Educational Association (WEA), to comply with the terms of the Health and Safety at Work etc. Act 1974 and subsequent legislation, and to provide and maintain a healthy and safe working and learning environment. The health and safety objective of the WEA is to minimise the number of instances of occupational accidents and illnesses and ultimately to achieve an accident-free workplace and learning environment.

The WEA fully supports the 'safe learner' concept and seeks to comply with this in respect of all our learning programmes. The WEA is also concerned with the Health and Safety needs of all employees and recognises that particular groups of employees (e.g. women and people with disabilities) may have particular Health and Safety needs. We have also in our Harassment policy recognised the potential Health and Safety implications of bullying at work.

The WEA shall provide the necessary resource and organisation to fulfil the requirements of the policy and the WEA's management and governing body fully support its implementation.

All employees, volunteers and learners will be provided with such equipment, information, training and supervision necessary to implement the policy.

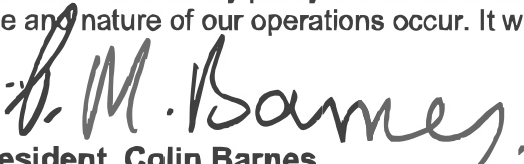
The WEA recognises and accepts the duty to protect the health and safety of all visitors to the Association, including learners, contractors, temporary workers and volunteers, as well as any members of the public who might be affected by our operations.

While the management of the WEA will do all that is within its powers to ensure the health and safety of its employees and learners, it is recognised that health and safety at work is also the responsibility of each and every individual associated with the WEA. It is the duty of each employee, volunteer and learner to take reasonable care of his/her own and other people's welfare and to report any situation which may pose a threat to the well being of any other person.

The management of the WEA will provide every employee with the training necessary to carry out their tasks safely and recognises that an effective health and safety programme requires continuous communication at all levels.

The WEA's health and safety policy will be continually monitored and updated, particularly when changes in the scale and nature of our operations occur. It will be reviewed at least annually.

Signed:



Title: President, Colin Barnes

on behalf of WEA Trustees

Signed:



Title: Chief Executive, Ruth Spellman

on behalf of WEA SMT

Date: 15th May 2013