Aspect Housing Ltd
Health and Safety Policy

(Reviewed and Updated 2025)

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Aspect Housing

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1. Quick Reference Guide (Summary)

- All staff and residents have the right to live and work in a safe environment.

- Health & Safety responsibilities apply to staff, contractors, residents, and visitors.

- Aspect Housing will comply with all relevant legislation and Birmingham City Council standards.

2. Policy Statement

Aspect Housing Ltd is committed to providing a safe environment that protects the health, safety, and wellbeing of residents, staff, contractors, and visitors. We will manage risks proactively and maintain robust procedures in line with legal requirements.

3. Aims and Objectives

- Ensure legal compliance with all health and safety legislation.

- Identify, assess, and control risks in all operations.

- Provide training and safe systems of work.

- Promote a positive health and safety culture.

4. Scope

This policy applies to all staff, contractors, residents, visitors, and volunteers in Aspect Housing Ltd properties.

5. Responsibilities

Organisation: Develop and review H&S policy, ensure risk assessments, provide training and equipment.

Managers: Implement H&S procedures, maintain records, and respond to incidents.

Staff: Follow safe systems of work, report hazards, and attend training.

Residents & Visitors: Respect safety rules, report risks, and cooperate with staff.

6. Risk Assessments

- Carried out for all properties and activities.

- Reviewed regularly and after incidents.

- Cover areas such as fire safety, maintenance, lone working, and manual handling.

7. Incident Reporting & Investigation

- All accidents, incidents, and near misses must be reported and logged.

- Investigations carried out to identify causes and prevent recurrence.

8. Training and Competence

- Staff will receive training on their health and safety responsibilities.

- Refresher training will be provided regularly.

9. Contractors

- Contractors must provide risk assessments and method statements.

- Compliance with Aspect Housing's health and safety requirements is mandatory.

10. Fire Safety & Emergency Procedures

- Regular fire risk assessments and evacuation drills will be undertaken.

- Fire safety signage and emergency contacts will be displayed in all properties.

11. Safeguarding and Vulnerable Residents

- Health and safety risk assessments will consider the needs of vulnerable residents, including those with disabilities, mental health conditions, or substance misuse issues.

12. Confidentiality and Data Protection

All health and safety records will be managed in line with the Data Protection Act 2018 and UK GDPR. Information will only be shared lawfully and with relevant parties.

13. Legislative and Regulatory Framework

- Health and Safety at Work Act 1974

- The Management of Health and Safety at Work Regulations 1999

- Housing Act 2004 (HMO standards)

- Equality Act 2010

- Care Act 2014 (safeguarding duties)

- Data Protection Act 2018 and UK GDPR

- Human Rights Act 1998

- Building Safety Act 2022

- Worker Protection (Amendment of Equality Act 2010) Act 2023

- Renters' Rights Bill 2025

- Birmingham City Council Exempt Accommodation Standards (2023–25)

14. Monitoring and Review

This policy will be reviewed annually, or sooner if required by changes in legislation or best practice. Regular audits and inspections will be carried out to ensure compliance.