



## Health and Safety Policy

Unique Support for Unique People (US4UP) is committed to providing a safe, healthy workplace along with safe working methods, and the provision of safe equipment. Health and safety is considered to be an integral and vital part of the successful performance of any job.

This policy sets out the responsibilities of US4UP, with the aim that if the correct procedures are in place we can keep everyone safe.

**Unique Support for Unique People may introduce, vary, remove or replace this policy at any time.**

US4UP is committed to:

- Integrating health and safety into everyday work;
- Identifying hazards, risks and implementing control strategies to minimise risk of injury/accidents to people through regular risk assessments;
- Ensuring First Aid is up to date
- Ensuring that relevant health and safety laws that apply to the work environment are observed and enforced;
- Developing and implementing safe ways of working;
- Keeping up to date adequate safety information and training;
- Business vehicle is equipped with emergency breakdown cover and essential equipment;
- Ensuring that behaviour at work is safe and without undue risks to health;
- Recognising that communication of any concerns is vital;

**US4UP is required to:**

- Adhere to safe working practices, instructions and rules;
- Immediately make changes to any unsafe work condition or equipment;
- Perform all work duties in a manner which ensures individual health and safety of everyone that US4UP work with;
- To create and maintain a safe and healthy work environment;

**US4UP will ensure the following positive approach in meeting these objectives,**

- Early reporting of injuries;
- Appropriate and timely medical intervention and return to work
- Review of incidents and accidents to seek preventive measures and continuous improvement.
- In any circumstance where accident or injury has meant work cannot take place for 4 days or more then this will be reported to HSE as a RIDDOR Event.

**Policy to be reviewed January 2026**