

ROYAL ACADEMY OF DANCE

HEALTH AND SAFETY POLICY STATEMENT OF INTENT

Statement of policy on health and safety at work

ROYAL ACADEMY OF DANCE (including Royal Academy of Dance Enterprises Ltd, hereinafter referred to as RAD) has a responsibility to ensure the Health and Safety of all its staff including employees, representatives and agents, casual workers, freelance and sessional staff and volunteers, including Trustees and Sub-Committee members (hereinafter referred to as 'RAD staff') whilst working on RAD business on or off RAD premises and all its customers whilst on RAD premises. RAD through management at all levels, will provide, as far as is reasonably practicable, a working environment that is safe and with minimum risk to RAD staff, students, customers, contractors, visitors and members of the public. The RAD will fulfil its responsibilities by taking steps to work in accordance with relevant Health and Safety legislation, published Approved Codes of Practice and good working practices.

The Royal Academy of Dance statement of general policy is:

- To provide adequate control of the health and safety risks arising from our activities
- To consult our employees on matters affecting their health and safety
- To provide and maintain safe plant and equipment
- To ensure safe handling and use of substances
- To provide information, instruction, and supervision to employees
- To ensure all employees are competent to do their tasks and to provide adequate training
- To prevent accidents and cases of work-related ill health
- To maintain safe and healthy working conditions
- To request the co-operation of all employees in the organisation to effectively support the management and their respective colleagues, at whatever level, to maintain the course of actions of this stated policy.
- In order to minimise personal injury and safeguard the health of employers and other persons including visitors, The Royal Academy of dance aims to promote and maintain a high standard of safety by providing safe places of work, safe systems of working and by proper maintenance of all plant and equipment. To achieve this, we require the co-operation and assistance from all employees of all and any status within the organisation. We also require the co-operation and assistance of all and any subcontractors.

- To review and revise this policy as necessary at regular intervals

The Royal Academy of Dance (including Royal Academy of Dance Enterprises Ltd) is required to undertake statutory Risk Assessments of all workplace health and safety hazards. The significant findings of these hazards will be communicated to all those affected at risk as far as practicable.

While the overall responsibility for Health and Safety rests with the Trustees, all RAD staff at every level have a duty to fulfil their legal obligations and responsibilities. A list of the Health and Safety responsibilities of RAD staff is set out in the Health and Safety Policy.

©2024 Royal Academy of Dance