

# Tate Health and Safety Policy

## Statement of Intent

The Board of Trustees of Tate Gallery ('The Trustees') accepts the ultimate responsibility for the health, safety and welfare of staff, visitors, contractors and any others with a reason to be on Tate premises, or those who could be affected by how Tate carries out its work activities, so far as is reasonably practicable.

Whilst the overall principles contained in this Policy Statement apply to Tate's subsidiary companies, each company may have its own local policy statement and in addition, any specific arrangements that may be required for their undertakings' operations, which are to be regarded as extensions of Tate Safety and Security Policy and arrangements.

Tate is committed to ensuring the highest standard for health, safety and welfare of both its employees and anyone else who may be affected by its activities. The successful management of safety and security is considered vital to the effective operation of Tate, to support Tate in its primary mission.

To achieve this Tate will:

- Communicate and operate a health and safety management system appropriate for our areas of work including providing appropriate health and safety information, standards and guidance across Tate;
- Be committed to ensuring that sufficient resources are allocated to help Tate meet its health and safety objectives, to achieve continuous improvement its standards of health and safety management and regularly monitor and/or audit health and safety performance;
- Define clear lines of authority and responsibilities for health and safety in the policy's 'Organisational Arrangements' and cascade these throughout the structure of Tate and include Health and safety as an integral element of all roles, to facilitate high standards of safety in the way we carry out our work;
- Ensure all staff have the necessary skills and/or training and personal protection equipment, so far as is reasonably practicable in each case, to undertake their duties safely and that contractors are competent to work in a safe way;
- Ensure working conditions, plant and equipment are maintained in a safe condition for all staff, visitors and contractors and substances and work articles are used, stored, handled and transported safely, so far as reasonably practicable. Tate will implement risk assessment processes and procedures so that health and safety hazards and risks arising from work activities are identified and eliminated or controlled and reduced to an acceptable level;
- Comply with all applicable health and safety laws and regulations governing its activities and maintain up to date awareness of UK and relevant EU legislation, and promote and implement good safety practice with access to competent health and safety advice and guidance;

- Consult and communicate openly with staff on health and safety matters, through Tate's Health and Safety Committee, Tate's Staff Council and other means and with recognised trade union representatives, as appropriate;
- Promote positive accident and ill health prevention and ensure effective emergency procedures and health and safety business continuity planning are in place.

### **Review of this policy**

This policy will be reviewed annually by the Chairman of the Board of Trustees and the Director, when any necessary amendments will be made, for example as a result of legislation. The updated policy must be signed by the Chairman and any changes notified to Tate staff and any others who may be affected by the policy.

### **Scope of this policy**

This policy applies to all Tate staff and trustees, voluntary staff, contractors (and others who visit our non-public areas) and to all our sites, and to Tate's activities.

### **Ultimate Responsibility**

The Chairman of the Board of Trustees is ultimately responsible for ensuring that this policy is discharged. The Chairman of the Board of Trustees has delegated the responsibility for the implementation of the policy to the Director of Tate, who in turn delegates management of safety and security to suitably competent persons.

The Board of Trustees formally adopted this statement on 2 July 2014.