

Health and Safety Policy

Organisation:	British Veteran Owned	Last Reviewed:	January 2026
Established:	January 2022	Next Review:	January 2027

1. Policy Statement

British Veteran Owned Ltd is committed to ensuring, so far as is reasonably practicable, the health, safety, and wellbeing of all individuals involved in its activities. This includes staff, volunteers, contractors, participants, and visitors. The organisation recognises its responsibilities under the Health and Safety at Work etc. Act 1974 and adopts a proportionate, risk-based approach appropriate to the nature and scale of its activities.

2. Scope

This policy applies to activities undertaken by or on behalf of British Veteran Owned Ltd, including:

- Online delivery of training, workshops, and coaching sessions
- Occasional in-person meetings, workshops, and networking events
- Work undertaken by staff, volunteers, contractors, and facilitators
- Use of third-party premises or venues for organisational activities

British Veteran Owned does not operate from dedicated premises.

3. Nature of Activities

British Veteran Owned primarily delivers enterprise support programmes online, which present a low level of health and safety risk. In-person activities are infrequent and typically involve small-scale meetings or workshops held at third-party venues. Health and safety arrangements are designed to reflect this low-risk operating environment.

4. Responsibilities

The Chairman has overall responsibility for health and safety and for ensuring this policy is implemented appropriately.

All individuals acting on behalf of British Veteran Owned are expected to:

- Take reasonable care of their own health and safety and that of others
- Cooperate with health and safety arrangements
- Report hazards, incidents, or concerns promptly
- Not intentionally misuse or interfere with safety arrangements

5. Risk Assessment and Control

British Veteran Owned undertakes proportionate risk assessments appropriate to its activities, which may include:

- Online delivery: guidance on safe workstation use and screen breaks
- In-person activities: consideration of venue suitability, access, fire safety, and first aid provision
- Travel: encouragement of safe and responsible travel practices

Risk assessments are reviewed when activities change or following any significant incident.

6. Use of Third-Party Venues

When using third-party venues, British Veteran Owned seeks reasonable assurance that:

- The venue holds appropriate public liability insurance
- Fire safety and evacuation procedures are in place
- The venue is accessible where reasonably practicable
- First aid arrangements are available

7. Incident Reporting

Any accidents, incidents, near misses, or health and safety concerns should be reported promptly to the Chairman.

Incidents will be recorded and reviewed in a proportionate manner. Where required by law, serious incidents will be reported to the relevant authorities, including under RIDDOR.

8. Wellbeing

British Veteran Owned recognises the importance of wellbeing, including mental health. The organisation encourages open communication about workload and stress and will consider reasonable adjustments where appropriate.

9. Review

This policy is reviewed annually by the Board of Directors or sooner if there are significant changes to activities, legislation, or identified risks.

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