

## Health and Safety Policy

### 1.1 Vantastic Company Limited by Guarantee

Vantastic is a Not for Profit Irish Charity that offers accessible transport services to people with disabilities, citizens (65+) with mobility impairments and not for profit groups.

The Vantastic services originated from the total lack of accessible transport in the early 1990's and the efforts made by the Centre for Independent Living Dublin to establish a transport division (called Vantastic) with the twin aims of providing an accessible transport service for people with disabilities and also to act as a policy lobby group on government.

Vantastic have a fleet of approximately 50 minibuses and 16 rental cars. The current staffing is 66 directly employed personnel.

In keeping with best practice and standards, Vantastic are committed to managing and conducting work activities, in accordance with the Health, Safety and Welfare at Work Act 2005, in such a way as to ensure, so far as is reasonably practicable, the safety, health and welfare at work of its employees, including fixed term employees and temporary employees and other individuals at the place of work (not being its employees) including visitors.

This will be achieved by the provision of

- As regards a safe place of work, ensuring so far as is reasonably practicable— the design, provision and maintenance of it in a condition that is safe and without risk to health;
- safe means of access and egress from and to the place of work;
- the design, provision and maintenance of plant and machinery or any other articles that are safe and without risk to health;
- providing systems of work that are planned, organised, performed, maintained and revised as appropriate so as to be, so far as is reasonably practicable, safe and without risk to health;
- providing and maintaining facilities and arrangements for the welfare of our employees at work to include toilet facilities and other welfare arrangements;
- appropriate information, instruction, training and supervision that can be understood taking into account the employees' abilities – undertaken at employee induction, when an employee is transferred to a new task and when new systems of work or technology are introduced;
- providing and maintaining such suitable personal protective clothing and equipment (PPE) as is necessary to ensure, so far as is reasonably practicable, the safety, health and welfare at work of his or her employees taking into account that PPE is the last option in the hierarchy of controls;
- preparing and revising, as appropriate, adequate plans and procedures to be followed and measures to be taken in the case of an emergency or serious and imminent danger.

Vantastic is committed to the prevention of any risk to safety and health from any

- improper conduct or behaviour likely to put the safety, health or welfare at work of his or her employees at risk e.g. bullying and/or harassment;

- article or substance used (including plant, tools, equipment, machinery and chemical and biological agents) and
- sources of noise, dust, radiation or vibration.

This will be achieved by

- undertaking on-going hazard identification and risk assessments, at least annually in the workplace and evaluating work activities periodically;
- determining and implementing appropriate preventative and protective measures taking into account of the general principles of prevention as set out in schedule 3 of the Health, Safety and Welfare at Work Act 2005;
- investigating accidents and dangerous occurrences, and where appropriate reporting accidents and dangerous occurrences, as may be prescribed, to the Health and Safety Authority;
- achieving compliance with current legislation and appropriate standards, approved codes of practice, industry guidelines, and best practice;
- obtaining, where necessary, the services of a competent person as determined in the Health, Safety and Welfare at Work Act 2005 (whether under a contract of employment or otherwise) for the purpose of ensuring, so far as is reasonably practicable, the safety, health and welfare at work of our employees.

The detailed arrangements for achieving these objectives are set out in the main body of the Safety Statement. The CEO has overall responsibility for health, safety and welfare at Vantastic.

Day to day management of health and safety is the responsibility of directors, management and supervisory personnel. Employees, as legally required, share a responsibility with management in ensuring their own safety while at work. This Safety Statement requires the co-operation of all employees, visitors, contractors and others to enable Vantastic discharge its responsibilities effectively.

Vantastic are committed to upholding the standards outlined in this Safety Statement. They will ensure that, so far as is reasonably practicable, sufficient resources are allocated to Safety Management. No safety measures taken by the Vantastic will involve financial cost to employees.

All employees and contractors will be made aware of and have access to this Safety Statement. The Safety Statement will be made available to third parties where necessary and appropriate.

Employees are encouraged to put forward suggestions for improvement to this document. The Safety Statement will be reviewed and amended at least annually.

Signed:



**Cormac Moloney**

Chief Executive Officer (CEO)

Vantastic CLG

Date: 28th January 2022