



Minchinhampton Golf Club Health & Safety Statement

Introduction

Minchinhampton Golf Club (MGC) is keen to ensure so far as is reasonably practicable, the health, safety and welfare of all employees working for the Company, and other persons, who may be affected by our undertakings.

The Board and Senior Management at MGC look upon the promotion of Health & Safety Measures as a mutual objective for themselves and employees. It is therefore, the aim of Senior Management to do all that is reasonably practicable to prevent personal injury and damage to property. Also, MGC aims to protect everyone, including MGC's Club Members, visitors and members of the public, in so far as they come into contact with our activities, from any foreseeable hazard or danger.

The following is MGC's Health & Safety Statement in accordance with Section 2 of the Health and Safety at Work etc. Act 1974.

Purpose

As a business, MGC acknowledges that the key to successful Health & Safety Management requires an effective statement, organisation and arrangements, which reflect the commitment of the Board and Senior Management. To maintain that commitment, MGC will continually assess, measure, monitor, improve and revise, where necessary, the Occupational Health & Safety (OH&S) Management System* in place to ensure that Health & Safety standards are adequately maintained.

*Provided by Citation Ltd (Citation Professional Solutions)

Responsibilities

Ultimately the Board is responsible for Health & Safety in its entirety, however the day-to-day responsibility is delegated to the Management. MGC has contracted with Citation for advice, guidance and monitoring of Health & Safety requirements' implementation.

Procedures

The General Manager will adhere to the MGC's Health & Safety Statement and recommend any changes to meet new circumstances. MGC recognises that successful Health & Safety Management contributes to successful business performance and will allocate adequate finances and resources to meet these needs.

All employees have duties under the Health and Safety at Work etc. Act 1974 and are informed of their personal responsibilities to take due care of the health and safety of themselves and to ensure that they do not endanger other persons by their acts or omissions. Employees are also informed that they must co-operate with MGC in order that it can comply with the legal requirements placed upon it and in the implementation of this statement. MGC is committed to continued consultation with the workforce to enable all viewpoints and recommendations to be discussed at regular intervals.

MGC will ensure a systematic approach to identifying hazards, assessing the risks, determining suitable and sufficient control measures and informing employees of the correct procedures needed to maintain a safe working environment. MGC will provide, so far as is reasonably practicable, safe places and systems of work, safe plant and machinery, safe handling of materials and substances, the provision of adequate safety equipment and ensure that appropriate information, instruction, training and supervision is given.

MGC regards all Health & Safety Legislation as the minimum standard and expect the Board and Senior Management to achieve their business-related targets without compromising Health & Safety, nor the well-being of employees, Members and visitors to the Club.

Anti-Doping

MGC, as an affiliated entity, as defined by England Golf, has an obligation to adopt the Anti-Doping regulations as set out by England Golf thereby complying with the National Anti-Doping Policy established by UKAD (the national anti-doping authority in the UK).

The regulations apply at all levels of golf for women, girls, men and boys, extending to club golfers and, broadly speaking, prohibit the use, possession, and trafficking of any performance enhancing and non-performance enhancing drugs.

Full details can be found at the England Golf web-site.

Complaints & Disciplinary

The Club will follow the procedures of England Golf, adopting detailed procedures in sympathy with Club circumstances at the time of any complaint. Please see England Golf regulations for detailed guidance.

To ensure consistent application of every disciplinary issue, from any Section of the Club or the membership, any complaint must be in writing and placed before the General Manager in the first instance. A record will be kept for each written instance reported.

The General Manager acts as the Club Compliance Department and will investigate the complaint either to resolve matters or to refer it to the Vice Chairman of the Board for further consideration. See MGC's Disciplinary Policy for more details.

Version Control:

Version	Risk Committee review date	Board endorsement date	Changes
V1		June 2017	
V2.0	12/01/2022		Annual Review
V2.0		31/01/2022	Board Approved – no changes