



Loreburn Group

HEALTH & SAFETY STRATEGY

2025-2030

Title	Health & Safety Strategy 2025-2030
Lead	Director of People & Culture
Version Reference	Version 1
Date Approved	May 2025
Review Date	May 2030

Table of Contents

WHO ARE WE?	2
OUR HEALTH & SAFETY VALUES	2
WHERE ARE WE NOW?	3
AIMS & PURPOSE OF STRATEGY	3
HOW WILL WE ACHIEVE OUR OBJECTIVES?	5
HOW WILL WE MEASURE THE IMPACT, MONITOR AND REVIEW?	6
HOW WILL WE KNOW IF OUR STRATEGY HAS BEEN SUCCESSFUL?	6



WHO ARE WE?

At Loreburn our vision is to create great places to live, and we are firmly rooted in being a community anchor, creating thriving neighbourhoods and places that our tenants are proud to call home.

At Loreburn we care about all that we do and how we do it and a crucial part of this core value is caring about the health and safety of tenants, employees, partners and other stakeholders. The CEO, being accountable for health and safety, is championing this strategy with support from our internal health and safety professionals, Directors, the Health and Safety Executive Group and the Management Committee.

Here at Loreburn we deliver our best when we work together as a team and that is why the success of this strategy depends on everyone playing their part. Together we will strive to ensure health and safety is embedded in all that we do.

OUR HEALTH & SAFETY VALUES

Loreburn's GREAT Health & Safety Values underpin the health and safety management system and are a fundamental part of all Loreburn activities.



WHERE ARE WE NOW?

The first Loreburn Health & Safety Strategy was issued in 2021, with the action plan to achieve the objectives being completed in 2025. This has helped to maintain a positive health and safety culture; align health and safety with the corporate objectives; allow data driven health and safety decisions and ensure health and safety is everyone's business.

With high level internal changes in the organisation and having to operate in a turbulent economic and political climate, it is a challenging time for Loreburn. Within health and safety there is also an increased focus nationally on areas such as fire safety, damp and mould and mental health and wellbeing, which Loreburn have had to adapt to.

This health and safety strategy seeks to complement Loreburn's Corporate Plan and face these challenges and sets out what we aim to achieve, as we learn, grow and change together.

AIMS & PURPOSE OF STRATEGY

Loreburn is legally required under the Health & Safety at Work etc Act 1974 to ensure, so far as is reasonably practicable, the health, safety and welfare of all its employees by providing and maintaining a safe and healthy workplace, equipment and systems of work, as well as the health and safety of others who may be affected by our activities.

This document sets out Loreburn's health and safety strategy. The purpose of this strategy is to continue the development and improvement of the existing health and safety management systems in a way that supports Loreburn's corporate ambitions. These corporate ambitions are set out in Loreburn's Corporate Plan 2024-2029.

The focus of the Corporate Plan is to be the landlord of choice and an employer of choice. By ensuring health and safety is built into everything we do, we can provide safe homes and environments for our tenants and safe and healthy working environments for our staff.

The Health & Safety Strategy aims to support this by continuing to embed a positive health and safety culture in the organisation and identifying, understanding and managing risks for tenants, staff and anyone else affected by Loreburn's activities.



The Health & Safety Strategy consists of **4 key objectives** that are as follows:



Help tenants to live safely in their homes and communities



Continue to improve health, safety and wellbeing of staff



Provide resources to ensure a competent workforce



Health & Safety processes evolve with new technologies and risks



HOW WILL WE ACHIEVE OUR OBJECTIVES?



Help tenants to live safely in their homes and communities

- ▶ Quality Estate Management Inspections
- ▶ Manage damp and mould in Loreburn properties
- ▶ Promote and monitor fire safety in Loreburn properties
- ▶ Provide H&S information to new and existing tenants
- ▶ Maintain quality H&S data on Housing Management Software



Continue to improve health, safety and wellbeing of staff

- ▶ Provide support and advice to staff and raise awareness in relation to workforce wellbeing
- ▶ Work-related stress considered in risk assessments
- ▶ Information and training sessions for staff and managers
- ▶ Monitor adverse events for incidents which may affect workforce wellbeing



Provide resources to ensure a competent workforce

- ▶ Review competency matrices for each role
- ▶ Carry out gap analysis of competency throughout organisation
- ▶ Implement programme of training using variety of methods to maintain competency in the most efficient and effective way
- ▶ Improve training records to allow forward planning of training programmes



H&S processes evolve with new technologies and risks

- ▶ H&S built-in to design and development of new initiatives
- ▶ Risk assessments created or reviewed for new initiatives to identify and control risks
- ▶ Policies and procedures reviewed to include new initiatives
- ▶ Training needs identified and programme of training implemented



The objectives will be:

- Driven by Loreburn's in-house health and safety professionals
- Delivered by Loreburn managers, assisted by staff
- Reported to and monitored by the Health & Safety Executive Group

Each of these objectives is of equal importance and work to achieve these will go forward in parallel.

HOW WILL WE MEASURE THE IMPACT, MONITOR AND REVIEW?

- The Health & Safety Strategy will be underpinned by an action plan which will have clear targets for delivery and will measure progress against the key objectives.
- We will monitor and report on Health & Safety key performance indicators to the Health & Safety Executive Group quarterly.
- Overall performance and outcomes from the action plan will be measured and reported to the Health & Safety Executive Group quarterly.
- We will report annually to the Management Committee to give assurance that this strategy is progressing as planned and that we understand and respond to any emerging challenges.
- Annual H&S reporting to Management Committee to highlight trends, progress and risk control.

HOW WILL WE KNOW IF OUR STRATEGY HAS BEEN SUCCESSFUL?

- We will have increased awareness of health and safety within our tenants' homes
- Wellbeing initiatives will support low absence rates
- We will have increased the competence of all employees in the management of health, safety and fire risks
- We will have achieved a high level of engagement from all employees in health and safety, so risk management issues are solved through their innovative thinking
- The management of health, safety and fire risks are 'built-in' to the design and delivery of new homes, services and information systems.

