



# **Health and Safety policy**

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Updated: November 2024  
Review date: November 2025

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## **Introduction and scope**

Wolverhampton Symphony Orchestra is committed to providing a healthy and safe environment for all those involved in the activities it organises.

- This includes but is not limited to; members, staff (including freelance), volunteers and members of the public.
- This includes but is not limited to; rehearsals, performances and fundraising events.

## **Responsibilities**

- Overall responsibility for health and safety sits with the Wolverhampton Symphony Orchestra Committee and Trustees
- Practical responsibility for health and safety at events and activities organised by Wolverhampton Symphony Orchestra sits with the Health and Safety officer.

## **Statements of general policy**

1. Wolverhampton Symphony Orchestra will seek to prevent accidents and cases of ill-health by managing the health and safety at events and activities it organises.

Actions to be taken: relevant risk assessments to be completed for events and activities. Where regular venues are used the risk assessment will be reviewed on an annual basis or sooner if required.

2. Wolverhampton Symphony Orchestra will provide clear instructions and information to ensure that members, staff and volunteers are competent to do their work in a healthy and safe manner.

Actions to be taken: tasks performed by members, staff and volunteers to be risk assessed and appropriate instruction to be provided (e.g. preparing and serving hot drinks, erecting staging).

3. Wolverhampton Symphony Orchestra will engage and consult with members, staff and volunteers on health and safety conditions.

Actions to be taken: members, staff and volunteers to be briefed on health and safety risk assessments for new venues/activities and updated on any changes in risk assessment for regular venues/activities.

Establish clear lines of communication for members, staff and volunteers to raise health and safety concerns. Have procedures in place to ensure concerns raised are investigated and acted on where appropriate.

4. Wolverhampton Symphony Orchestra will implement emergency procedures – evacuation in case of fire or other significant incident.

Actions to be taken: ensure at least one individual is responsible for knowing fire procedures for hired venues and for communicating them to those present.

5. Wolverhampton Symphony Orchestra will maintain safe and healthy conditions for the safe storage of equipment

Actions to be taken: ensure satisfactory health and safety conditions at hired venues and for hired equipment. Ensure that any equipment owned by Wolverhampton Symphony Orchestra will be stored safely.

## **First Aid**

- Wolverhampton Symphony Orchestra will ensure they are aware of First Aid procedures, kits and equipment at hired venues.
- Where practical Wolverhampton Symphony Orchestra will recruit members and volunteers with First Aid experience
- Where appropriate (e.g. for larger events) Wolverhampton Symphony Orchestra will train members or volunteers in First Aid or work with professional First Aid organisations.

## **Sound safety**

Wolverhampton Symphony Orchestra takes the responsibility of protecting the hearing of members, staff, volunteers and audience members seriously. We will:

- Ensure there are open lines of communication for individuals to raise concerns about hearing
- Take concerns seriously; the Committee and Trustees and Music Leaders will work with the individuals to find ways to minimise risk.
- Take into account the protection of our audience's hearing when designing stage and audience layout for performances.