

# Health and Safety Policy Statement

It is the Policy of Birmingham Hippodrome to ensure:

Birmingham Hippodrome is one of the busiest multi-stage theatres, welcoming on average 550,000 visitors each year, with a further 450,000 people engaged via festivals, learning, participation and produced work. Holding such a prominent position as one of the UK's premier presenting theatres, Birmingham Hippodrome is committed to providing a “Goosebumps feeling through memorable and extraordinary experiences” and, to enable this, we are committed to promote a thriving culture with a consideration of health and safety in everything we do. We recognise that the health, safety and wellbeing of our colleagues, customers and partners is an integral part of the company's overall business performance and a prime responsibility of colleagues at every level.

Birmingham Hippodrome fully acknowledges all relevant statutory responsibilities and obligations regarding health and safety, and are committed to achieving the highest possible standards throughout. All our colleagues are required to adhere to the Birmingham Hippodrome Health and Safety Policy and associated procedures. Any deviation from our policies and procedure may result in disciplinary action.

Birmingham Hippodrome's health and safety policy recognises a long-term commitment to updating company practices according to advances in health and safety understanding, changes in health and safety law and best practice guidance.

Birmingham Hippodrome Theatre Trust Limited will implement a Health and Safety Management System in accordance with ISO45001:2018 throughout the business activity of running the theatre. This policy does not include the activities of the individual production companies or of our occupying tenants.



## Positive Culture and Leadership

Corporate Board and Directors will promote and support Health and Safety policy and supporting procedures, setting objectives when required. Directors, Senior Management and Line Managers will exhibit visible leadership that promotes safety and occupational health as equal to other business priorities.



## Training & Competence

That all colleagues have the right competence, skills, knowledge and resources required to maintain a healthy and safe working environment supported by appropriate information, instruction, training and supervision.



## Continual Improvement

Continual improvement in our health and safety performance to prevent accidents and cases of work-related ill health.



## Competent Advice

Resources and competent advice is available to ensure the health and safety policy is implemented effectively, and ownership of health and safety issues will be promoted as an accepted part of our culture, in line with our company values. We will ensure that this policy is communicated to our colleagues, contractors, and other relevant parties and stakeholders by making it readily available.



## Safe Working Environment

Staff are working in an environment with safety at the forefront by guaranteeing that safe plant, equipment and working practices are embedded throughout, ensuring control of the health and safety risks arising from our activities. We are all responsible for ensuring we provide adequate control of risks and that our actions protect the health and safety of ourselves, those with whom we work, customers and members of the public.



## Communication

Colleague consultation, interest in and ownership of health and safety issues will be promoted as an accepted part of our culture and in line with our company values. We will ensure that this policy is communicated to our colleagues, contractors, and other relevant parties and stakeholders by making it readily available.



## Health and Safety Review

This policy will be reviewed as necessary or on an annual basis to reflect legal requirements or changes in the operation of the company.



**Jon Gilchrist**  
CEO of Birmingham Hippodrome

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