

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"**.

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.

This policy sets out the key objectives for the organisation regarding health and safety and our commitment to keep all our employees and building users safe and the key areas we have identified to ensure this.

Birmingham Hippodrome will implement a Health and Safety Management System in accordance with ISO45001:2018 throughout the business activity of running the theatre.



Continual Improvement

We are continually improving our health and safety performance by regularly reviewing our health and safety management system, setting measurable objectives, and monitoring performance data and statistics.



Compliance with Legal Requirements

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.



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.



Safe Working Environment

We provide safe and healthy working conditions for the prevention of work-related injury and ill health, in consideration of the specific nature of the business and our health and safety risks and opportunities. Ensuring safe plant, equipment and working practices are embedded throughout to ensure control of the health and safety risks arising from our activities. We are all responsible for ensuring we eliminate hazards and reduce risks and that our actions protect the health and safety of ourselves, those with whom we work, customers and members of the public.



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.



Communication & Consultation

Colleague consultation and participation is a part of our working culture, and we will provide suitable forums for two-way communication and participation via, health and safety committee, staff reps meetings and other suitable forums. We are committed to ensure this policy is readily available and communicated to our colleagues, contractors, stakeholders and other interested parties as appropriate.



Resource and 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 and in line with our company values.



Policy 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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