



NEWBURY & CROOKHAM GOLF CLUB

Health, Safety and Environmental Policy

Newbury & Crookham Golf Club regards good Health, Safety and Environmental management as a vital part of its business.

It is therefore Newbury & Crookham Golf Club's policy for Management, Employees and Volunteers to do all that is reasonably practicable to attain the highest level of Health, Safety and Environmental practice. Our aim is to prevent injury and protect from any foreseeable harm all staff, volunteers, contractors and members of the general public, who come into contact with Newbury & Crookham Golf Club and any of its undertakings. Newbury and Crookham Golf Club recognise that our operations will have an impact on the environment and we are committed to minimising that impact wherever possible. We aim to operate sustainably, comply with all relevant environmental legislation and promote environmental awareness amongst staff, volunteers, members and visitors

The Management has a responsibility to:

- Ensure compliance with Health, Safety and Environmental legislation and Approved Codes of Practice
- Ensure a safe working environment and implement safe systems of work by eliminating/minimising health, safety and environmental risks, so far as reasonably practical while complying with all relevant statutory requirements
- Provide and maintain safe plant and equipment, ensuring that statutory and manufacturer's requirements are met
- Ensure that all employees and volunteers are adequately trained and informed before commencing work
- Ensure that all contractors employed by the golf club are competent and follow safe systems of work and to provide contractors with any information necessary to ensure their safety whilst undertaking work
- Ensure that all procedures/processes, which may involve hazards, are covered by suitable risk assessments. The findings of the risk assessments are to be updated as necessary and employees and volunteers informed of their contents
- Provide training, information and supervision to enable employees and volunteers to perform their work safely and efficiently
- Make available all necessary personal protective equipment (PPE) to ensure safe working conditions and to regularly check its use and condition
- Investigate all accidents to identify the root cause and to ensure that lessons learned are disseminated to avoid further accidents
- Audit health, safety and environmental systems at least every 12 months to ensure they continue to work effectively
- Consult with our employees or their elected representatives on matters concerning health and safety and Environment
- Promote responsible water use, energy efficiency and sustainable turf management practices

- Prevent pollution by managing waste responsibly where possible, and minimising the use of hazardous materials
- Protect and enhance local wildlife habitats and promote biodiversity across the golf course
- Raise awareness amongst members and staff of the importance of environmental protection

Employees and Volunteers have a duty to co-operate with the management in the operation of the policy by:

- Working safely and efficiently not endangering their own or others safety
- Using PPE provided to ensure their and others safety and to be aware of the statutory obligations for PPE use
- Reporting incidents and near misses that have led or may lead to injury or damage
- Reporting of defective equipment and unsafe situations
- Follow training , policies and procedures, and safe systems of work
- Assisting in the investigation of accidents with the object of introducing measures to prevent a recurrence
- Understand and assist with the delivery of the golf club's Environmental responsibilities and commitments

The Policy will be kept up to date, particularly as Newbury & Crookham Golf Club changes in nature and size. To ensure this, the Policy, and the way it is implemented, will be reviewed annually.

Health, Safety and Environmental Sub Committee 20-05-2025