



HEALTH, SAFETY AND WELLBEING POLICY

1. Purpose

'For this City' is committed to ensuring the health, safety, and wellbeing of all who participate in our events, programmes, and initiatives.

The purpose of this Health, Safety and Wellbeing Policy is to ensure the health, safety, and wellbeing of all participants, volunteers, and staff involved in the activities and events organised by For this City in accordance with the Health and Safety at Work Act 2015 and associated regulations.

Our commitment includes:

- **Safe environments:** Working with our host venues and churches to provide safe physical spaces for all activities.
- **Training:** Providing relevant training for leaders, staff and volunteers including training in risk management, mental health and wellbeing, first aid, and emergency procedures.
- **Supporting youth ministries:** Holistic training for partner youth ministries including assistance with their health, safety and wellbeing processes.
- **Supportive Atmosphere:** Fostering an inclusive and supportive atmosphere, promoting respect, understanding, and positive relationships among all participants.
- **Mental Health Awareness:** Prioritising mental health by providing access to resources and support, ensuring that every young person feels heard and valued.
- **Open Communication:** Encouraging open communication between young people, youth ministries/churches, families, and our team. We will always aim to ensure that concerns are addressed promptly and effectively.
- **Continuous Improvement:** We regularly review and update our policies and practices to reflect best practices and feedback from our community.

By prioritising the health, safety, and wellbeing of our young people, we aim to create a positive and empowering experience for all who engage with 'For this City.' We are also committed to partnering with people in their personal and spiritual development.



2. Responsibilities

- **Leadership:** The 'For this City' board is responsible for providing leadership and direction in health and safety matters, ensuring compliance with legal obligations, and promoting a positive safety culture.
- **Volunteers and Staff:** All volunteers and staff members are responsible for following health and safety procedures, reporting hazards or incidents, and actively participating in health and safety training.
- **Participants:** Participants are expected to adhere to safety instructions provided by volunteers and staff, take reasonable care of their own health and safety, and report any concerns to the appropriate person.

3.0 Risk Management

Risk assessments will be conducted for all activities and events organized by 'For this City' to identify potential hazards and implement appropriate control measures.

Volunteers and staff members will receive training on risk management principles and procedures to ensure hazards are effectively managed.

Regular reviews of risk assessments will be conducted to ensure they remain relevant and effective.

4.0 Incident Reporting

All incidents, near misses, and hazards must be reported to the designated health and safety officer as soon as possible.

An incident reporting procedure will be implemented to ensure that incidents are investigated, recorded, and appropriate corrective actions are taken to prevent recurrence.

5.0 Emergency Procedures

'For this City' staff, leaders and volunteers will familiarise themselves with the host venue's emergency procedures. Communication of the emergency procedures to participants will be conducted as per the specific host venue's requirements.

6.0 Training and Supervision



Volunteers and staff members will receive appropriate training and supervision to ensure they can perform their roles safely.

Training will include a health and safety induction, hazard identification, emergency procedures, and any specific training required for the activities they are involved in.

6.1 Training Commitment

‘For this City’ acknowledges the importance of having Health, Safety and Wellbeing policies and processes in place. ‘For this City’ will endeavour to support and equip partner youth ministries to ensure they have adequate Health, Safety and Wellbeing practices in place.

7.0 Host / Partner Youth Ministries

Host venues, organisations or churches hosting ‘For this City’ services or events, and partner youth ministries are expected to have their own Health, Safety and Wellbeing policy and processes in place.

Partner youth ministries are required to adhere to ‘For this City’s’ Health, Safety and Wellbeing policy, processes and directives from ‘For this City’ staff, leaders or volunteers when participating in a ‘For this City’ service, event or programme.

Youth ministries participating in a ‘For this City’ service, event or programme are required to report any incidents, near misses, and hazards to ‘For this City’ in addition to following their own reporting processes.

8.0 Consultation and Communication

Consultation with participants, volunteers, and staff members will be conducted regularly to involve them in health and safety decision-making processes.

Health and safety information will be communicated effectively to ensure everyone is aware of their responsibilities and how to stay safe.

9.0 Continuous Improvement

‘For this City’ is committed to continuously improving its health and safety performance through regular review and evaluation of its policies, procedures, and practices.

10.0 Compliance



'For this City' is committed to endeavouring to comply with the Health and Safety at Work Act 2015 as well as any relevant legislation, regulations, and codes of practice applicable in New Zealand.

11.0 Review

This Health and Safety Policy will be reviewed annually or as necessary to ensure it remains relevant and effective.