Health & Safety Management Policy

Audience:	All colleagues and those working on behalf of Moat
Policy Owner:	Executive Director of Governance & Compliance
Policy Lead:	Head of Health, Safety & Facilities Management
Approved by:	MHL Board (post ET approval and ARC chair endorsement)
Approved date:	28th May 2026
Next review date:	27th May 2027

1. Context, purpose and scope of the policy

Context

Under Section 2(3) of the Health and Safety at Work etc. Act 1974, Moat is required to prepare and regularly review a written health and safety policy.

As a housing association delivering landlord services, development activity and office-based operations, our responsibilities extend to colleagues, customers, contractors, visitors and others who may be affected by our activities.

This policy provides the overarching framework under which all other health and safety policies and procedures operate, including those relating to statutory landlord compliance (Fire, Legionella, Asbestos, Gas, Electrical, Lifts and Damp & Mould).

Purpose

In accordance with the Act this policy includes the following three sections:

- Statement of Intent - Sets out Moat's formal commitment to health and safety.
- Responsibility for health and safety – Defines responsibilities at all levels.
- Practical Arrangements – These are covered in Aims and Objectives and others subsequent sections

This policy ensures that health and safety is embedded into governance, leadership decision-making and day-to-day operations across Moat.

Scope

This policy applies to:

- All colleagues
- All contractors and consultants working on behalf of Moat
- All work activities undertaken by Moat that may affect the health, safety or welfare of colleagues, customers or others.

This policy is an overarching document under which sits a suite of more detailed health and safety policies and procedures.

Statement of Intent

Health & Safety Policy Statement

Moat is committed to ensuring, so far as is reasonably practicable, the health, safety and welfare of colleagues, customers, contractors, visitors and all others who may be affected by our activities.

We will:

- Comply with the requirements of the Health and Safety at Work etc Act (1974) and all subsequent relevant legislation.
- Provide and maintain a healthy and safe working environment for all colleagues, customers and visitors to our places of work.
- Strive to prevent occupational accidents and illnesses and create accident-free workplaces and communities by implementing and continuously reviewing and updating our system of health and safety management.
- Provide adequate resources and the correct levels of information, instruction, training and supervision to colleagues so that they can work competently, effectively and safely at all times.
- Provide and maintain safe plant and equipment and ensure safe handling and use of substances.
- Communicate effectively and consult with all colleagues on all key matters affecting their health and safety.
- Provide good control of health and safety risks arising from our work activities, including those work activities carried out by contractors and others on our behalf.
- Set, achieve and review health and safety objectives and targets annually which we will never compromise in the pursuit of other objectives.
- Improve our health and safety performance where this falls short and verify current performance by undertaking internal and external audits. Where audits identify areas for improvement, we'll implement smart actions to address these in a timely and cost-effective manner.

This commitment is endorsed by the Chief Executive Officer and the Chair of the Board.

Signed.....
Chief Executive Officer,
Signed on behalf of Moat Homes Ltd.
Date: 28/05/2026

Signed.....
Chair of Board for Moat Homes Ltd.
Date: 28/05/2026

2. Definitions

- **As low as is reasonably practicable (ALARP):** Balancing the level of risk against the time, effort and cost required to control it.
- **Competent Person:** An individual with sufficient training, knowledge and experience to assist in meeting health and safety duties.
- **FLAGEL&DM:** Statutory landlord compliance risk areas – Fire, Legionella, Asbestos, Gas, Electrical, Lifts plus Awaab's Law.
- **RIDDOR:** Reporting of Injuries, Diseases and Dangerous Occurrences Regulations, 2013 – Legislation requiring employers and those in control of premises to report certain serious workplace accidents, occupational diseases and specified dangerous occurrences to the Health and Safety Executive.

3. How this policy supports our strategy

This policy underpins the safe delivery of Moat's Corporate Strategy and supporting strategies.

- **Corporate Strategy:** By ensuring that homes, workplaces and development sites are safe and compliant as far as is reasonably practicable.
- **Customer Strategy:** By protecting customers from harm arising from our activities.
- **People and Culture Strategy:** By fostering a culture where colleagues understand their responsibilities and feel confident raising concerns.
- **Value for Money Framework:** By reducing avoidable harm, enforcement action, insurance claims and service disruption through proactive risk management.

Effective health and safety management protects people, strengthens governance and safeguards Moat's reputation.

4. Policy principles (= values)

Our approach to health and safety is guided by the following principles:

- We prioritise prevention and early risk identification over reactive response.
- We manage risks proportionately, applying the principle of 'as low as reasonably practicable'.
- We take accountability for health and safety at every level of the organisation.
- We integrate health and safety considerations into strategic and operational decision-making.
- We promote a positive safety culture where concerns are raised and acted upon.
- We learn from incidents, audits and assurance activity to continuously improve.

5. Aims and objectives

Aim:

To maintain a legally compliant, proportionate and continuously improving health and safety management system that protects colleagues, customers and others affected by our work.

Objectives:

1. Ensure statutory compliance with the Health and Safety at Work etc. Act 1974 and associated legislation.
2. Maintain clear governance and accountability for health and safety from Board to frontline.
3. Embed a structured risk management framework that identifies, controls and reviews hazards.
4. Strengthen assurance and oversight through first, second and third-line monitoring.
5. Build competence and a positive safety culture across all roles.
6. Promote learning and continuous improvement through reporting, investigation and review.

6. Policy actions

Objective 1: Ensure statutory compliance with the Health and Safety at Work etc Act 1974 and associated legislation

We will:

- Maintain this policy and supporting procedures in line with current legislation and Approved Codes of Practice.
- Ensure statutory reporting requirements, including RIDDOR, are met.
- Maintain a documented health and safety management system.

Objective 2: Maintain clear governance and accountability for health and safety from Board to frontline

We will:

- Define and communicate health and safety responsibilities at every organisational level.
- Require Executive Directors to act as duty holders within their areas of control.
- Ensure Board and Executive oversight through regular performance reporting.
- Escalate significant risks or non-compliance through appropriate governance routes.

Objective 3: Embed a structured risk management framework that identified, controls and reviews hazards

We will:

- Require suitable and sufficient risk assessments across operational areas.
- Ensure safe systems of work are developed and implemented where risks are identified.
- Integrate health and safety considerations into major decision-making and business planning.
- Maintain oversight of contractor health and safety performance.

Objective 4: Strengthen assurance and oversight

We will:

- Operate first-line (operational), second line (specialist oversight) and third-line (independent assurance) monitoring.
- Undertake inspections, audits and internal assurance reviews.
- Track identified actions to completion and report progress through governance forums.

Objective 5: Build competence and a positive safety culture across all roles

We will:

- Maintain a structured health and safety training framework aligned to role risk.
- Provide access to competent professional advice.
- Consult with colleagues through the Health, Safety and Wellbeing Panel (which meets regularly, typically monthly)
- Encourage colleagues to report hazards, concerns and near misses without fear of reprisal.

Objective 6: Promote learning and continuous improvement through reporting, investigation and review

We will:

- Investigate accidents, incidents and near misses proportionately.
- Analyse health and safety data to identify trends and emerging risks.
- Share learning across the organisation and update arrangements where required.

Detailed operational arrangements are set out in supporting procedures.

Responsibilities for health and safety

Board

- Hold ultimate accountability for health and safety and delegate authority to deliver.
- Receive regular performance reports and sets annual health and safety objectives.

- Ensure an appropriate framework of accountability and responsibility for health and safety.
- Ensure the Chief Executive Officer has sufficient understanding, training, resources and competent advice to enable Moat to discharge its health and safety responsibilities.
- Ensure, so far as is reasonably practicable, that any decisions made by the Board do not impact negatively on health and safety.
- Review health and safety activities within Moat.
- Ensure appropriate governance arrangements are in place for oversight, scrutiny and assurance of health and safety management and compliance at Moat.

Chief Executive Officer

- Holds overall responsibility for health and safety performance.
- Escalates significant risks to the Board.
- Appoints the Head of Health, Safety & Facilities Management as the Competent Person.
- Lead by example when considering health and safety in all aspects of day-to-day business.
- Ensure the Health and Safety Management Policy is implemented, reviewed periodically and as circumstances determine, revised and that such revisions are brought to the attention of every employee.
- Oversee the effective application of this Health and Safety Management Policy, including ensuring adequate resources are available to meet its requirements.
- Escalate health and safety issues to Moat's Board.
- Ensure the Executive Team has sufficient understanding, training, resources and competent advice to enable Moat to discharge its health and safety responsibilities.
- Ensure that the health and safety implications of all major decisions are understood by the Executive Team.
- Ensure that all accidents, incidents and cases of serious occupational ill health are brought to the attention of the Executive Team.
- Report annually to Moat's Board on the health and safety performance of the organisation and agree with them the health and safety objectives for the following year.
- Chair the Health, Safety and Wellbeing Panel.
- Hold overall responsibility for Moat's health and safety training programme.

Executive Director: Governance & Compliance

- Lead by example when considering health and safety in all aspects of day-to-day business.
- Oversee the effective co-ordination and regular reporting of compliance with the Health and Safety Management Policy.
- Ensure that any incidence of non-compliance with health and safety regulations identified within Moat is escalated to the Chief Executive Officer, and that plans are put in place to achieve full compliance.
- Act as Duty Holder for policies and procedures overarched by this document which require such a position to be in place, except those which are specific to statutory landlord health and safety compliance.

- Have strategic responsibility for the development, implementation and monitoring of Moat's Health and Safety Management Policy, and delegate this, along with operational responsibility, to the Head of Health, Safety and Facilities Management
- Ensure that all colleagues under their control are fully aware of the responsibilities that they have in regard to this overarching Health and Safety Management Policy and the relevant supporting procedures.
- Ensure that all colleagues under their control have the necessary training and resources to discharge their responsibilities effectively.

Executive Director: Corporate Services

- Lead by example when considering health and safety in all aspects of day-to-day business.
- Ensure that disciplinary procedures are adequate to deal with those who breach the Health and Safety Management Policy and supporting suite of procedures.
- Ensure that all colleagues under their control are fully aware of the responsibilities that they have in regard to this overarching Health and Safety Management Policy and the relevant supporting procedures.
- Ensure measures are in place to provide colleagues with support services where the need is identified including the Employee Assistance Programme, employee and manager support with wellbeing and stress management.
- Ensure systems and procedures are in place to provide and record training for all colleagues
- Ensure that all colleagues under their control have the necessary training and resources to discharge their responsibilities effectively.

Executive Director: Existing Homes

- Lead by example when considering health and safety in all aspects of day-to-day business.
- Act as Duty Holder for policies and procedures overarched by this document which are specific to statutory landlord health and safety compliance (Fire, Legionella, Asbestos, Gas, Electric, Lifts, Awaab's Law
- Be the Named Principal Accountable Person for the Building Safety Act
- Hold overall responsibility for ensuring that the management, maintenance and refurbishment of all properties designated as being in their control, and where Moat has a duty as controller of premises, is carried out in a safe and healthy manner.
- Hold overall responsibility for ensuring that the management, maintenance and refurbishment of all empty homes is carried out in a safe and healthy manner.
- Oversee legal and regulatory compliance, protecting the wellbeing and safety of our customers
- Ensure that suitable procedures are in place for the proper selection and supervision of contractors engaged to work on Moat's behalf for the area under their control.
- Ensure colleagues with designated responsibilities for health and safety compliance have sufficient competence, access to competent advice and sufficient resources, enabling them to discharge their responsibilities.

- Ensure that all colleagues under their control are fully aware of the responsibilities that they have in regard to this overarching Health and Safety Management Policy and the relevant supporting procedures.
- Ensure that all colleagues under their control have the necessary training and resources to discharge their responsibilities effectively.

Executive Director: Growth

- Lead by example when considering health and safety in all aspects of day-to-day business.
- Hold overall responsibility for ensuring that Moat discharges its health and safety responsibilities relating to the construction of new properties.
- Ensure that suitable procedures are in place for the proper selection and supervision of contractors engaged to work on Moat's behalf for the area under their control.
- Ensure that all colleagues under their control are fully aware of the responsibilities that they have in regard to this overarching Health and Safety Management Policy and the relevant supporting procedures.
- Ensure that all colleagues under their control have the necessary training and resources to discharge their responsibilities effectively.

Executive Director: Housing & Customer Experience

- Lead by example when considering health and safety in all aspects of day-to-day business.
- Ensure that suitable procedures are in place for the proper selection and supervision of contractors engaged to work on Moat's behalf for the area under their control.
- Ensure that all colleagues under their control are fully aware of the responsibilities that they have in regard to this overarching Health and Safety Management Policy and the relevant supporting procedures.
- Ensure that all colleagues under their control have the necessary training and resources to discharge their responsibilities effectively.

Executive Director: Finance

- Lead by example when considering health and safety in all aspects of day-to-day business.
- Hold overall responsibility for ensuring that sufficient funds are made available across the business to enable Moat to discharge its health and safety responsibilities and achieve full compliance.
- Ensure that, so far as is reasonably practicable, financial decisions do not have a negative impact on health and safety.
- Ensure that all colleagues under their control are fully aware of the responsibilities that they have in regard to this overarching Health and Safety Management Policy and the relevant supporting procedures.
- Ensure that all colleagues under their control have the necessary training and resources to discharge their responsibilities effectively.

Director of Development & Sales

- Lead by example when considering health and safety in all aspects of day-to-day business.
- Ensure the implementation of the Health and Safety Management Policy and supporting procedural documents on development sites.
- Develop health and safety procedural documents in conjunction with the Head of Health, Safety and Facilities Management as necessary to ensure effective implementation of all relevant health and safety arrangements as they relate to development, commissioning third party expertise as required.
- Escalate any significant health and safety events which occur on development sites or affect contracts operated on behalf of Moat.
- Ensure colleagues with designated responsibilities for health and safety compliance have sufficient competence, access to competent advice and sufficient resources, so far as is reasonably practicable, to discharge their responsibilities.
- Ensure all development contractors have been accredited in terms of health and safety competence with supporting evidence.
- Ensure that where Moat is acting as a client or designer under the Construction (Design and Management) Regulations, full compliance with the regulations is achieved.
- Ensure any identified non-compliance with health and safety regulations within Moat maintained sites or contracts is escalated to an Executive Director and the Head of Health, Safety and Facilities Management with plans put in place to gain compliance.

Director of Neighbourhoods

- Lead by example when considering health and safety in all aspects of day-to-day business.
- Ensure the implementation of the Health and Safety Management Policy and supporting procedural documents within Neighbourhoods.
- Develop health and safety policies and procedural documents in conjunction with the Head of Health, Safety and Facilities Management as necessary to ensure effective implementation of all relevant health and safety arrangements for Neighbourhoods, commissioning third party expertise as required.
- Escalate any significant health and safety events which occur or affect contracts operated on behalf of Moat.
- Ensure colleagues with designated responsibilities for health and safety compliance have sufficient competence, access to competent advice and sufficient resources, so far as is reasonably practicable, to discharge their responsibilities.
- Ensure all contractors have been accredited in terms of health and safety competence with supporting evidence.
- Ensure that all contractors engaged to work on Moat's behalf carry out their respective responsibilities for health, safety and welfare of colleagues and others.
- Ensure that all colleagues under their control have the necessary training and resources to discharge their responsibilities effectively.
- Ensure any identified non-compliance with health and safety regulations within contracts managed is escalated to an Executive Director and the Head of Health, Safety and Facilities Management with plans put in place to gain compliance.

Head of Health, Safety & Facilities Management (Appointed Competent Person)

- Be appointed as the competent person for occupational health and safety.
- Lead by example when considering health and safety in all aspects of day-to-day business.
- Ensure that the Health and Safety Management Policy and the supporting procedural documents are implemented and remain valid and up to date with statutory requirements.
- Advise the Chief Executive Officer, Executive Team and Senior Leadership Team of new legislation or significant external events relating to health and safety that may impact on Moat's activities, colleagues or property.
- Take responsibility for the implementation of procedural documents and monitoring of compliance with regards to the health, safety and welfare of Moat colleagues and all others affected by Moat's business.
- Collate and analyse health and safety data and statistics and report these to the relevant forums.
- Liaise directly with management teams on health and safety matters and assist them in introducing practices that provide continual improvements to the health and safety standards within Moat.
- Undertake scheduled and unscheduled inspections, audits and internal assurance engagements to provide second line assurance, working with key stakeholders to address any shortcomings.
- Liaise with and act as point of contact for Moat with external health and safety enforcement bodies.
- Record, manage and report to the Health and Safety Executive all accidents, incidents, dangerous occurrences, and diseases which fall under the criteria of 'The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations' (RIDDOR).
- Consider the implications of new legislation and recommend action where necessary.
- Advise on health and safety training, in liaison with People Services.
- Encourage a positive safety culture through promotion of all health and safety matters.
- Take senior management responsibility for the health and safety of Moat's commercial portfolio insofar as it relates to matters under their control to ensure the health and safety of colleagues, customers, visitors and contractors.

Senior Leadership Team (SLT) and Heads of Service

- Lead by example when considering health and safety in all aspects of day-to-day business.
- Be responsible for implementing and monitoring Moat's Health and Safety Management Policy and supporting procedural documents within their operational span of control.
- Ensure that, where appropriate, rules and safe working practices are developed, formalised and implemented.
- Ensure that risk assessments are carried out in their area of control, recorded, communicated and monitored for the effectiveness of health and safety measures taken to reduce risks.

- Ensure that, where appropriate, safety inspections are carried out regularly as first line assurance, that records of these inspections are maintained, and any issues identified are acted upon in a timely manner.
- Ensure that managers under their control have sufficient health and safety training, competence, access to competent advice and resources to discharge their health and safety duties.
- Ensure that managers under their control carry out their responsibilities for the health, safety and welfare of colleagues and others.
- Ensure that contractors engaged to work on Moat's behalf carry out their respective duties for the health, safety and welfare of colleagues and others.
- Ensure that all colleagues have a safe place to work, that safety rules are observed, and that safety clothing and equipment is supplied and properly used.
- Ensure that colleagues are informed, instructed, trained and managed in safety matters. This includes new colleagues and colleagues transferring to different roles within Moat.
- Ensure that incidents, near-misses and dangerous occurrences are reported in line with Moat's Accident, Incident & Near Miss Reporting & Investigation Procedure.
- Act immediately upon any observed or reported breach of safety rules.
- Encourage colleagues to identify and report any hazards or risks that may require attention.

Line Managers and Team Leaders

- Lead by example when considering health and safety in all aspects of day-to-day business.
- Ensure that working practices, work equipment and the working environment within their area of responsibility do not adversely impact the health and safety of colleagues or others.
- Ensure that all their colleagues they manage have received adequate training to enable them to work safely.
- Carry out risk assessments as required in their areas of responsibility and ensure that the necessary control procedures are implemented.
- Report any health and safety concerns to their line managers and to the Head of Health, Safety and Facilities Management.

Health and Safety Advisors

- Escalate health and safety issues to the Head of Health, Safety and Facilities Management.
- Manage an accident / incident database, investigating accidents and incidents directly with the injured party or those affected, putting remedial measures in place, with lessons learnt identified and acted upon.
- Provide competent and professional advice and assistance with regards to health and safety matters to all levels of colleagues.
- Undertake scheduled and unscheduled inspections, audits and internal assurance engagements providing second line assurance, working with key stakeholders to address any shortcomings.

- Undertake shadowing of colleagues' working practices to pass on shared learning from accidents, incidents reported and insurance claims which may be pertinent to their colleague's role.
- Provide support and assistance to those who are required to implement the requirements of the Health and Safety Management Policy and the supporting procedural documents.
- Encourage a positive safety culture through promotion of all health and safety matters.

All Colleagues

- Conduct themselves at work in ways that do not put themselves at risk, nor others who may be affected by their acts or omissions.
- Ensure that all work equipment is used, and all activities are carried out in line with training provided.
- Cooperate with management as they seek to discharge their health and safety duties.
- Report any health and safety shortcomings or situations of imminent danger to their line manager, Health and Safety Advisors or the Health, Safety and Facilities Management team.
- Ensure they adhere to the requirement of this Health and Safety Management Policy and supporting procedures.

Health, Safety and Wellbeing Panel

The Health, Safety and Wellbeing Panel comprises management and employee representatives and will:

- Review health and safety arrangements and procedures, providing feedback that supports sound health and safety management and continuous improvement.
- Review incidents that are reported and other key performance indicators, and where appropriate, recommend remedial actions.
- Provide assistance and feedback in the development of safety rules and safe systems of work.
- Participate in the consultative process for new/updated health and safety processes or procedure documents.
- Represent the interests of colleagues in matters of health, safety and welfare.
- Communicate health and safety information back to relevant parts of the business.
- Encourage a positive safety culture through promotion of all health, safety and welfare matters.
- Report via the chair to the Senior Leadership and Executive Team.

7. Monitoring, reporting and review

The Head of Health, Safety & Facilities Management monitors the ongoing validity and effectiveness of this policy.

Health and safety performance is monitored through:

- Reactive reporting (accidents, incidents and near misses)
- Proactive inspection and audit programmes
- First, second and third-line assurance activity
- Reporting to the Health, Safety and Wellbeing Panel, Executive Team, Audit & Risk Committee and Board.

This policy will be formally reviewed at least every year, or sooner if there are significant legislative, organisational or operational changes.

Stop check:

- **Have you introduced a new policy action?**
  If Yes, update your Departmental Delivery Plan (amend/add a new activity here).
- **Have you introduced a new KPI?**
  If Yes, update the BHM Performance Dashboard (amend/add new metric here).

8. Equality, diversity and inclusion

This policy will be delivered in line with our Equality, Diversity and Inclusion Policy.
An Equality Impact Assessment was completed for this policy and considered as part of the approval process.

9. Data protection

We use a risk-based approach to processing personal data to ensure that we assess any risks to privacy or to the rights and freedoms of people before commencing, commissioning or changing data processing activities. Our Data Protection Impact Assessment (DPIA) process was completed as part of the approval process.

10. Related legislation and regulations

This policy is underpinned by, but not limited to:

- Health and Safety at Work etc Act 1974
- Building Safety Act 2022
- The Fire Safety Act 2021
- Corporate Manslaughter and Corporate Homicide Act 2007
- Control of Asbestos Regulations 2012
- The Construction (Design and Management) Regulations 2015
- The Health and Safety (Consultation with Colleagues) Regulations 1996
- The Control of Substances Hazardous to Health (Amendment) Regulations 2004
- The Health and Safety (Display Screen Equipment) Regulations 1992 (as amended 2002),
- The Electricity at Work Regulations 1989
- The Fire Safety (England) Regulations 2022,
- The Health and Safety (First-Aid) Regulations 1981
- The Gas Safety (Installation and Use) (Amendment) Regulations 2018
- Lifting Operations and lifting Equipment Regulations 1998
- The Lifts Regulations 2016
- The Manual Handling Operations Regulations 1992 (as amended)
- The Control of Noise at Work Regulations 2005
- The Personal Protective Equipment at Work (Amendment) Regulations 2022
- The Pressure Systems Safety Regulations 2000
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
- Management of Health and Safety at Work Regulations 1999,
- The Control of Vibration at Work Regulations 2005
- Workplace, Health, Safety and Welfare Regulations 1992
- The Provision and Use of Work Equipment Regulations 1998
- The Working at Height Regulations 2005
- Smoke and Carbon Monoxide Alarm (Amendment) Regulations 2022

The above is not exhaustive and does not include Approved Codes of Practice (ACoPs)

11. Related policies and procedures

This policy overarches all health and safety related policies and procedures, including:

- Health & Safety Inspections and Audits Procedure
- Accident, Incident & Near Miss Reporting & Investigation Procedure
- Health and Safety Consultation and Information Procedure
- Contractor Management and Construction (Design and Management) Regulations
- Display Screen Equipment Procedure
- Driving at Work Procedure
- First Aid Provision Procedure
- Work Equipment Procedure
- Lone Working Procedure
- Manual Handling Procedure
- Personal Protective Equipment Procedure
- Risk Assessment Procedure
- Control of Substances Hazardous to Health Procedure
- Work at Height Procedure
- Young People at Work Procedure
- Personal Safety Device Procedure
- FLAGEL& Awaab's Law compliance policies and procedures. (see definitions section).

12. Customer engagement

Due to the statutory nature of this policy, no formal customer consultation has been undertaken during this review. Customer feedback is considered where health and safety arrangements directly affect homes and communal spaces.

Document revision history

Date	Changes approved by	Details of changes made
17/11/2011	Executive Team	Ver 1 Initial document
30/10/2013	Executive Team	Ver 2 Change in organisational structure
18/09/2015	Executive Team	Ver 3 General review

12/07/2016	Executive Team	Ver 4 Change of Format, Change in Organogram, all previous management sections combined into one document
05/07/2017	Executive Team	Ver 5 Change in organogram, change of review frequency, updated list of procedural documents
05/07/2018	Executive Team	Ver 6 Change of branding, change of organogram, and wording in statement
15/07/2019	Executive Team	Ver 7 Change of organogram, and roles and some of the roles and responsibilities. Chairperson of board added as signatory to Policy Statement.
25/06/2020	Executive Team	Ver 8 Change of roles and responsibilities, change of organogram
09/2021	Executive Team	Ver 9 General Review
05/2022	Executive Team	Ver 10 Change of CEO, Policy overarches FLAGEL policies, Introduction of values in the policy. Note: The addition of FLAGEL to this policy followed independent review from Savills
25/05/2023	Executive Team	Ver 11 Change of organogram, new policy template, review of draft policy by our customer advocates
05/2024	Executive Team	Ver 12 Change of organogram to reflect Acting Chief Executive Officer and vacancy and interim within Executive Team. Changes in some Roles and Responsibilities
05/2025	Executive Team, Chair of Audit and Risk Committee	Ver 13 Change of organogram to reflect acting to permanent Chief Executive Officer. Addition of Executive Director: Property & Assets, Interim Executive Director: Governance, Interim Executive Director: Housing & Customer Experience, Change of reporting line for Head of health, Safety and Facilities Management.

		Prescript responsibilities for Director of Neighbourhoods Change of Health and Safety Committee to Health, Safety and Wellbeing Committee. Change of chair of Health, Safety and Wellbeing Committee from Head of Health, Safety and Facilities Management to Chief Executive Officer.
28th May 2026		Ver 14 Change of format. Addition of recommendations post external audit. Change of job titles for Executive Director: Property & Assets to Executive Director: Existing Homes and Executive Director People and Culture to Executive Director Corporate Services