Inverness Caledonian Thistle FC

Health & Safety Policy Statement

ICTFC is fully committed to achieving the highest standards of Health and Safety Management in order to safeguard our employees, spectators, visitors, contractors and any other person that may be affected by our actions and activities at the Caledonian Stadium or any other venue at which ICTFC operates.

We recognise that good health and safety performance is a positive business investment and is the responsibility of both management and employees. We will ensure that resources are provided to ensure effective management and implementation of our health and safety arrangements. Department heads are responsible for ensuring that they have implemented the relevant health and safety policies/ procedures and have a clearly defined process for ensuring safe systems of work.

ICTFC has in place systems and arrangements to achieve the following:

- Compliance with relevant legislation and associated codes of
- practice; Communication with relevant agencies;
- Minimisation of risks through risk assessment which is used to decide on priorities and to set objectives for eliminating hazards and reducing risks for spectators, club users and staff.
- Risks that cannot be eliminated are minimised by the use of physical controls or, as a last resort, through work systems and personal protective equipment;
- Information, instruction and training to meet employee and business needs;
- Regular assessment of the adequacy of health and safety policies/procedures through consultation with our employees;
- Requirements for employees, contractors etc, to work safely and with consideration for the health and safety of themselves and others.

As part of ICTFC fulfilling its responsibilities for Health and Safety, all employees are required to:

- Take reasonable care for their own Health & Safety and that of others who may be affected by their actions or omissions;
- Co-operate with ICTFC on matters relating to Health & Safety At Work by complying with procedures and instructions;
- Not knowingly act in such a way which may cause either themselves or ICTFC to be in breach of the law or damage the reputation of ICTFC;
- Correctly use any items of equipment, in accordance with training given and not interfere with; or misuse, any item of personal protective equipment provided;
- Attend general and work-related health and safety training as required;
- Inform their line manager at the earliest opportunity, if during the course of their work they are injured, become unwell or involved in or become aware of any potentially unsafe situations.

Charlie Christie
Chief Executive Officer
October 2026