

# HEALTH & SAFETY POLICY

The **Ballarat Symphony Orchestra Inc.** (BSO) recognises its responsibility to provide a safe and healthy environment for members, visiting musicians, guest artists, audiences and visitors. This commitment also extends to ensuring that the orchestra's operations do not place the local community at risk of injury, illness or property damage.

As far as practicable we will:

- provide a safe, comfortable environment in which to rehearse and prepare for concerts
- provide an environment free of bullying or harassment
- provide appropriate support and assistance to members, and
- provide relevant procedures and instructions to identify and minimise risks to ensure rehearsals and concerts are conducted in a safe manner.

The **BSO Management Committee** is responsible for:

- involvement in the on-going development, promotion and implementation of health and safety policies and procedures
- ensuring members are aware of this Policy and their health and safety responsibilities
- the provision of resources to meet this health and safety commitment as far as practicable
- investigation of any reported breaches of this Policy, and
- reviewing this Policy on a bi-annual basis.

All **BSO members** are responsible for:

- following all health and safety policies and instructions
- reporting any known or observed hazards to their section convenor or any BSO committee member, and
- actively participating in any incident investigation as requested by the BSO Committee.

## Application of the Policy

This policy is applicable to all members of the BSO, playing or non-playing while attending any BSO organised rehearsal, concert or function.