

Job Description

Job title:	Health and Safety Advisor
Reports to:	Health and Safety Manager
Responsible for:	No Direct line management responsibility

Role Overview

We make moments that matter by truly caring about our customers and ensuring they are at the heart of everything we do.

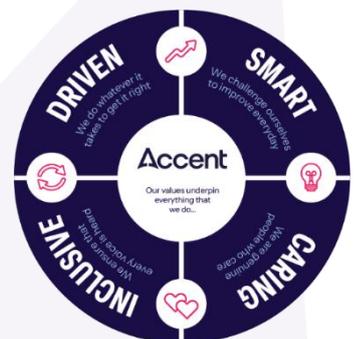
Like us, you are committed to exceptional customer service, and working hard to ensure our customers feel valued, heard, and supported. We deliver affordable homes and build better futures by actively listening to the needs and aspirations of our customers. We work to create communities where people feel safe, secure, and empowered. By fostering open communication, offering tailored services, and continually striving for excellence, we all aim to build lasting relationships that go beyond housing – enhancing lives and contributing to thriving, vibrant communities where everyone can feel good to be home.

As a Health and Safety Advisor, you will play a crucial role in ensuring the safety and well-being of colleagues and customers across the organisation. You will provide health and safety advisory services, support internal audits, and engage with teams to implement and monitor safety controls. Your contributions will directly impact creating safe environments for everyone, promoting a culture of safety, and ensuring compliance with legal and regulatory standards. This role will offer you the opportunity to make a significant difference by improving health and safety practices and driving continuous improvement across your regions.

We live and breathe our values. We are Smart, Driven, Caring, and Inclusive. Our colleague and leader competency framework underpins this and helps provide focus and clarity around the behaviours and attributes that are expected at Accent. Our focus on value for money ensures that we continue to spend wisely, work productively and make the best use of our resources. This is all about how we do things: it's what we expect everyone to embrace and work towards in their roles.

As a Health and Safety Advisor, you will exemplify our values by being approachable, open, and proactive in your efforts to maintain and improve safety standards. You will engage meaningfully with colleagues, understand their needs, and contribute to creating an inclusive and supportive working environment. Your commitment to ensuring safety will align with our organisational goals of building a culture that values well-being, transparency, and collaboration. Together, we will continue to uphold our principles while fostering an environment where every colleague feels empowered to contribute their best.

Core Values Alignment



Key Responsibilities and Duties

- Provide health and safety advisory services to colleagues across multiple regions, ensuring that health and safety arrangements are in place and effective.
- Engage with colleagues at all levels to understand their health and safety needs and promote best practices.
- Develop and implement a health and safety audit system in collaboration with the Health & Safety Manager to ensure risks are controlled and safety standards are maintained.
- Conduct safety audits regularly to monitor the effectiveness of safety controls, ensuring that colleagues and customers remain safe, secure, and well.
- Chair local meetings to address health and safety issues, share lessons learned, and develop action plans for improvement.
- Lead initiatives to improve health and safety awareness among colleagues, ensuring adherence to safety protocols and legal requirements.
- Develop and deliver training to colleagues to improve understanding and awareness of health and safety responsibilities across the organisation.
- Stay up to date with legal and regulatory requirements and best practices through ongoing learning, conferences, and networking.
- Support the Health & Safety Manager in investigating accidents and near misses, recommending corrective actions where necessary.
- Ensure that the health and safety management system meets legal obligations and is continuously monitored for improvement opportunities.

The must haves:

- NEBOSH General Certificate or equivalent.
- Proven experience in health and safety auditing or internal auditing in a variety of fields.
- Sound knowledge of current health and safety legislative and regulatory requirements.
- Full UK driving licence and access to a vehicle for business use.
- Strong relationship-building skills, with the ability to communicate effectively with a wide range of stakeholders.
- Excellent written and verbal communication skills.
- A commitment to personal development and staying informed about health and safety practices.

The added extras:

- Experience with health and safety management systems such as ISO 45001.
- A customer-focused mindset with a strong understanding of customer service.
- An agile mindset, eager to adapt to changing environments and try new approaches.
- Familiarity with the Plan-Do-Check-Act H&S management system.

This role description highlights key responsibilities but is not exhaustive. Colleagues will agree on priorities with their Line Manager and are expected to work flexibly, supporting the team and working collaboratively across teams to deliver outstanding results for our customers. Working together as one team is our norm at Accent and reflects how we achieve success and meet the organisation's evolving needs.

We work flexibly and on an agile basis. We design our work around the customer with the focus being on ensuring we deliver the best possible service to our customers and to the best of our abilities. How and where you work will be agreed with your line manager to achieve the best outcome for both the organisation and for you, wherever possible.