

Job Profile

Job Title	Health and Safety Business Partner		
Job Reference No.	HOMEJD097	Date of issue:	Apr 2026

The job in a nutshell...

As a true self-starter you'll be passionate about providing a brilliant service to all customers of Health and Safety.

You'll be a reliable go-to colleague for credible advice, guidance and will support colleagues effectively manage their health and safety risks and achieve best practise outcomes. Your ability to support change and continuous improvement, seek out better ways of working and find solutions will end up with a win-win result for customers and colleagues alike.

The role is varied; you'll need to be intuitively collaborative to support and enable change within your designated geographical region and will also have opportunity to be involved in continuous improvement projects both within the wider team and organisation.

What success will look like...

Your stakeholders will describe you as an approachable, knowledgeable, and proactive business partner who adds value to what they do.

You'll champion the use of our health and safety pages on Homeworld, Workplace, and other information sources to enable a digital first and self-serve approach where appropriate. Promoting personal accountability and ownership of health and safety risks with stakeholders and providing coaching and support to them on development of these attributes.

You will work with your stakeholders in the Operations Management team to carry out appropriate health and safety checks and carry out your own high-quality in-house Health and Safety audits.

You'll audit compliance in line with Home Group's health and safety requirements, drafting reports, issuing these with predefined timescales, supporting, and tracking actions to completion.

You'll support the investigation of accidents and incidents that occur within specified timescales, identifying actions and supporting their implementation.

You'll role-model a flexible, agile, and planned approach to your work, taking care of your own work-life balance first and foremost to support others to be at their brilliant best.

You understand the way we work at Home Group and as a high-performing team, you have the resilience to work at pace, to keep things moving and to deliver outcomes. You'll work with others to achieve this, and you'll use insights wisely to inform everything you do.

You'll report on the performance of the in-house Health and Safety system and identify opportunities for improvement. You will communicate relevant updates on safety risks and

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requirements to internal and external stakeholders – giving confidence and assurance that we operate safely, while promoting engagement and sound risk management practice.

You'll already have these **brilliant** skills, qualifications and knowledge...

Transferable Skills.	Technical qualifications, experience and knowledge.
We have an eye for detail • Has the technical qualifications • Has the appropriate skills and experience • Applying legislation, working within policies and procedures	Health and safety professional practice • Holds a recognised health and safety qualification or equivalent experience • Member of IOSH at Cert level or above • Applies health and safety legislation confidently within organisational policies and procedures
We are organisers and drivers • Be positive and enthusiastic to drive work forward • Take people with you • Have the confidence to challenge performance or behaviours not in line with our values	Audit, inspection and compliance • Carries out health and safety audits and inspections across site and office settings • Audits compliance against organisational health and safety requirements • Produces clear reports, issues findings within agreed timescales and tracks actions to completion
We unleash the potential of others • Active listening to understand other's strengths, development areas and interests • Support others to be the best they can be • Give others the confidence to want to try something new.	Incident investigation and improvement • Investigates accidents and incidents within agreed timescales • Undertakes root cause analysis to identify underlying issues • Supports the implementation of actions to reduce risk and improve outcomes

We'd also love you to have, or be **brilliant** at... (but don't worry if not)

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An internal or external auditor qualification.

An understanding of the not-for-profit housing sector and the challenges our customers can face. More importantly, you'll have a passion for supporting others because our customers are at the heart of everything we do.

We're all **accountable** for...

Health and Safety of our ourselves and others; put simply this includes taking the time to complete all learning, understanding your role-specific responsibilities, working with reasonable care, and taking steps to address and report problems related to Health and Safety.

Taking a proactive approach to your learning and development to be the best you can be. This includes understanding and keeping up to date with all our relevant policies and processes as well as taking advantage of all the learning opportunities and resources available to you ... they're there for a reason but don't worry, we'll help keep you informed along the way.

Promoting equality, diversity, and inclusion as a top priority at Home Group; leading by example in your actions and demonstrating our Brilliant People behaviours.

Keeping things compliant! You'll have role-specific and organisational goals but it's important you take these seriously and keep people and information secure and safe within the scope of doing your bit here at Home Group.

Comfortable operating in a modern digital workplace, including using digital tools to work collaboratively and productively.

Other **important** stuff...

You'll be a budget holder? No ☒ Yes ☐

You'll manage people? No ☒ Yes ☐

We all work flexibly at Home Group but the level of travel in this role is usually...

Occasional ☐ Regular ☐ Frequent ☒

This role requires a DBS check No ☒ Yes ☐

Basic ☐ Standard ☐ Enhanced ☐

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