

Safety critical posts are defined as:

- 1) Directly related to the safe use, operation or security of property, equipment or vehicles, chemicals, work at heights or in confined spaces or:
- 2) In a position which has delegated responsibility and makes decisions for the safety and wellbeing of others; or
- 3) In a customer facing post which will be deemed to be safety critical due to the responsibility an employee has for a customer's health and well-being.
- 4) Direct supervision of children*.
- 5) Direct supervision of vulnerable adults.
- 6) A manager who has the responsibility for supervising (or is accountable for) employees who perform safety critical roles shall also be considered as occupying a safety critical post. This is with the exception of roles where the manager would defer decision-making on operational/technical matters to the employee because the manager does not have the specialist knowledge/skills/qualifications (e.g. a manager who line manages an employee responsible for corporate health and safety but who does not possess specialist knowledge of this area, and so would defer key H&S decisions to the specialist employee).

* 'Children' defined as being up to the age of 18, however for SEND and care leavers it is up to age 25.