Job Title:	**Head of Health and Safety**
Grade:	**TBC**
Location:	Longleat and Cheddar Gorge & Caves, with a minor presence on the wider Estate
Department:	**Health and Safety**
Reports to:	**Chief Operating Officer**

Job Summary

This role provides competent, independent health, safety and fire-safety advice and assurance across the group in line with organisational strategy and works in a matrix structure. The role requires an experienced, independent and results driven health and safety professional who leads through influence, not by doing.

This is a Group-wide professional role covering three areas: the Longleat Estate (where the role supports the outsourced Estate health and safety arrangements at framework level only, including forestry and the House), the Longleat visitor attraction, and Cheddar Gorge & Caves. This role will develop and maintain the standards, for COO approval, and support and challenge leaders across the organisation in delivering them to the right quality and on time. Operational delivery, compliance registers, statutory inspections, and remedial works remain with those teams; this role advises on whether they are being done well, and supports, challenges and escalates when they are not.

The role will give the executive team a clear, independent view of health and safety risk and performance across the business and will help build a culture where safety is owned by everyone. The role operates primarily through professional advice, assurance, challenge and influence. It does not control the operational resources, budgets or teams responsible for implementing health and safety controls.

Key Responsibilities

Health & Safety advice and governance

- **Competent advice:** Provide practical, proportionate advice to the COO, Executive team, managers and specialist teams on legal duties, material risk, and good practice.
- **Group framework:** Develop and maintain, for COO approval, the health and safety policies, frameworks, risk methodology, minimum standards and competence requirements across the group and its businesses.
- **Governance:** Support the group health and safety governance structure, including the H&S Committee and forums, with clear terms of reference, appropriate representation, and employee consultation. Ensure decisions are recorded, actions have clear owners and deadlines are followed through to completion.
- **Regulatory liaison:** Support and, where agreed with the COO, coordinate engagement with regulators (including HSE, local authorities, fire and rescue services, the Office of Rail and Road), insurers and external advisers on material health, safety, and fire-safety matters.

Safety, risk management, and compliance assurance

- **Risk-based assurance:** Plan and deliver a risk-based assurance programme across the group, covering visitor operations, animal interfaces, transport (railway, buses and boats), events, construction, facilities, the wider estate (at framework level), and the House and collections across all group locations.
- **Testing controls:** Test risk assessments, safe systems of work, competence controls, training, and emergency arrangements to check they are fit for purpose and working in practice.
- **Estate framework:** Support the Estate Director by providing the health and safety framework and standards for estate activities, including forestry and the House. Operational health and safety on the Estate, particularly in commercial properties, is managed through the outsourced arrangements, which retain delivery ownership.
- **Facilities assurance:** Sample evidence for statutory inspections, servicing, water hygiene, fire and security systems, plant, asbestos, fleet engineering and contractor controls, reporting gaps to the Head of Facilities and escalating serious or overdue issues.
- **Transport assurance:** Assure regulatory and engineering controls for the railway, buses and boats, and arrangements for competent operators.
- **Fire and historic buildings:** Set the Group fire-safety framework for complex and historic premises and assure fire risk assessments, evacuation, House and collections salvage arrangements, drills and remedial programmes.
- **Events and projects:** Set minimum safety requirements and assure event readiness, temporary structures, crowd safety, CDM duty-holder arrangements and contractor management for major events and capital projects.
- **Incident oversight:** Set investigation and reporting standards (including RIDDOR), review significant incidents and high potential near misses, identify systemic causes, and verify that corrective actions are effective.
- **Intervention:** Where there is serious or imminent risk, advise that unsafe activity is stopped and escalate immediately through agreed routes.

Emergency planning and organisational resilience

- **Standards:** Develop the Group standard for emergency preparedness, major incident response, and business continuity, and assure that plans owned by operational leaders are suitable, current, trained and tested.
- **Exercising:** Agree and assure an annual programme of tabletop and live exercises, ensuring resulting actions are completed on time.
- **Protective security:** Advise on and assure the Group's preparedness for the Terrorism (Protection of Premises) Act 2025 (Martyn's Law), working with security and operational leads.

Occupational Health and wellbeing

- **Health risks:** Set the standard for managing work-related health risks (such as noise, hand-arm vibration (HAVS), hazardous substances, and work-related stress. Make sure managers assess and control these risks
- **Health surveillance**: Make sure employees exposed to noise, vibration or hazardous substances are identified and referred for health surveillance through the occupational health provider and that results are acted on.
- **Occupational health provision and wellbeing**: Work with the People Team on occupational health provision and wellbeing, including HSE Management Standards for stress.

Training, engagement, and safety culture

- **Leadership capability:** Support leadership development by briefing directors and managers on their health and safety duties.

- **Culture:** Champion a positive, open reporting culture in which concerns are raised early, ownership is clear and learning is shared without blame.
- **Competence:** Work with managers and the people team to define role and risk-based health and safety competence and training standards, including induction standards for seasonal staff, casual workers and assure that managers meet them and refresher periods are adhered to.

Reporting

- **Dashboards:** Establish consistent, concise and accurate health and safety reporting, using clear dashboards to show risks, trends, incidents, and overdue actions.
- **Executive and Board:** Report to the COO to agreed timetables, and support Board assurance reporting.
- **Escalation:** Escalate serious, overdue, or unresolved concerns promptly through agreed routes, including to the COO where material concerns remain.

Working with

- The executive team to develop understanding, advise on risk.
- Working closely with the Estate Director to develop the ways of working as part of a wider group.
- Collaborating closely with the People Team, in particular the People Director to ensure that health and safety culture, occupational health, wellbeing and training compliance is aligned.

General

- To act as a brand ambassador for Longleat ensuring that all work adheres to our brand guidelines/proposition and aligns with our vision of a Picture-Perfect site whilst performing the function required.
- To provide a guest focused service at all times ensuring that all work is completed to the highest standards of the brand.
- Represent the Company at all times by being smart in appearance and presentable whilst behaving in an appropriate manner in line with our cultural values.
- Be accountable for their own development seeking out opportunities to learn new skills to continuously improve.
- Work in a responsible and safe manner at all times adhering to Health & Safety, safe working practices and Company Policies and Procedures.
- Such other reasonable duties as and when required by your Line Manager.
- Some weekend working during peak periods and events (expected to be up to 10 weekends a year)

The above list of duties is not exclusive or exhaustive, and the post holder will be required to undertake such tasks as may reasonably be expected within the scope of the role.

The Ideal Candidate - Knowledge, Experience and Qualifications

Essential

- Significant health and safety experience within a complex, multi-site, high footfall, asset intensive or estate-based organisation.
- Chartered Membership of IOSH (CMIOSH), or demonstrable progress towards chartered status.
- NEBOSH National Diploma or an equivalent recognised Level 6 health and safety qualification.
- Recognised fire-safety qualification and practical experience of fire-risk management in complex or historic premises.

Desirable

- Direct experience in visitor attractions, zoological operations, heritage, major events, regulated transport or leisure.
- Lead auditor qualification (e.g. ISO 45001).
- Experience of regulatory engagement following serious incidents or enforcement action.
- Experience of protective security or Martyn's Law preparedness, or emergency planning

- Strong working knowledge of UK health and safety law, including the Health and Safety at Work etc. Act 1974, and recognised management systems.
- Experience across relevant areas, such as visitor attractions, events, construction, facilities or heritage estates.
- Proven record of delivering proportionate, risk-based audit and assurance programmes.
- Expertise in incident investigation, root-cause analysis and emergency planning.
- Experience reporting to executives and Boards and engaging with regulators.
- Knowledge of health surveillance and occupational health risks (noise, HAVS, COSHH)

The Ideal Candidate – Key Competencies

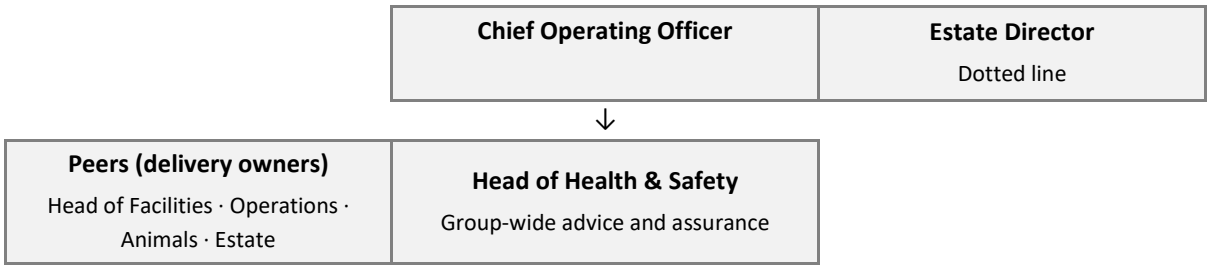
Essential

- Independent judgement and integrity, with the confidence to challenge senior leaders and escalate serious risk.
- Influences without direct authority; builds credibility with executives and frontline teams.
- Systems-level thinking with proportionate, risk-based priorities and analytical rigour.
- Communicates clearly, translating legal requirements into practical advice.
- Collaborative; knows when to bring in specialist advice.
- Calm, resilient and decisive under pressure, including during serious incidents.
- Evidence of ongoing CPD and maintaining competence.

Desirable

- Coaches and develops leaders and managers in safety leadership.
- Leads change, including embedding a new assurance operating model.

Position within the Team



Draft structure – reporting lines to be confirmed by the COO and Executive team.