



# SP-UK

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SUICIDE PREVENTION UK

Suicide Prevention UK

## Food and Other Allergens Policy

2024

## Introduction and Purpose

At Suicide Prevention UK, we recognise the importance of maintaining a safe and inclusive workplace for all team members and visitors, including those with allergies.

This policy aims to outline the necessary steps to minimise the risk associated with food and other allergens within the workplace.

## Scope

This policy applies to all those who work or volunteer for Suicide Prevention UK.

## Definitions


**Allergens** are substances that can cause an allergic reaction. They can be present in food, the environment, and materials found in the workplace. Common allergens include, but are not limited to, nuts, dairy, gluten, seafood, pollen, dust mites, medications, dyes, latex and insect stings.

An **allergy** is when the body's immune system reacts unusually to specific foods or substances which are harmless to many people.

## Medical Consequences of Allergen Exposure

Exposure to allergens can lead to various medical responses, ranging from mild symptoms, such as rashes and itchy eyes, to more severe reactions like anaphylaxis.

Anaphylaxis is a potentially **life-threatening** reaction that requires immediate medical attention and can manifest through difficulty breathing, swelling, and a drop in blood pressure.



**REMEMBER, JUST BECAUSE SOMETHING IS  
HARMLESS TO YOU, IT DOESN'T MEAN IT ISN'T  
HARMLESS TO OTHERS.**

**ALLERGIC REACTIONS CAN KILL!**

# Policy

## Team Member Responsibilities

Team members who have allergies are **strongly encouraged** to share details of their allergies with managers and other team members so that steps can be taken to keep them safe.

Where this information is shared, **team members must take the matter seriously** and are encouraged to:

- Learn more about the allergy. This can be done by asking the team member or reading about it.
- Learn what they can do to help. For example, learning how to use an EpiPen in case the team member needs assistance with it in the future.

## General Principles in the Workplace

To keep our team members and others safe, it is our policy to:

- Ensure that all food and drink brought into the workplace are safe – team members are encouraged to understand the ingredients of foods and drinks and **must not** bring in foods and drinks that contain allergens that others are allergic to.
- Keep non-latex items in our first aid kits.
- Keep the workplace clean and tidy and free from dust.
- Provide (or help the team member maintain) separate storage and food/drink preparation areas and/or equipment so that the risk of cross-contamination is minimised. Team members must not use designated areas or items allocated to others with severe allergies.

## Anaphylaxis Procedure

1. Lie flat and raise your legs. If you are struggling to breathe, prop your neck up.
2. Use your EpiPen (you can use another dose after five minutes if you get worse or there's been no improvement). If you do not have an EpiPen, try to take over-the-counter antihistamines.
3. Call 999 and ask for an ambulance, or ask someone else to do this for you.

## Monitoring and Reviewing

This policy should be reviewed periodically to ensure that it remains compliant with current legislation, meets best practices, and is not discriminatory.

Where evidence or trends indicate that our culture, policy, procedures, or workforce require intervention, an action plan will be initiated.

## Further Reading

For more information about allergies, anaphylaxis UK has some great factsheets that can be found here: <https://www.anaphylaxis.org.uk/factsheets/>

Policy Date: June 2024

Review Date: June 2025

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Dated and Signed by the Chair and Founder of Suicide Prevention UK:

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