

Beaulieu Health and Safety Policy

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Introduction

1.1 Application of this policy

1.1.1 This policy will take effect from 1st January 2025. It will apply to all staff of Beaulieu Enterprises Limited, The National Motor Museum Trust, and the Beaulieu Estate.

1.1.2 In this document the Board or Board of Directors means where appropriate the Beaulieu Enterprises Limited Board of Directors, National Motor Museum Trust trustee board or the owners of the Beaulieu Estate.

1.1.3 The Beaulieu Enterprises Managing Director, the National Motor Museum Chief Executive and the Resident Agent require all employees and all contractors working on behalf of Beaulieu to co-operate fully in the achievement of the aims of this policy.

1.1.4 This policy focuses on the key roles of all Departmental Managers. It recognises the importance of those in key roles, achieving and maintaining healthy and safe working practices and a healthy and safe working environment.

1.2. Purpose

1.2.1. The policy sets out the overall management system for health and safety and provides an essential reference for all employees, in the planning and implementation of operations and activities. It is designed to ensure that the necessary processes are in place to allow the health and safety objectives of Beaulieu Enterprises Limited, The National Motor Museum Trust, and the Beaulieu Estate to be met.

1.3. Scope

1.3.1. This Health and Safety Policy covers the whole of Beaulieu Enterprises Limited, The National Motor Museum Trust and Beaulieu Estate and shows the lines of accountability, responsibility and involvement with regard to health and safety.

1.4. Policy Statement

1.4.1. This policy has a signed Statement of Intent by the Beaulieu Enterprises Managing Director, the National Motor Museum Trust Chief Executive and the Resident Agent that can be found on page 5.

1.4.2 In accordance with Section 7 of the Health and Safety at Work, etc. Act 1974 it is the duty of all employees to take reasonable care of the health and safety of themselves and others, who may be affected by their acts or omissions at work.

1.5. Responsibilities

1.5.1. This policy was prepared by the Beaulieu Enterprises Managing Director, Beaulieu Enterprises Head of Visitor Experience and Operations, the Resident Agent, the NMMT Chief Executive and all other interested parties.

The Beaulieu Enterprises Board of Directors, by nature of their managerial responsibilities, has ultimate accountability for health and safety for the activities of that company. The Beaulieu Enterprise Board of Directors will be informed about significant updates to the policy. When reviewed, they will be asked to formally accept any new policy as the Beaulieu Health and Safety Policy if updates are significant and represent a material change.

The Beaulieu Enterprises Head of Visitor Experience and Operations will monitor the implementation of this policy on behalf of the Beaulieu Enterprises Managing Director for Beaulieu Enterprises operations. The NMMT Chief Executive will monitor the implementation of this policy on behalf of the National Motor Museum Trust and the Resident Agent will monitor the implementation of this policy for the Beaulieu Estate and the maintenance of buildings. All liaising with and assisted by the Beaulieu Safety Committee.

The policy document will be reviewed on or before the review date shown under the Statement of Intent.

Statement of Intent

Beaulieu Enterprises Limited, The National Motor Museum Trust and Beaulieu Estate are all committed to a practical sympathetic approach to health and safety management, focussed on achieving performance improvement through compliance, so far as is reasonably practicable, with all relevant legislation and associated guidance. We will co-operate fully with relevant enforcement agencies, and with external bodies to further our understanding of health and safety management and practice.

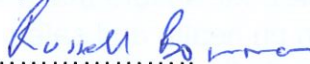
Safe working practices and systems, based on risk assessments, are central to all our operational activity.


We are committed to ensuring that there are effective procedures for consultation on health and safety with all employees and their representatives. Health and safety concerns from employees and others, involved in or affected by our operations, will be considered and those contracted to deliver services will be required to demonstrate health and safety competence. We will ensure that our buildings provide a safe and healthy environment.

Whilst managers at all levels of Beaulieu Enterprises Limited, The National Motor Museum Trust and the Beaulieu Estate will be responsible and accountable for visible proactive leadership in implementing this policy and maintaining adequate supervision, all employees have a critical role to play through their active partnership in developing and complying with systems introduced. The responsibility for health and safety is a shared one.

All employees have a responsibility to comply with health and safety policies and procedures, through taking care of themselves and their colleagues and by bringing to notice any health and safety concern which may lead to an accident or injury. We, at Beaulieu, will allocate appropriate resources to assist with the implementation of our policy, with the emphasis being placed upon the education of our employees in health and safety matters.

Progress in compliance in achieving our goals will be measured by appropriate proactive and reactive monitoring and auditing.

Signed  Date 3.3.2025
(on behalf of Beaulieu Enterprises Limited)

Signed  Date 3.3.2025
(on behalf of The National Motor Museum Trust)

Signed  Date 3.3.2025
(on behalf of the Beaulieu Estate)

Policy review not later than04/01/2026.....

Beaulieu Safety Policy

2. Organising - Key Management Responsibilities and Accountabilities

2.1. Beaulieu Enterprises Managing Director, the National Motor Museum Chief Executive and the Beaulieu Estate Resident Agent

2.1.1. The Beaulieu Enterprises Managing Director, the National Motor Museum Trust Chief Executive and the Resident Agent are responsible for health and safety for the entire workings of Beaulieu Enterprises Limited, The National Motor Museum Trust and the Beaulieu Estate.

Within their remits, the Resident Agent specifically oversees health and safety for the Beaulieu Estate and all buildings maintenance within Beaulieu Enterprises Limited and The National Motor Museum Trust. The Beaulieu Enterprises Managing Director oversees all other activities carried out by Beaulieu Enterprises and the National Motor Museum Trust Chief Executive oversees all other activities carried out by the National Motor Museum Trust.

On behalf of the Beaulieu Enterprise Limited Managing Director, the Head of Visitor Experience and Operations will take the lead for the Health and Safety of its visitor attraction businesses, as per list of responsibilities in Appendix 1.

The Beaulieu River Harbourmaster is responsible for Health and Safety for Beaulieu River.

Note: A full list of overall responsibilities can be seen in Appendix 1.

It is also the Beaulieu Enterprises Managing Director, the National Motor Museum Trust Chief Executive and the Resident Agent's responsibility to promote and maintain effective working relations between Beaulieu and the statutory enforcing authorities.

2.1.2. The Beaulieu Enterprises Managing Director, the National Motor Museum Chief Executive and the Resident Agent will ensure that there is a policy of open communication and consultation on health and safety issues, and that health and safety is regarded as a priority throughout the entire working of Beaulieu Enterprises Limited, The National Motor Museum Trust and the Beaulieu Estate.

2.1.3. They will monitor Beaulieu's performance by obtaining relevant information on all health and safety pro-active and reactive indicators, including accident and ill-health statistics.

2.1.4. The Beaulieu Enterprises Managing Director, the National Motor Museum Chief Executive and the Resident Agent will lead by example in the matter of health and safety and ensure that there is an annual health and safety plan. This plan will set short, medium and long-term goals, which will

address those issues facing Beaulieu, with the aim of achieving an appropriate standard of health and safety performance.

2.1.5. The annual health and safety plan will be presented to the Beaulieu Enterprises Board of Directors.

2.1.6. In order to achieve these goals, the Beaulieu Enterprises Managing Director, the National Motor Museum Chief Executive and the Resident Agent will ensure that adequate resources will be allocated to meet both present and future health and safety requirements, as well as ensuring that such resources are used appropriately and directed towards the maintenance and improvements of health and safety standards.

2.1.7. The Managing Director will ensure that the Beaulieu Enterprises Board of Directors considers any representations made or advice given by the Head of Visitor Experience and Operations and the Resident Agent. The Managing Director, the National Motor Museum Chief Executive and the Resident Agent will require managers to set in place robust measures, to ensure continuous observance of the health and safety standards and procedures, such as the recording of near misses.

2.2. Board of Directors

2.2.1. The Board of Directors, by the nature of their managerial responsibilities, has ultimate accountability for health and safety.

2.2.2. The Board will measure the health and safety performance using all relevant performance indicators, including accident, incident and near miss records, inspections, other review mechanisms and audit recommendations and any other management information.

2.2.3. The Head of Visitor Experience and Operations and the Resident Agent will ensure that health and safety training is provided for all employees, not only to meet the health and safety requirements, but also to promote and actively encourage measures that will raise the profile of health and safety awareness and reduce the costs associated with accidents and ill-health.

2.2.4 The BEL Managing Director, the National Motor Museum Chief Executive and the Resident Agent will ensure the Board of Directors, the Trustees and Lord Montagu and are kept informed of health and safety across the whole workings of Beaulieu.

3. Management Structure for Delivery of Health and Safety at Department Level

3.1. Introduction

3.1.1. Whilst the Beaulieu Enterprises Managing Director, the National Motor Museum Chief Executive and the Resident Agent have a responsibility to implement the health and safety policy throughout Beaulieu, this can only be achieved with the full co-operation of all the departmental managers. This ensures that the implementation of the health and safety policy is filtered down the managerial line and ensures that all areas of Beaulieu are embraced within the Beaulieu health and safety policy.

3.1.2. At departmental level overall accountability rests with the Departmental Manager, the practical elements of the policy implementation will be their responsibility.

3.1.3. Departmental Managers are responsible for the effective integration of the health and safety management system. This will include the setting of objectives, improvements, targets and performance monitoring.

3.2. Departmental Managers

3.2.1 Departmental Managers for the purposes of the Beaulieu Health and Safety Policy are listed in Appendix 2.

3.2.2. Departmental Managers are expected to competently and efficiently manage those areas for which they are responsible, ensure that they meet the agreed minimum standards and expectations and comply with all relevant legislative and statutory requirements.

3.2.3. They are accountable to their line managers for health and safety and have overall responsibility for the implementation of the Beaulieu Health and Safety Policy. This includes the protective and preventative measures identified by all agreed risk assessments.

3.2.4. All Departmental Managers will implement the Beaulieu Health and Safety Management System, which is based on the Health and Safety Executive (HSE) guidance HSG65, "Successful Health and Safety Management".

3.2.5. Department Managers will provide clear leadership in the realm of health and safety and promote a culture in which all employees share Beaulieu's commitment to health and safety.

3.2.6. Departmental Managers will consult appropriately with staff on health and safety matters. Relevant areas of concern will then be tabled at the main Beaulieu Safety Committee. (See page 10)

3.2.7. It is essential that all Departmental Managers know, understand and appreciate the hazards and risks encountered by their staff in the course of their day-to-day activities and produce suitable and sufficient risk assessments, safe systems of work and standard operating procedures for the working operations of their units.

3.3. Head of Visitor Experience and Operations, the National Motor Museum Chief Executive and the Resident Agent

3.3.1. The Head of Visitor Experience and Operations, the National Motor Museum Chief Executive and the Resident Agent will oversee the health and safety working operations of all Beaulieu Enterprises Limited departments, National Motor Museum Trust departments and Beaulieu Estate departments under their remits as laid out in Appendix 1 and endeavor to ensure adequate resources are provided, including finance, staff time, and training is available to ensure departments comply with both local policy and legal obligations.

3.3.2. The Resident Agent or the Head of Visitor Experience and Operations are also charged with notifying the HSE of any deaths or serious accidents, as soon as practicable, after the event and with those accidents and incidents, as defined by the Reporting of Injuries Diseases and Dangerous Occurrences Regulations (RIDDOR). The Resident Agent and Head of Visitor Experience and Operations will liaise with the Departmental Head under their remit as laid out in Appendix 1 to ensure that an investigation is initiated.

3.3.3. The Head of Visitor Experience and Operations, the National Motor Museum Chief Executive and the Resident Agent and are responsible for providing policy, advice and information to Beaulieu departments under their remits as laid out in Appendix 1 on health and safety legislation. They will introduce, maintain and revise as necessary, develop and promote all Beaulieu objectives held within the corporate health and safety policy, following consultation with all interested parties.

3.3.4. The Head of Visitor Experience and Operations, the National Motor Museum Chief Executive and the Resident Agent will provide advice and guidance to all employees, and training to managers under their remit as laid out by Appendix 1 regarding their health and safety responsibilities, including informing Beaulieu of changes to the current law and all new legislation concerning health and safety.

3.3.4 Responsibility may be delegated to the Departmental Managers for ensuring that buildings comply with fire safety legislation, that contractors are managed, and that the fittings and fixtures provided to the building do not create hazards, are ergonomically correct and meet specific employee needs. The Department Managers will report any issues to the Resident Agent, the National Motor Museum Chief Executive or the Beaulieu Enterprises Managing Director, who have overall Buildings accountability. In short, with the Departmental Managers, the Resident Agent, the Head of Visitor Experience and Operations, the National Motor Museum Chief Executive and

the Beaulieu Enterprises Managing Director will ensure that the building(s) provides a safe working environment.

3.3.5. The appointed Safety Consultant will provide professional support to departments by the carrying out of regular visits, the provision of ad hoc advice, publishing appropriate guidance, and by using other forms of communication.

3.4 Health and Safety Monitoring Role

3.4.1. Health and Safety monitoring consists of two specific roles. One in relation to the reactive monitoring of system failures, as evidenced by accidents, incidents and/or occupational sickness, which require reporting under the Reporting of Incidents, Diseases or Dangerous Occurrences Regulations 1995 ("RIDDOR"). Any death or major injury resulting from an accident arising out of or in connection with work must be reported immediately to the HSE, with a report within 10 days. The other role is the proactive monitoring of compliance of systems, through regular inspections by the Department Heads.

3.5 Training Role

3.5.1. Each year a training needs analysis will identify each department's safety training requirements. Health and Safety training as defined by statute will be coordinated by the Personnel Department and Departmental Managers.

The induction of employees joining Beaulieu (permanent and casual workers), is a fundamental requirement of this role. This is in addition to the legal requirements relating to display screen equipment, manual handling, local fire arrangements and first aid provision. Training needs to ensure that all employees are competent for the role(s) that they are being asked to perform.

4. Organisation –Staff Consultation

4.1. The Beaulieu Safety Committee

4.1.1. The Beaulieu Health and Safety Committee is responsible for consulting employees and for the strategic development, standardisation and review of health and safety across the whole Beaulieu operations and estate. The Committee will recommend policy and performance objectives and provide the forum to discuss items that affect Beaulieu corporately. It will be responsible for the on-going monitoring of the Health and Safety Management System. The Committee has agreed terms of reference, and will meet regularly, not less than once every three months. The Chair may have occasion to call meetings in relation to emergency measures.

4.1.2. Through the Safety Committee, we will ensure that we meet our legal and statutory requirements, with regard to formal consultation, as well as

ensuring that we fulfill our own detailed arrangements. However, it is also vital that through the proper use of communication whether in committees, notices, or by ad hoc publications, we inform all those, within Beaulieu, of any implications to their health and safety, and take all possible steps to ensure that any health and safety matter, concern or suggestion is dealt with, as soon as possible. It is important that any health and safety message is transmitted to all those within Beaulieu as rapidly as is possible, and the effectiveness of such communication will form part of the monitoring process, with the results being presented to the Committee

4.2. Departmental Team discussions

4.2.1. Each department will undertake discussions with their team. These discussions should take place on a regular basis, at least quarterly, with key issues being recorded, officially documenting any action necessary on health and safety matters and any relevant issues being taken by the Departmental Manager to the main Beaulieu Safety Committee.

4.3. Safety Representatives

4.3.1 Employee representatives (in addition to Departmental Managers), both full time and casual, will be entitled to attend the Beaulieu Safety Committee.

4.3.2 Selection of the employees' representative(s) will be facilitated by the Resident Agent and the Head of Visitor Experience and Operations.

5. Organisation - Communication

It is important that effective communications are established from departmental health and safety discussions to the main Beaulieu Safety Committee, which in turn is fed back into the system to ensure appropriate coverage and input on health and safety matters, concerns, implications which meet the management system obligations.

5.1. Internal Communication

5.1.1. Communication on health and safety issues flows from the main Safety Committee to Departmental Managers and other interested stakeholders.

5.1.2. Corporate health and safety issues from those individuals will be raised through the Beaulieu Safety Committee for possible onward transmission to the appropriate Board of Directors (depending whether it is BEL, NMMT or Estate related), with advice and monitoring provided by the Safety Consultant.

5.1.3. Departmental Managers and other interested stakeholders will include health and safety matters within their communication structures. Where departments are spread over several sites, those sites will be encouraged to hold local discussions, prior to the main departmental team discussions which a representative, will attend.

5.2. External Communication

5.2.1. In addition to the requirement to liaise with the HSE and Local Authority, the Resident Agent or the Head of Visitor Experience and Operations will be responsible for providing health and safety information to external bodies and receiving, documenting and responding to relevant communications.

5.3. Competence

5.3.1. All employees must be competent to perform the role required of them. Sufficient and relevant experience, incorporation of training, knowledge, communication and the application of these skills are vital ingredients that should be attained by all employees, within the Beaulieu structure. All employees will be given suitable and appropriate training to ensure that they can safely perform the role. Training needs analyses will be employed to define the nature, type and frequency of training needed by individuals, at the various stages of their careers. The integration of health and safety in training courses is necessary for continual improvement.

5.3.2. All job descriptions will contain clear statements of the post holder's health and safety responsibilities and of our expectations of their performance in those roles.

5.3.3. Through the appropriate use of the risk assessment process and their integration into the work routine, Beaulieu can proceed to gain knowledge and use that information effectively, in order to keep our employees safe.

6. Arrangements – Safe Systems of Work

6.1. Introduction

1.1. The following arrangements support the Statement of Intent, in being designed to generate safe systems of work and safe places of work. This planning is essential in order to establish and operate a health and safety management system and sustains a positive health and safety culture.

6.2. Safe systems of work

Risk Assessment

6.2.1. All work activity is required to be risk assessed, in consultation with employees, and that those significant risks which cannot be eliminated, are controlled. All Beaulieu activity will be the subject of a corporate risk assessment, which will outline the minimum control requirements that Departmental Managers will have in place, to keep those staff safe. Locally, risk assessments can be enhanced and amended to reflect local changes to hazards from the activity.

Employees carrying out duties which are subject to risk assessments will have these brought to notice and regularly updated. Risk assessments will be periodically reviewed; with those covering significant risks being reviewed at least annually, whenever circumstances change or they are no longer deemed appropriate.

6.2.2. The Beaulieu internal computer shared drive will house the corporate Health & Safety folder where each department will create their own folder where the department generic risk assessments will be housed. These can be viewed by all staff and used for any cross-border areas e.g. garden machinery at Beaulieu and Buckler's Hard, these generic assessments must take account of local site issues.

6.3. Control of Contractors

6.3.1. An approved contractor list will contain those contractors who have met the relevant criteria with regards to insurance and submitted risk assessments. All other contractors will be appropriately selected before being awarded contracts. A job file will be created for each task where contractors are employed on Beaulieu premises. This file will be kept up to date throughout the duration of works.

Contractors working on Beaulieu premises will be supervised through the Clerk of Works or Departmental Manager who appoints the contractor, to ensure that the work does not create significant hazards, which effect staff members, visitors and/or members of the public. However, before work is commenced on any major project, liaison with the appropriate Departmental Manager will take place; an agreed safe system of work put in place and monitored to ensure compliance.

6.4. Induction

6.4.1. All new employees (full and part-time) and those new to the working environment will undergo a health and safety induction process, established by the Personnel Manager responsible for training. Induction will cover arrangements for other employees who work in our buildings.

6.5. Manual Handling

6.5.1. All relevant employees will receive manual handling training. However, it is incumbent on those Departmental Managers with responsibility for purchasing, to consider alternative solutions, to use mechanical aids or specialist contractors to avoid employees' having to lift in the first instance.

6.6. Personal protective equipment

6.6.1. Where hazards cannot be eliminated or adequately controlled, employees will be issued with suitable personal protective equipment, as identified by the risk assessment, to support the safe system of work.

7. Arrangements – Safe Work Places

7.1. Introduction

7.1.1. The following arrangements are designed to ensure that the work places under Beaulieu control, where our employees work, are safe. This includes those locations owned by others, where our employees work.

7.2. Fire arrangements

7.2.1. All Beaulieu buildings will be subject to a fire risk assessment. Regular assessments will be conducted to ensure that arrangements are in place for safe evacuation in the event of a fire and to ensure that all employees, contractors and visitors are aware of those arrangements. The emphasis is one of proactive management of prevention, through removal of ignition sources and/or combustible materials, as a result of improved house keeping.

7.3. First Aid

7.3.1. All Beaulieu buildings and operations will have suitable arrangements for First Aid. Provision of training will be coordinated by the Personnel Department.

7.4. Office safety

7.4.1. Line managers will ensure that the offices they accommodate are kept safe through good housekeeping, general tidiness and the identification of hazards and suitable risk control measures. Staff within those offices have a key role to play in keeping their work places safe.

7.5. Display Screen Equipment (“DSE”)

7.5.1. All users of display screens will be subject of a risk assessment to ensure the workstation is correctly set up for their use.

7.6. Smoking at Work

7.6.1. The Beaulieu No Smoking policy will be adhered to at all times. All buildings have been designated as “no smoking” areas. Designated smoking areas which are clear of fire escape routes are provided outside.

8. Monitoring performance

8.1. Introduction

8.1.1. The Managing Director, through the Head of Visitor Experience and Operations, the National Motor Museum Chief Executive and the Resident Agent will monitor the effective implementation of this policy within the areas under their remit as laid out in Appendix 1.

8.1.2. Performance reporting will be achieved through an annual health and safety report from the Departmental Managers and other relevant stakeholders.

8.1.3. The Head of Visitor Experience and Operations (on behalf of the BEL Managing Director), the National Motor Museum Chief Executive and the Resident Agent will annually provide the appropriate Board of Directors (depending whether it is BEL, NMMT or Estate related), with health and safety performance data that has been recorded and reported by the departments across the workings of Beaulieu.

8.2. Pro-Active Monitoring

8.2.1. Proactive measurement, apart from the opportunity for departmental managers to show visible active leadership for health and safety, will also provide evidence of the development of a health and safety culture within Beaulieu, as well as identifying potential system failings before they occur. Self-inspection, inspection tours and other relevant tools will assist such development.

8.3. Reactive Monitoring

8.3.1. In order to prevent a repetition, reactive monitoring will take place to learn the lessons where safe systems of work have failed and/or risks are not being effectively controlled. This will be assisted by the monitoring of accident statistics and near misses. Such monitoring will include the noting of any significant trends and incidents, which did, or could, have resulted in a major injury or serious ill-health problem and specify where the data or analysis indicates that remedial action should be taken. If the monitoring has shown that corporate remedial action is necessary, then as required these measures will be presented the appropriate Board of Directors (depending whether it is BEL, NMMT or Estate related)

8.4. Audit, Review and Improvement Process

8.4.1. There will be two levels of safety audit across Beaulieu Enterprises Limited, The National Motor Museum Trust and Beaulieu Estate:

- Self assurance, and
- Reassurance

Departmental Managers will provide **self-assurance** audits by establishing their own inspection/audit programme. This is to review local working practices and safety management systems.

Reassurance audits of departments will be provided by the Safety Consultant to ensure compliance.

Appendix 1 – Overall Responsibilities

<u>Russell Bowman, BEL Managing Director (Jon Tee BEL lead)</u>	<u>Rachel Pearson, Resident Agent and BEL board member</u>
Health and Safety system management/development for the Beaulieu Enterprises and the NMMT including preparation of policy, engaging with consultants, preparation of generic forms, RIDDOR reporting, record keeping.	Health and Safety system management/development for the Estate- including preparation of policy, engaging with consultants, preparation of generic forms, RIDDOR reporting, record keeping and organising the health and safety quarterly meeting
Visitor activity at BEL attractions. Including: -General visitor services activity -Admission -Rides and Drives - Palace House & SOE - Abbey -Shop operations -Stores operations - Museum -Museum Workshop -Security -Lift Inspections -Cleaning -Visitors accessing the restaurant* -Visitors accessing corporate functions -Visitors operations at Buckler's Hard	Maintenance of all buildings
	Facilities management of buildings including fire equipment, fire alarm, security alarm and heating system maintenance but not lift maintenance or operational requirements
	Grounds and Gardens departments operations
	JMB office management services including postal services, office visitor reception and meeting room management
	Maintenance department operations
	Signs department operations
	Forestry and Landscape operations
	Residential and commercial letting management
	BSE staff welfare
	Estate operations on the Nature Reserve
Event set up and operation	Holiday let operation
Marketing/PR department activity	
Design and Graphic department activity	
Finance and personnel department activity	
IT infrastructure and operation	
Security department operations	
General BEL staff welfare	
Beaulieu River (Wendy Stowe lead instead of Jon Tee)	
Jon Murden, Chief Executive of NMMT	
NMMT staff and volunteer welfare	

All other NMMT activity and operations not included above
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* RA venues are responsible for all activity which comes about through their restaurant and catering operations as per the catering agreement

Appendix 2 - Departmental Managers

Andrea Bishop, Director of Collections & Engagement NMMT
Ben Swann, Learning Manager
Bridget Slevin, Senior Graphics Designer
Carl Pidgley, Maintenance Foreman/Events Supervisor
Charlotte Mountain, Events Manager
Chris Morley, Palace House Manager
Chris Payne, Forestry Foreman
Claire Gregory, Lettings & Facilities Manager
David Cooper, Clerk of Works
Dominic Ivaldi, Digital and Documentation Manager
Doug Hill, Museum Manager/Security Manager
Emma Varty, IT Manager
Gail Stewart Bye, Senior Curator
Jane Yapp, Buckler's Hard Custodian
Jon Day, MPL Manager/Volunteer Co-Ordinator
Jon Murden, National Motor Museum Trust Chief Executive
Jon Tee, Head of Visitor Experience and Operations
Kelly Severn, Shop/Stores Operations Manager
Kelvin Yapp, Head Gardener
Lisa Gridley, HR Manager
Lorna Macphee, Financial Controller
Mark Knight, Film and Video Ops
Rachael Goldstraw, Head of Marketing and Business Development
Rachel Pearson, Resident Agent
Richard Morgan, Marketing Manager
Richard Simmonds, Visitor Operations Manager
Russell Bowman, Managing Director
Sarah Wyatt, Senior Curator
Dean Daniels, Financial Director
Wendy Stowe, Harbour Master