



---

# HEALTH & SAFETY POLICY

---

Prepared by:

**Kenneth Forrest** BSc CMIOSH MIFSM  
Health and safety consultant / trainer  
Dated: 13th July 2021



<b>Contents</b>	<b>Page</b>
<b>Health and Safety Policy Statement</b> .....	<b>2</b>
<b>Legal Duties of Employers</b> .....	<b>3</b>
<b>Legal Duties of Employees</b> .....	<b>3</b>
<b>Health and Safety Responsibility</b> .....	<b>4</b>
Individual Responsibilities .....	4
Competent Assistance .....	4
<b>Arrangements for Health and Safety at Work</b> .....	<b>6</b>
The Health and Safety Information for Employees Regulations 1989 (as Amended) .....	6
Notices .....	6
The Health and Safety (Consultation With Employees) Regulations 1996 (as Amended) .....	6
<b>Identifying And Managing Health And Safety Risks</b> .....	<b>8</b>
Risk Assessments .....	8
Control of Substances Hazardous to Health .....	8
Health Surveillance .....	9
Biological Hazards .....	9
Manual Handling .....	10
Personal Protective Equipment .....	10
Work Equipment .....	11
Display Screen Equipment (DSE) .....	12
The Workplace .....	13
Control of Contractors .....	14
Working Within / At Client Premises .....	14
Asbestos .....	14
Lone Working .....	15
First Aid .....	15
Reporting of Injuries, Diseases, and Dangerous Occurrences (Riddor) Regulation 2013 .....	16
Fire Safety .....	17
Noise Exposure .....	18
Vibration Exposure .....	19
Stress .....	20
Mental Health .....	20
Violence and Aggression at Work .....	21
Pregnancy .....	22
Young Persons .....	23
Working at Height .....	23
Transport .....	24
Training .....	25
Alcohol Drugs and Substance Misuse .....	25
English as a Second Language .....	26
<b>General Guidelines for Employees</b> .....	<b>27</b>
<b>Amendment Record</b> .....	<b>28</b>

# Health and Safety Policy Statement

The policy of our council is to provide and maintain a safe and healthy workplace by ensuring that work equipment is safe and that a safe system of work is provided for all of our employees. We will also provide suitable and sufficient information, instructions training and supervision as is necessary to ensure the health and safety of our employees and this shall include suitable and sufficient welfare, sanitary and working facilities as required.

All employees have a duty to ensure that they work in a safe manner and that their acts or omissions do not cause harm to themselves or others in the vicinity. Employees will be encouraged to bring to the attention of the management any concerns regarding any health and safety issues.

We recognise our duty of care towards others that are not in our employment. These people include; visitors and contractors who have reason to come into contact with our business activities and premises. These persons will be given suitable and sufficient information and instructions to ensure their health and safety. The actions of visitors and contractors will be controlled in such a way so as not to cause harm to our employees or themselves.

To ensure that the policy is implemented and maintained so that we keep within the requirements of the **Health and Safety at Work etc Act 1974** Holbeach Parish Council will ensure that sufficient resources, both financial and physical are available so that the Policy and its arrangements can be implemented effectively.

We believe that this Health and Safety Policy complies with the requirements of the **Health and Safety at Work etc Act 1974** and will be subject to a regular review annually or when there are any significant changes.

## Overall responsibility for health and safety for our business rests with:

### Holbeach Parish Council

Name ..... Position .....

Signed ..... Date .....

# Legal Duties and Responsibilities of Employers

It is our duty and responsibility as employers under the **Health and Safety at Work etc Act 1974 section 2.1 and 2.2 a-e** and this policy to:

- Ensure so far as is reasonably practicable the health, safety, and welfare at work of all our employees and others who may come into our company.
- Provide and maintain plant and safe systems of work that are, so far as reasonably practicable, safe and without risk to a person's health or safety.
- Make arrangements for ensuring, so far as is reasonably practicable, the safety and absence of risks in connection with the use, handling, storage and transportation of articles and substances.
- Provide information, instruction, training, and supervision as is necessary to ensure so far as is reasonably practicable the health and safety at work of our employees.
- Maintain so far as is reasonably practicable any place of work in our control in a safe manner and maintain safe access and egress from it.
- Provide and maintain so far as is reasonably practicable a safe working environment with adequate facilities and arrangements for the welfare of our employees and others who enter our workplace.

We also recognise that a breach of health and safety legislation by our company constitutes a criminal offence. An Enforcing Authority may take criminal proceeding against the Council or its management. This can result in penalties, i.e. fines and / or imprisonment.

## Legal Duties of Employees

In addition to the previously described general responsibilities, the **Health and Safety at Work etc Act 1974** places legal duties on all employees.

These are:

### **Section 7 'Health and Safety at Work etc Act 1974'**

- To take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions at work.
- To co-operate with the management to enable the employer to carry out legal duties or any requirements as may be imposed.

### **Section 8 'Health and Safety at Work etc Act 1974'**

- No person shall intentionally or recklessly interfere with or misuse any item provided in the interest of health, safety and welfare.

Employees should bear in mind that a breach of health and safety legislation by an individual constitutes a criminal offence and action may be taken by an Enforcing Authority against an individual. Such action can result in penalties, i.e. fines and / or imprisonment.

# Health and Safety Responsibility

The overall responsibility for health and safety within our business rests with:

## **Holbeach Parish Council**

Holbeach Parish Council will ensure that sufficient resources, both financial and physical are available so that the Policy and its arrangements can be implemented effectively.

To ensure that the policy is implemented and maintained so that we keep within the requirements of the Health and Safety at Work etc Act 1974 Holbeach Parish Council may delegate duties to employees who will provide support to meet the responsibilities. These individuals may also delegate duties to other employees so as to enable the requirements of the policy to be carried out with due diligence. Delegation of the individual duties and responsibilities to employees does not in any way detract or remove the ultimate responsibility and duty of care placed on the above person by the Health and Safety at Work etc Act 1974.

## **Individual Responsibilities**

The duties of those employees with responsibility for health and safety are set out within our Policy. Details of their individual responsibilities are set out within the Arrangements for Health and Safety section.

The people responsible for ensuring this Policy is put into practice is:

### **The HR, Health & Safety and Data Protection Committee**

Other duties will include:

- Identifying hazards present within any business activities.
- Ensuring risk assessments are undertaken and any actions are followed through to completion.
- Ensuring that hazardous substances are assessed, and any actions are followed through to completion.
- Liaising with the Enforcing Authorities as and when required.
- Identifying any training needs.
- The development and implementation of safe systems of work.
- The maintenance of the workplace and buildings.
- Fire and emergency management.
- Ensuring waste is managed.
- Ensuring accidents are reported and investigated.
- Ensuring that any ill-health situations that are caused by work activities are reported and investigated.

## **Competent Assistance**

The competent assistance and advice are provided by:

### **Peninsula Business Services Limited**

The **Management of Health and Safety at Work Regulations 1999, regulation 7**, requires that every employer must appoint one or more competent persons to assist them with the implementation and provision of health and safety measures.

The organisation of Health and Safety Consultants indicated above has been contracted to ensure that we are provided with the necessary information, advice, and assistance to comply with current Health and Safety Legislation.

**Employment Law Advisory Services Limited** will carry out audits of our Health and Safety Management Documentation in order to measure our health and safety performance. These will be completed

# Arrangements for Health and Safety at Work

## Health & Safety Information for Employees Regulation 1989 (as amended)

The regulations require information relating to health, safety and welfare to be provided for our employees by means of posters or leaflets in the 'approved form' and published for the purposes of the regulations by the Health and Safety Executive (HSE).

The regulations require the identification of Employees Safety Representatives and any other Health and Safety contracts to be written in the appropriate spaces on the poster, and when the leaflet is provided, you should specify the information in a written notice.

The poster 'Health and Safety Law' – 'What You Should Know' will be displayed in a prominent position in the workplace where it can be read by all our employees. Information on the poster states who has overall responsibility for health and safety within our business and the name of any safety representatives that have been identified.

## Notices

All notices whether on our premises or elsewhere issued in accordance with the Health and Safety at Work etc Act 1974 and its associated legislation must be complied with. All employees, visitors, and contractors alike must take the necessary action to ensure that they are familiar, as far as is reasonably practicable, with any warning signs and the meanings and interpretations of signs, both advisory and warning, and comply with them.

Any suggestions on how we may improve health and safety within our business should be communicated to the Clerk or the HR, Health & Safety and Data Protection Committee for assessment and feasibility.

All employees and others who may be affected by the contents of this Policy are advised and a master copy of the 'Health and Safety Policy' statement for our business is retained in the main office. The policy contains detailed information relating to the business activities and a copy is available for you to read. We consider ourselves responsible employers, we will ensure that all employees read the policy and any areas that are not understood are explained to them in detail.

## H&S (Consultation with Employees) Regulations 1996 (as amended)

Where there are employees who are not represented by safety representatives under The Safety Representatives and Safety Committees Regulations 1977 (as amended) the employer must consult those employees in good time on matters concerning their health and safety at work. This will be carried out by meetings, toolbox talks, use of the notice board and an open-door policy.

- The introduction of any measures in the workplace, which may substantially affect the health and safety of the employees.
- The employer's arrangement for appointing or nominating an employee's representative and their responsibilities and any resources that may be required to allow them to carry out the duty.
- Any information that the employer is required to provide under relevant statutory provisions.
- The planning and organisation of any training requirements with regard to health and safety.
- Any new technologies that are brought into the workplace and the training and consequences with regard to health and safety that may arise from the new technology.

To allow the business to carry out this duty consultation with employees will be the responsibility of The HR, Health & Safety and Data Protection Committee.

The elected or nominated person/s to act as the employees' representative is the Clerk.

Health and Safety meetings or toolbox talks will take place at Coubro Chambers.

Regular health and safety information will be posted on a specific notice board. The notice board is located in Coubro Chambers.

# Identifying and Managing Health and Safety Risks

## Risk Assessments

The **Management of Health and Safety at Work Regulations 1999, Regulation 3**, requires that we must carry out a suitable and sufficient assessment of the health and safety risks to our employees whilst they are at work. We will also consider those that are not in our employment who may come into contact with our business activities or premises. Before embarking on this task, we need to have an understanding of the following:

- A **Hazard** is something with potential to cause harm.
- The **Risk** is a measure of the likelihood that harm will be caused.

We will ensure that we carry out suitable and sufficient risk assessments of all the tasks and equipment connected with our business activities that are likely to present a significant risk of injury or ill health to our employees or others within our activities.

All employees are responsible for undertaking risk assessments where relevant to their role. Your line manager is responsible for ensuring these risk assessments are undertaken. On completion risk assessments must be sent to the Clerk.

The risk assessments will be made available to all our employees who will read them. After reading and understanding the content of the risk assessment, the employee must sign our confirmation sheet to confirm they have read and understood the assessment and its findings.

All employees are responsible for implementing risk assessments and any controls required in their daily duties. Your line manager is responsible for ensuring risk assessments and any controls required are implemented by all employees under their supervision.

The managers or supervisors will also monitor the effectiveness of any actions resulting from the findings of the risk assessments. Any deficiencies that are identified will be reported to the HR, Health & Safety and Data Protection Committee.

All risk assessments will be reviewed annually as a minimum or if there is any significant change that affects the validity of the risk assessment, whichever comes sooner.

## Control of Substances Hazardous To Health

The **Control of Substances Hazardous to Health Regulations 2002 (as amended)** requires us to carry out an assessment and record the risks involved with using, storing and handling hazardous substances.

Hazardous substances will not be used handled or stored until a suitable and sufficient risk assessment has been carried out. The findings and content of the risk assessment will be communicated to all employees likely to come into contact with the substance.

Safety data sheets (SDS) will be obtained for all hazardous substances purchased and this information will be retained. We understand these data sheets are freely available from suppliers and manufacturers who have a legal obligation to provide them.

We also recognise that as a result of our business undertaking hazardous substances may develop as a result of our business practices. These substances will also be assessed and controlled.

All employees are responsible for undertaking CoSHH assessments where relevant to their role. Your line manager is responsible for ensuring these CoSHH assessments are undertaken. On completion, CoSHH assessments must be sent to the Clerk.

After reading and understanding the content of the CoSHH assessments the employee will sign the confirmation sheet to confirm that they have read and understood the assessment and its findings.

All employees are responsible for implementing CoSHH assessments and any controls required in their daily duties. Your line manager is responsible for ensuring CoSHH assessments and any controls required are implemented by all employees under their supervision.

The manager / supervisor will monitor the effectiveness of the CoSHH assessment, and any deficiencies will be reported to the HR, Health & Safety and Data Protection Committee.

All CoSHH assessments will be reviewed annually or if there are any significant changes that affect the validity of the risk assessment, whichever comes sooner.

## Health Surveillance

We recognise that some hazardous substance exposure requires us to provide health surveillance of employees. The level of health surveillance is dependent upon the level of exposure and the hazardous substance involved. This will be determined at the CoSHH assessment stage and form part of the control measure required.

The health surveillance arrangements include a medical questionnaire completed on employment and annually thereafter and may require the services of an occupational health practitioner (e.g. Nurse or Doctor). When this situation arises, we will provide these services at no cost to the employee.

Employees are reminded of their duty to report any concerns regarding their health and safety any concerns regarding health in connection with work must be directed to:

**The HR, Health & Safety and Data Protection Committee.**

## Biological Hazards

### Control of Infection

To control the risks associated with biological hazards such as viruses from blood, faeces, and urine there must be **Infection Control Policies** put into place as a separate item to the Health and Safety Policy, although they should both support each other.

The people responsible for the Infection Control Policy is: The HR, Health & Safety and Data Protection Committee.

The Infection Control Policy must address such issues as:

- Education and training of employees in infection control issues.
- Protocols on hand washing.
- Ill health reporting and recording.
- Monitoring, surveillance, and auditing.
- Use of personal protection equipment including disposable powder free gloves.
- Covid-19 or similar diseases.
- Legionella.

The policy must be made available and read by all employees who must sign the signature sheet to indicate that they have read and understood the policy.

The person responsible for carrying out the Water Temperature and Legionella checks is: ?

Any questions about the policy must be directed to: The HR, Health & Safety and Data Protection Committee.

The policy must be reviewed annually or when any significant change occurs whichever is soonest.



## Manual Handling

The **Manual Handling Operations Regulations 1992 (as amended)** requires that all manual handling tasks must be avoided where reasonably practicable, where this is not reasonably practicable then an assessment of the risks to employees must be carried out. The manual handling assessments will be made available to all employees.

After reading and understanding the manual handling assessment, the employee will sign the confirmation sheet to confirm that they have read and understood the content of the assessment.

All employees are responsible for undertaking manual handling assessments where relevant to their role. Your line manager is responsible for ensuring these manual handling assessments are undertaken. On completion, manual handling assessments must be sent to the Clerk.

All employees are responsible for implementing manual handling assessments and any controls required in their daily duties. Your line manager is responsible for ensuring manual handling assessments and any controls required are implemented by all employees under their supervision.

The manager/supervisor will monitor the effectiveness of the manual handling assessments. Any deficiencies will be reported to the HR, Health & Safety and Data Protection Committee.

However, management cannot carry out an assessment for all minor tasks therefore it is the responsibility of employees to mentally assess the risk of harm to themselves and others before carrying out manual handling.

Before carrying out any manual-handling task employees must consider

**The Task** - What you are going to do

**The Individual** – The persons own capabilities

**The Load** - The weight, size and shape of the load

**The Environment** – The environment to which the task is being undertaken

**If in doubt get help**

All manual handling assessments will be reviewed annually or if there are any significant changes that affect the validity of the risk assessment, whichever comes sooner.

## Personal Protective Equipment

Personal protective equipment (PPE) must be provided for employees where a risk assessment indicates there is a requirement. The equipment provided will be suitable for the task affording the necessary protection.

An assessment of personal protective equipment will be carried out and where a need is identified, the equipment will be provided at no cost to the user.

Where PPE is supplied then employees must use the equipment provided; this is a legal requirement under the **Health and Safety at Work etc Act 1974 section 7**.

The HR, Health & Safety and Data Protection Committee is responsible for the assessment and provision of PPE.

Any questions or complaints (e.g. discomfort) about the PPE provided should be directed to the HR, Health & Safety and Data Protection Committee.

The requirement for PPE will be reviewed regularly. PPE will always be used as a last resort when controlling risks.

## Work Equipment

The **Provision and Use of Work Equipment Regulations 1998** requires that all equipment and machinery used for work must be suitable for the task and fit for purpose. When choosing work equipment a number of factors must be considered:

- The task that the equipment or machinery is to be used for.
- The environment where it is going to be used.
- Who is going to use it?
- All equipment purchased or hired by our business must comply with the minimum safety standards as are required by **The Supply of Machinery (Safety) Regulations 2008 (as amended)**. We will also ensure our equipment is in compliance with British and ISO standards and it is CE marked when purchased within the European Union.

Holbeach Parish Council will supply and procure work equipment and machinery and procure the repair of work equipment and machinery where this cannot be undertaken in-house.

All employees are responsible for undertaking daily machinery checks where relevant to their role. Your line manager is responsible for ensuring these machinery checks are undertaken and at least 4 weeks' worth of the daily machinery check forms are kept within the workplace.

Items of work equipment that require statutory inspection by competent persons will be inspected at the required intervals as stated below.

All lifting equipment will be inspected at six or twelve-month intervals as required by the Lifting Operations and Lifting Equipment Regulations 1998, records will be retained, this may be done in house or by an external contractor.

All portable electrical equipment will be inspected at regular intervals dependent on its type and usage, this will be done by an external contractor and the Planning, Properties and Speeding committee is responsible for ensuring this is carried out at the appropriate intervals.

Pressure systems will be inspected at regular intervals as determined by the written scheme of examination, this may be done in house or by an external contractor.

Records of these inspections are kept in Coubro Chambers.

All defects of any work equipment must be reported to the Clerk and/or the HR, Health & Safety and Data Protection Committee.

Records of repair and maintenance are retained and inspections of other work equipment that may deteriorate with use (e.g. ladders and stepladders) require such inspections.

Records of repair and maintenance are kept in the Pavilion, Carters Park and/or Coubro Chambers.

## Machinery Guarding

The **Provision and Use of Work Equipment (PUWER) 1998; Dangerous Parts of Machinery or Equipment (Regulation 11)**, requires that all dangerous parts of machinery or equipment must be guarded or covered. Management will ensure that where practicable and technically possible, appropriate guards or covers will be fitted to dangerous parts of machinery or equipment.

Employees are also reminded that they have a duty under the **Health and Safety at Work etc Act 1974** and The **Management of Health and safety at Work Regulations 1999** to work in a safe manner and to use all equipment provided for their safety. Failure to do this may lead to disciplinary action.

## Stop Buttons and Guards

The **Provision and Use of Work Equipment (PUWER) 1998 Regulation 16** requires that emergency stop buttons be fitted to all machinery and equipment where appropriate. The need will be determined by the specific risk assessment carried out on each machine or equipment.

In order to ensure that all guards, covers and emergency stops are maintained and in efficient working order, they will be tested and inspected at regular intervals (e.g. daily checks). The Manager/Supervisor for the department will ensure that all machinery or equipment guards or covers and stop buttons are tested regularly and the test recorded.

Records of maintenance and repair of any work machinery or equipment will be kept available for inspection.

Any electrical work equipment that is used outside will be connected to the electrical circuit via a Residual Current Device that will break the circuit in the event of an accident.

Any maintenance carried out on equipment that may be hazardous to the maintainer or people in his vicinity will be carried out under strict isolation procedures. This may necessitate the need to raise a permit to work. The permit to work system will be controlled by the Clerk.

## Display Screen Equipment (Dse)

The **Health and Safety (Display Screen Equipment) Regulations 1992** require that an assessment of all display screen equipment (DSE) and the workstation be carried out to identify any risks present.

Prior to carrying out the assessment a checklist will be completed so as to identify the presence of any significant risk.

We recognise that DSE users require training and will provide it as necessary. All employees are responsible for undertaking DSE assessments where relevant to their role. Your line manager is responsible for ensuring these DSE assessments are undertaken. On completion, DSE assessments must be sent to the Clerk.

The assessments will be reviewed annually or when any significant change occurs.

## Eyesight Tests and Corrective Glasses

We accept our responsibility under these regulations. Should an employee have difficulty with their eyesight whilst using the display screen for their work, then we will pay for an eyesight test. This will determine if the employee requires corrective glasses to reduce the health risks involved in the use of computer screens.

If corrective eyewear is required then we will provide basic eyewear, which must be used whilst the operative is using the computer.

We will not pay for any other type of eyewear, such as bifocal or varifocal if an employee requires these then they must pay the cost difference.

## The Workplace

The **Workplace (Health, Safety and Welfare) Regulations 1992** are designed to provide all employees with a safe place to work and adequate welfare facilities.

We will also ensure that the premises as well as any fixtures, fittings, and plant within it do not present a health and safety risk to any visitors and contractors that may come into contact with our business activities and premises.

Workplace inspections that identify defects and omissions early will be carried out at regular intervals when defects and omissions are identified then a time scale and person responsible for repair or implementation will be set.

Inspections of the buildings and outside environment will be carried out every month.

All defects and omissions must be reported to the Clerk and/or HR, Health & Safety and Data Protection Committee promptly so that they can be dealt with.

The Institution of Engineering and Technology and the HSE recommend that a competent electrician should inspect fixed electrical installations at least every five years and a certificate of inspection obtained and retained.

The Planning, Properties, Emergency Planning and Speeding Committee is responsible for ensuring electrical installations are inspected.

Any electrical defects must be reported to Holbeach Parish Council.

In order to maintain a safe and health workplace, good housekeeping is extremely important. All employees have a part to play in the delivery of this requirement. They will ensure that their workplace and work equipment is kept in a clean and tidy condition, items and equipment must not be left on the floor to present a trip, slip or fall hazard and any cables are tucked away or routed away from traffic routes.

## **The Health Act 2006**

The Health Act makes provision for the prohibition of smoking in certain premises, places and vehicles therefore "Smoking" is not allowed in any of our workplaces or entrances where smoke can enter the building. This also applies where cigarette smoke can enter the building through a window. It is our policy to ensure this legislation is fully applied and also includes our vehicles therefore "Smoking" is not allowed. In the event of a person smoking in the workplace areas, disciplinary action will be taken.

## **Good Housekeeping is Everybody's Responsibility**

Under the **Gas Safety (Installation and Use) Regulations 1998 (as amended)** we have a duty to ensure that any installations within the premises are installed and maintained by a competent person. The annual checks will include the effectiveness of any flue, the supply of air for combustion, the operational pressure and the safe function of appliances.

The Planning, Properties, Emergency Planning and Speeding Committee is responsible for ensuring a Gas Safe registered engineer inspects the gas installations.

## **Control Of Contractors**

All workplaces use contractors from time to time for example electricians, window cleaners, painters, and decorators, plumbers and other trades persons. These will be controlled so that they work in a safe manner and do not cause any employee and other visitors to be at risk.

We also understand that the controls must also protect the contractor from any risks from hazards that may arise as a result of our business activities. Prior to any contractor carrying out any work at our business premises or elsewhere on our behalf, the contractor must produce or complete the following:

- A copy of their current Employer and Public liability insurance.
- Copies of any accreditations applicable to the job they may have.
- A method statement for the task they are to carry out.
- Copies of any risk assessments relevant to the job.
- Any other information that may affect the health and safety of anybody involved.
- Any permit to work systems which may be needed i.e. hot working/live working.

The person responsible for the control of contractors is the Clerk.

## Working within/at Client Premises

No work should be carried out in/on premises not owned/manged by us without prior approval from Holbeach Parish Council. Not only is this work usually undertaken by one employee(lone working) with little or no direct supervision, but the locations pose hazards that are outside our control.

Therefore, we place a high degree of responsibility on our employees to work in ways that are safe for themselves and anyone else that may be in the vicinity. Employees are expected to assess the working area for hazards (e.g. premises condition, trailing cables, space, lighting etc). If the employee feels that a hazard is inadequately controlled, they are expected to stop work, report their concern to the responsible person and wait for the area to be made safe.

### **If in doubt – stop!**

Employees are expected to familiarise themselves with the fire, first aid and welfare arrangements of the site where they are working.

In the event of an accident on client premises then it should be recorded in both the client's accident book and our own so that both parties have the opportunity to learn and prevent recurrence.

## Asbestos

The **Control of Asbestos Regulations 2012** requires us to protect the health and safety of our employees and others who may be affected by our undertaking, whether the work is for us or not.

Asbestos substances or materials will not be used, handled, stored or worked on until a suitable and sufficient risk assessment has been carried out. The findings and content of the risk assessment will be communicated to all employees who are likely to come into contact with the substance. If this is the case specific controls will be implemented.

The Planning, Properties, Emergency Planning and Speeding Committee is responsible for ensuring a risk assessment has been undertaken and an Asbestos Survey or Register is obtained before any work is undertaken.

We recognise that Asbestos Exposure requires us to provide health surveillance of our employees. The level of health surveillance is dependent upon the level of exposure and the hazardous substance involved. This will be determined at the Asbestos assessment stage and form part of the control measures required.

## Lone Working

We have a duty to ensure the safety of lone workers as far as reasonably practicable. As far as the Health and Safety at Work, etc Act 1974 is concerned, the responsibility of the employer to ensure the safety of lone workers does not differ much from that of the responsibility to ensure the safety of employees working in a group or under close supervision.

Employees must co-operate with management to enable them to comply with their health and safety duties in respect of lone working. Section 7 of HASAWA requires employees to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

We will manage the risks associated with lone working by the following means;

- Risk assessments will be carried out for all lone working activities. This will enable us to establish the degree of risk and to put in place the control measures required to reduce the risk to an acceptable level. Risk assessments will take into consideration the person, the equipment/ materials being used and the environment where lone working is carried out. The assessment will also consider the emergency arrangements including rescue and first aid.
- We will ensure that the required communication equipment and procedures are implemented to enable employees to be communicated with at suitable intervals (the degree of risk determines what constitutes a suitable interval). The means of communication will be determined via the risk assessment process,

but the telephone is an obvious means, with mobile telephones or two-way radios for workers who may be working at remote `out-stations`.

- Only trained, competent and authorised persons will be permitted to work alone. Training, information, and instruction will be provided following the satisfactory completion of a suitable and sufficient risk assessment.

Whether or not a person will be permitted to work alone in or out of normal hours, will depend on the degree of risk posed by the work, the working environment and on the individual.

The person responsible for ensuring that the risk assessment for lone working is carried out:

The person responsible for developing procedures for the lone working activity is:

## First Aid

The **Health and Safety (First Aid) Regulations 1981** requires us to provide adequate first aid equipment and a sufficient number of trained people to administer first aid when required.

We will carry out a first aid risk assessment; this will enable us to establish the number of trained first aid person/s we require as well as the amount of first aid equipment needed.

Factors considered will be:

- The number of people involved.
- The level of risk that our business activity presents (low, medium or high risk).
- The proximity of our business to professional medical help (e.g. rural or town centre that may affect the speed at which the paramedics will arrive).
- Any other issues that may affect the assessment.

The qualified first aid people or appointed persons are:

Jan Hearsey, Karen Baxter, Colin Finan, Aaron Tanner, Dan Spencer, Sophie Hutchinson, Isobel Hutchinson, Stephen Johnson, Rick Stevens, and Tim Wiltshire.

The first aid boxes are located at:

The Kitchen at Coubro Chambers, and the Pavilion in Carters Park (including travel first aid kits).

All accidents are to be reported and entered in the accident book, which is located in the Pavilion Carters Park and Coubro Chambers.

All accidents, near misses and unsafe acts will be investigated and remedial actions identified this will prevent reoccurrence of the same or similar incidents. The level of investigation will depend upon the seriousness of the accident.

The HR, Health & Safety and Data Protection Committee is responsible for investigation of accidents, near misses and unsafe acts.

## Reporting of Injuries Diseases and Dangerous Occurrences (Riddor) Regulations 2013

Under these regulations specific work-related accidents, diseases, and dangerous occurrences must be reported to the Enforcing Authorities. The method of reporting is through the **Incident Contact Centre (ICC)**.

Although there is a comprehensive list of reportable situations within the regulations the main incidents that must be reported are:

- Fatalities –These must be report as soon as possible by the quickest method possible, usually by telephone.
- Major injuries such as broken bones and back injuries etc.
- Injuries that cause the employee to be away from his/her normal work activity for more than seven days incapacitation (not counting the day on which the accident happened) incapacitation means that the worker is absent or is unable to do work that they would reasonable be expected to do as part of their normal work.
- Any incident that leads to a member of the public being taken to hospital by any means.
- Diseases.
- Dangerous Occurrences.

We only have to report injuries that lead to a worker being incapacitated for more than seven consecutive days as the result of an occupational accident or injury (not counting the day of the accident but including weekends and rest days). The report must be made within 15 days of the accident.

The person responsible for reporting incidents is the Clerk.

**We must keep a record** of the accident if the worker has been incapacitated for **more than three consecutive days**. We must keep an accident book under the Social Security (Claims and Payments) Regulations 1979, that record can be treated as a record for the purposes of RIDDOR.

The record must include information such as:

- The name and occupation of the injured person or those involved in the incident.
- The status of the injured person (employee or visitor/contractor).
- The location of the incident.
- A brief description of the incident or disease.
- The date, time and method of reporting.

Incidents and diseases can be reported by the following methods:

### Online

Go to [www.hse.gov.uk/riddor](http://www.hse.gov.uk/riddor) and complete the appropriate online report form. The form will then be submitted directly to the RIDDOR database. You will receive a copy for your records.

### Telephone

All incidents can be reported online but a telephone service remains for reporting fatal and major injuries only. Call the Incident Contact Centre on 0845 300 9923 (opening hours Monday to Friday 8.30 am to 5 pm).

## Fire Safety

Under the **Regulatory Reform (Fire Safety) Order 2005** and the **Management of Health and Safety at Work Regulations 1999** employers are required to undertake a specific risk assessment of the risks posed by fire within their businesses undertaking.

A specific fire risk assessment will be undertaken, and the findings implemented. The fire risk assessment will be reviewed at least annually, or if there is any significant change in the circumstances.

The fire evacuation will be practiced at least twice annually but not in the same six months. The alarm system will be tested weekly. Mangers are responsible for carrying out the evacuation practice and tests (where applicable) and then recording the results within their own departments premises.

The fire marshals are:

Jan Hearsey and Sophie Hutchinson

The assembly point is situated at:

The far side of the car park to the rear of Coubro Chambers

All fire extinguishers are inspected by an external company annually and must be replaced when discharged.

The emergency lighting will be tested monthly, and any defects found reported and repaired. Managers are responsible for carrying out these tests (where applicable) and then recording the results within their own departments premises.

## **Flammable Liquids**

All flammable liquids will be stored safely. Flammable liquids will be kept in a flameproof locker and employees will return them to the locker after use.

### **Flammable Liquids are not to be left near sources of heat or ignition.**

Emergency exits and evacuation routes will be kept clear at all times and checked at regular intervals. Managers are responsible for this within their own department's premises. The evacuation plan will also include a procedure for the removal of visitors and contractors. A roll call will be carried out to ensure that all people are present. The roll call will be carried out by the most senior member of staff present at the time.

The Fire Procedure is as follows:

#### **If you discover a fire:**

- Raise the alarm by the recognised method.
- Only tackle the fire if trained to do so, with the equipment provided, ensuring your exit is clear at all times and without taking personal risks.
- Call the Fire & Rescue Services immediately by telephone.
- Give the operator the contact telephone number.

#### **When speaking to the Fire & Rescue Services provide the following information:**

- We have a fire at our premises and give the operator the full address.
- Do not replace the receiver until the Fire & Rescue Services has repeated the address.
- Call the Fire & Rescue Services immediately to every fire or on suspicion of a fire.

#### **Upon hearing the recognised alarm:**

- Evacuate the building by the nearest available emergency exit.
- Move towards the fire assembly point and report for roll call.
- The fire roll call coordinator will inform the fire service of any missing persons.
- Do not stop to collect personal belongings.
- Do not re-enter the building until the Senior Fire Officer informs you it is safe to do so.

## **Noise Exposure**

The Control of Noise at Work Regulations 2005 requires us to monitor noise levels within the workplace. This is to ensure that all our employees and any contractors or visitors are not exposed to noise levels likely to cause short or long-term hearing damage.

The current noise exposure levels are set as follows:

The **Lower Exposure Action Values** are:

- A daily or weekly exposure level of **80dB(A)**
- A peak sound pressure level of **135dB(C)**

The **Upper Exposure Action Values** are:



- A daily or weekly exposure level of **85dB(A)**
- A peak sound pressure level of **137dB(C)**

The **Exposure Limit Values** are:

- A daily or weekly exposure level of **87dB(A)**
- A peak sound pressure level of **140dB(C)**

The **Exposure Limit Value** will take into account the effectiveness of any hearing protection that is provided and worn.

So as to ensure our noise levels are maintained to the lowest levels possible, we will ensure that a suitable and sufficient risk assessment is carried out. It is the policy of our business to use equipment with low noise emission levels or to provide covers, enclosures or sound damping equipment to reduce the amount of noise in our business premises and activities.

Personal protective equipment such as earplugs and ear defenders will be provided as a last resort. This personal protective equipment will be suitably assessed and meet the relevant British and European standards.

The actions implemented will follow the hierarchy below:

- At the Lower Exposure Action Level hearing protection will be provided and employees and visitors will be advised to wear the hearing protection.
- At or above the Upper Exposure Action Level hearing protection will be provided for all employees and visitors. In areas where the noise levels are above 85 dB(A) it will be mandatory for employees and visitors to wear the hearing protection. Employees found to be in breach this rule will be subject to disciplinary action. A visitor refusing to wear hearing protection will not be allowed in the area. Signs will be placed to warn staff and visitors that they are entering a hearing protection zone.

Health Surveillance programmes will be put in place where necessary. Employees that are regularly exposed to noise levels above the Upper Exposure Action Level will be expected to attend audiometric testing.

All employees are responsible for carrying out and reviewing the noise risk assessments where relevant to their role. Your line manager is responsible for ensuring these risk assessments are undertaken. On completion risk assessments must be sent to the Clerk.

All employees are responsible for implementing risk assessments and any controls required in their daily duties. Your line manager is responsible for ensuring risk assessments and any controls required are implemented by all employees under their supervision.

## Vibration Exposure

The **Control of Vibration at Work Regulations 2005** requires us to take measures to protect employees from the effects of exposure to vibration in the workplace. Vibration can be as a result of the use of work equipment in use or the process itself. There are two particular subject areas that require consideration; these are vibration exposure to the hand and arms or vibration exposure to the whole body.

To ensure that we comply with these regulations we will ensure that:

- We consider vibration exposure when we are carrying out specific risk assessments for the use of particular pieces of work equipment. This is particularly important when our employees are using handheld tools or are carrying out plant driving activities.
- When we consider that the levels of vibration exposure are fairly high and there is a possibility that the levels of vibration are likely to cause long-term health problems, we will call on the services of a competent body to carry out a survey. The results of the survey will enable us to determine whether we are within the Exposure Action Value of 2.5 m/s<sup>2</sup> A(8). We must also consider whether the Exposure Action Limit is being exceeded this is currently set at 5 m/s<sup>2</sup> A(8). If the results show that the limit is being exceeded, then we must take immediate action to reduce the level exposure.

- In order to control the level of risk from vibration we will consider as far as reasonably practicable the following:
  - The equipment we purchase in order to ensure that vibration exposure is suppressed to low levels.
  - We will ensure that all our equipment is well maintained and/or replaced as and when required.
  - We will reduce the length of time employees are likely to use the equipment by eliminating the need to use the equipment or by job rotation.
  - We will provide our employees with sufficient information and instruction to raise their awareness of the exposure health risks. Typical information provided will be the recognition of the effects of hand arm vibration and vibration white finger.
  - We will provide personal protective equipment and emphasise the importance of maintaining heat in the body's extremities
- Employees must inform management of any symptoms that they feel they are suffering as a result of vibration exposure. The symptoms may be:
  - Tingling of the hands and fingers.
  - Joint pains and numbness.
  - Back pain after driving activities.
  - Whitening of the fingers especially during cold weather.
- Employees identified as being regularly exposed to vibration may be requested to enter into a health surveillance programme. This programme will enable us to monitor our employees and ensure that our control measures are working effectively.

All employees are responsible for carrying out and reviewing a vibration risk assessment where relevant to their role. Your line manager is responsible for ensuring these risk assessments are undertaken. On completion risk assessments must be sent to the Clerk.

All employees are responsible for implementing risk assessments and any controls required in their daily duties. Your line manager is responsible for ensuring risk assessments and any controls required are implemented by all employees under their supervision.

## **Stress**

We recognise that employees are our most valuable asset and where reported and increased pressures at work could cause high and long-lasting levels of stress, the risk will be assessed, and appropriate measures will be taken to prevent, control, reduce or eliminate the causes of work-related stress. However, we cannot be held responsible for stress caused by outside sources such as financial or domestic problems.

Tackling work-related stress at source requires a partnership approach with all employees and their representatives based on openness, honesty, and trust. Systems and guidance will be put in place locally to encourage managers to support their staff concerning work related stress. We recognise that non-work problems can make it difficult for people to cope with pressures of work. Stress does not affect all people in the same way and one person may find a job stressful when another does not, therefore it is difficult to assess the risk to all employees.

Employees are encouraged to discuss any matters that may affect their work with a manager / supervisor with whom they feel comfortable. If we are aware that someone is particularly vulnerable because of their circumstances we may be able to find ways to relieve the pressures at work, so they do not become excessive, having a detrimental effect on their work.

Stressful situations can be reported in confidence to the HR, Health & Safety and Data Protection Committee.

Stress counselling will be provided if and when necessary, by:

The Employees General Practitioner / External Occupational Health if available.

## **Controlling the risk from Work Related Stress**

Risks from stress are effectively controlled so far as reasonably practicable by the identification and assessment of potential work-related stressors. We will encourage effective communication between management and employees particularly where there are organisational and/or procedural changes that may affect their work.

Training and guidance are provided to all managers and employees in good management practice. Employees are adequately trained, understand their roles and responsibilities, and have sufficient information for the tasks they are to undertake. Positive behaviours to avoid conflict and ensure fairness are promoted throughout the organisation.

Employees are consulted on work patterns, work environment and on all proposed action relating to the prevention of work-related stress. Employees are given adequate and achievable demands in relation to agreed hours of work.

Employees affected by stress are treated with understanding and confidentiality and are told what will happen with any information collected. Individuals who have been absent with stress are supported and consulted on a planned return to work. The source(s) of stress are addressed as far as is reasonably practicable and the effectiveness of measures to reduce stress is monitored.

## **Mental Health**

Our Mental Health policy outlines our provisions to prevent and address mental health issues among our employees. Mental health is just as important as physical health. Mental illness may be detrimental to a person, as it impacts happiness, productivity, and collaboration. Mental health issues may affect companies, in the form of:

- Turnover
- Absenteeism
- Poor employee performance
- Employee substance abuse
- Work-related accidents
- Workplace violence or harassment

With this policy, we aim to support our employees and create a healthy and happy workplace. We want everyone to feel appreciated and be treated fairly.

This policy applies to all our employees. Within our Council the HR, Health & Safety and Data Protection Committee are primarily responsible for communicating this policy and overseeing its implementation.

Our policy starts by seeking input from all stakeholders. We will consult employees, senior management, and mental health professionals to develop and revise our policy.

Mental health issues in the workplace are any conditions that affect employees' state of mind. These conditions may include mild depression, stress and severe anxiety which may result in burnout and nervous breakdowns. Substance abuse may also perpetuate mental health issues.

Mental health problems manifest in different ways. Some employees may suffer with no physical side effects, while others may experience physical symptoms (e.g., increased blood pressure, lethargy, changes in eating habits). Employees may experience mental health issues for various reasons that an employer cannot control (e.g., hereditary, family conflicts, general health.) But there are also work-related reasons for mental health problems, including:

- Job insecurity.
- Excessive pressure.
- Work-life imbalance.
- Lack of appreciation.

- Hostile workplace conditions.
- Unsatisfactory job or workload.
- Unpleasant relationships with colleagues or managers.

To every extent possible, our company's leaders aim to recognize and address cases of workplace pressures that contribute to mental health issues. We aim to:

- Treat mental illness seriously.
- Identify issues proactively and resolve them.
- Support employees who face mental health problems.
- Create pleasant workplaces in collaboration with managers, employees, unions, and health experts.

## **Violence and Aggression at Work**

We will so far as reasonably practicable, examine all workplaces and activities under our control to assess the risks to the health and safety of employees, temporary workers, contractors, or others concerning the risks from violence and aggression.

We will identify situations which may expose our employees to violence and aggression and also identify those employees who may be at greater risk of such circumstances occurring or developing.

We will ensure arrangements are in place to protect our employees from violence and aggression whilst conducting their various tasks on behalf of the company. We will implement procedures to ensure the safety of employees who are required to work alone or unsupervised for significant periods of time.

Training, information, and instruction will be given to all employees to ensure they fully understand the arrangements and procedures in place to protect them. Action will be taken immediately should a report and/or threat of violence and/or aggression (including verbal abuse) be reported. These arrangements and procedures will be maintained to ensure adequacy and suitability and will be amended or developed as necessary to ensure the wellbeing of our employees.

All persons who may be at an increased risk from violence and aggression are identified and receive appropriate training to deal with such situations. Training in the prevention and management of violence and aggression will be provided where it is considered necessary and employees are encouraged to report any threats, incidence of violence and/or aggression.

A formal system for reporting threat and/or incidents concerning violence and aggression is in place and maintained. All employees are aware of the procedure for reporting violent or potentially violent incidents and action on reports of violence at work is taken immediately. Procedures are in place to deal with emergency situations.

Violence and aggression in the workplace are unacceptable but is a recognised hazard, therefore, to reduce the risk to any of our employees a risk assessment will be carried out and reviewed as and when required but at least annually.

Violence and aggression risk assessments will be undertaken by the HR, Health & Safety and Data Protection Committee.

Violence and aggression can be reported in confidence to the HR, Health & Safety and Data Protection Committee.

Where appropriate, support/counselling is offered to any employee who is subjected to violence at work which can be obtained from the HR, Health & Safety and Data Protection Committee.

## Pregnancy

It is important to our business that the health, safety, and welfare of all our employees is safeguarded. We recognise our responsibilities under the Management of Health and Safety Regulations 1999 Regulation 16 and realise that if any of our employees become pregnant, they must inform their manager/supervisor as soon as is necessary to avoid any risks to the person. This can be verbally but must be followed up by a written confirmation from their doctor.

The line manager will carry out an individual specific risk assessment of the work that the employee does for the council to determine any risks to her and her unborn baby that may arise from the work activities.

The HR, Health & Safety and Data Protection Committee is responsible for ensuring that the risk assessment is carried out.

Where the risks are significant then assistance or alternative employment will be provided.

Pregnant employees must not:

- Carry out manual handling tasks (Lifting and Carrying).
- Use or come into contact with any hazardous substances.
- Work at height (stand on stepladders, step ups etc).

Pregnant employees must:

- Work to the controls put in place by the risk assessment.
- Inform their line manager/supervisor of any problems or changes that may occur during their pregnancy so that the risk assessment can be reviewed.

To maintain a safe working environment for any pregnant employees a suitable rest area will be provided for them to rest if required.

Seating will be provided for the employee to carry out their work.

## Young Persons

The **Management of Health and Safety at Work Regulations 1999 Regulation 19** defines a young person as someone who is over the legal school leaving age of 16 years but has not reached the age of 18 years. Due to their lack of experience, maturity, and lack of awareness it is essential that they are supervised at all times until they gain the required experience, maturity and awareness of the risks.

The person responsible for ensuring that the risk assessment of the young person is carried out is the Clerk.

Any young person will be provided with all the information; instruction, training, and supervision they require. They will also be provided with a mentor (responsible employee), who has accepted the responsibility of overseeing the young person.

Young person`s will not be allowed:

- To carry out work that is beyond their mental and physical capability.
- To be exposed to substances that is toxic or carcinogenic.
- To carry out tasks that can involve risks be assumed is beyond their recognition.
- To be exposed to extremes of heat, cold, noise and vibration.

The young person must:

- Carry out all reasonable instructions given to them by their mentor.
- Refrain from horseplay or practical jokes.
- Report any thing that they feel unsure or unsafe about.

## Working At Height

The **Work at Height Regulation 2005 (as amended)** requires us to consider a number of key elements prior to carrying out any work that involves climbing from floor level. We are required to suitably and sufficiently assess the risks involved in working at height. This will involve consideration of the following key factors:

- Consideration whether there is a specific need to work at height or can the operation or task be carried out using an alternative method.
- That all work at height has been subject to suitable planning.
- Identify and assess whether the equipment is suitable for the task involved and allows ease of access to the working area.
- Ensure the equipment used to access the work area is maintained and records retained.
- Ensure the employees are suitably trained to carry out the task and is their level of fitness acceptable for the task.
- If employees are required to access surfaces at height, then we must take into account the surface of sufficient strength to support the persons involved.
- The height involved must also be taken into account, as well as should a fall occur what is the employee likely to fall on or into. A secondary means of supporting the employee should he/she fall must be provided for the higher access tasks.
- If the task requires employees to work outside, then the weather conditions must be taken into account. If the weather conditions are adverse and likely to threaten the safety of our employees, then the task will be postponed until such time when it is safe to proceed.

We will carry out a risk assessment, taking into account the factors indicated above. If the work is beyond what we consider acceptable then we will call on the services of a specialist contractor to make the work zone easily accessible to our employees.

All employees are responsible for carrying out the working at height assessments where relevant to their role. Your line manager is responsible for ensuring these risk assessments are undertaken. On completion risk assessments must be sent to the Clerk.

## Transport

The road transport safety of our employees is important to our business. To ensure that vehicles and users are safe at all times the council will carry out risk assessments to ensure that the correct controls and safeguards are put in place.

All employees are responsible for carrying out the risk assessments where relevant to their role. Your line manager is responsible for ensuring these risk assessments are undertaken. On completion risk assessments must be sent to the Clerk.

- Only authorised employees will be allowed to drive company vehicles.
- All drivers will hold a UK driving license or a licence under the European Community or European Economic Area.
- If required, drivers must undergo a thorough medical examination and eyesight test.
- All drivers must report any ill health which may impair their driving abilities, road accidents and any fines and driving endorsements received. They may then be removed from the authorised drivers list
- All vehicles will have valid Road Fund Tax.
- All vehicles will have valid fully comprehensive insurance for the extent of the vehicles use.

The Company vehicle insurance provider is:

- All vehicles will have a current MOT certificate if required.
- A competent garage will service all vehicles regularly.

- Employees responsible for Company vehicles must fill in a weekly check sheet and report any defects immediately.
- Privately owned vehicles may only be used on company business if covered by fully comprehensive insurance with extra business or passenger cover dependent on the type of vehicle.
- Privately owned vehicles used for company business must have all the relevant documentation.

Rules and assessments will be reviewed annually or if a significant change takes place.

## **Mobile phones**

It is an offence under the Road Traffic Act to use a hand-held mobile phone whilst driving this includes waiting at traffic lights and in traffic queues.

We will not place pressure on any employee to use the phone whilst driving. Therefore, the company cannot be held responsible for any employee who is prosecuted for this offence. Before answering the phone, the driver must pull over and park in a safe place. The text message service is not to be used whilst driving. Failure to comply with this rule may lead to disciplinary action.

## **Training**

We recognise our duty to provide its employees with whatever training is required so that they can carry out their job in a safe manner. This will ensure they are protected from hazards and that they do not cause anyone to be harmed by their activities. To ensure this is carried out the HR, Health & Safety and Data Protection Committee will identify any training needs:

The type of training that will be provided is:

- Induction training for all new employees.
- Job specific training for all new employees or employees who transfer to other roles.
- Health and safety training for all employees that have been given specific tasks in the policy and to allow all employees to carry out their jobs safely.
- Extra training and supervision will be provided for young people because of their immaturity and lack of experience.
- Training will either be provided in house where appropriate or by an accredited training provider.

All training will be recorded and retained with the employee's personal file as the employee will sign to confirm that they have received the training and understood it.

The person responsible for maintaining the training records is the Clerk.

Health and Safety Training should include:

- Risk and CoSHH assessment training when applicable.
- Manual handling training as and when required.
- Use of Personal Protective Equipment (PPE) when issued.
- Use of Display Screen Equipment where necessary.
- Health and Safety awareness.
- Fire prevention and safe use of fire equipment.
- Any other training that may be relevant to their tasks or health and safety.

## **Alcohol, Drugs and Substance Misuse**

Substance abuse, or impairment due to drugs and/or alcohol, is a major factor in causing accidents at work and we aim to eliminate that factor and ensure the safe and efficient running of the organisation. This can only be achieved with everyone's co-operation.

Under Section 7 '**Health and Safety at Work etc Act 1974**' employees have a legal duty to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions at work. This includes ensuring employees take individual responsibility and do not present themselves for work whilst under the influence of alcohol, drugs or other substances which is detrimental to the safe and efficient running of the organisation.

This need to work without impairment is equally important whether working within our own premise or on a client's site, and at any time when representing the company.

No employee should consume alcohol or take drugs, other than on medical advice and in accordance with such advice or use any other inhibiting substance during working hours and whilst on the company's premises, unless permission has been granted by a Manager.

Being apparently under the influence of drink or carrying, supplying, or taking illegal drugs and or substances is classified as gross misconduct under the Company Disciplinary Policy. Such employees will be excluded from work until suspicion is cleared.

If any type of drug/medication is used at work or prior to commencing work and it is believed that the negative effects of the drug/medication could still present themselves, employees must make their Manager aware of this fact.

The taking of drugs, alcohol and substance misuse over an extended period can be habit forming and lead to dependence. Dependence is recognised as an illness by our business and any employee who believes that he or she may have, or potentially have, such a problem, is encouraged to discuss it with their Manager or a person in authority with whom the individual feels comfortable.

The company will provide support and advice on obtaining appropriate treatment and guidance for employees who may be affected by drugs, alcohol, or substance misuse. The employee is expected to meet the cost of any treatment, but the company will be supportive and understanding during treatment.

Employees are provided with the necessary information and training with regards to this policy, which includes their duty to notify management if they suspect that they or another employee has an alcohol, drugs, or substance misuse problem.

The HR, Health & Safety and Data Protection Committee is responsible for ensuring this policy is implemented and adhered to.

## **English As A Second Language**

**The Health and Safety at Work etc Act 1974** and **The Management of Health and Safety at Work Regulations 1999** require us to provide our employees with understandable and relevant information on risks to their health and safety and on precautions to take to avoid those risks.

Information shall be provided in a way that takes account of any language difficulties or disabilities. It will be provided in a form that is most suitable in the circumstances, as long as it can be understood by everyone.

For employees or workers with little or no understanding of spoken or written English, we will make special arrangements.

The HR, Health & Safety and Data Protection Committee is responsible for ensuring that employees with little understanding of English are given suitable information, instructions, training, and supervision.



# General Guidelines For Employees

- You must not commit or allow to be committed any act which may result in potential danger in any way.
- You must attend as requested any training course, meeting etc, designed to further the interests of health and safety.
- You must observe all laid down procedures concerning work activities, equipment, materials and substances.
- You must ensure you understand the Health and Safety Policy and familiarise yourself with safety information and instructions.
- You must observe all safety rules on and off the Company's property.
- You must comply with all written or verbal instructions given to you to ensure your personal safety and the safety of others.
- You must conduct yourself in an orderly manner at all times and not stray from responsible behaviour.
- You must dress with health and safety of yourself and others in mind.
- You must use the safety equipment and/or protective clothing provided.
- You must avoid improvisation in any form, which may create a risk to your safety or the safety of others.
- All employees are to obey the rules of our business as contained in the Contract of Employment.
- You must not invite visitors onto our premises without permission from Management.
- If at any time you are unsure about duties you may be asked to perform, then you must inform your Manager/Supervisor.
- Co-operation is vital to ensure successful health and safety standards.
- Health and safety notices will be posted on notice boards from time to time you must ensure you view this information.
- No alcohol or non-medical drugs are to be consumed during working hours. Employees found to be under the effects of either will subject to disciplinary action.

# Amendment Record

Version	Date Approved	Amendments Made	Next Review Date
1	04/05/2021		April 2022
2	19/04/2022		11/04/2023
3	15/05/2023		April 2024