



Health & Safety Policy  
Barnsdales  
November 2022

## Table of Contents

1.	<a href="#"><u>Health and Safety Policy Statement</u></a>
2.	<a href="#"><u>Roles and Responsibilities</u></a>
2.1	<a href="#"><u>Organisation and Managerial Responsibilities</u></a>
2.2	<a href="#"><u>Employee/Contractor Responsibilities</u></a>
2.3	<a href="#"><u>Staff Consultation</u></a>
3.	<a href="#"><u>Arrangements</u></a>
3.1	<a href="#"><u>Accident Reporting &amp; Investigation</u></a>
3.2	<a href="#"><u>Alcohol and Controlled Drugs</u></a>
3.3	<a href="#"><u>Asbestos</u></a>
3.4	<a href="#"><u>CDM Regulations</u></a>
3.4.1	<a href="#"><u>Co-operation of employees, contractors and others</u></a>
3.4.2	<a href="#"><u>Co-ordination of activities</u></a>
3.4.3	<a href="#"><u>Prevention of accidents</u></a>
3.4.4	<a href="#"><u>Duties of Contractors</u></a>
3.5	<a href="#"><u>COSHH Assessments</u></a>
3.6	<a href="#"><u>Communication with workers</u></a>
3.7	<a href="#"><u>Contractors and Sub-Contractors</u></a>
3.8	<a href="#"><u>Electricity at Work</u></a>
3.9	<a href="#"><u>Environmental Protection</u></a>
3.1	<a href="#"><u>Environmental Waste Management &amp; Pollution Control</u></a>
3.11	<a href="#"><u>Equipment Inspections &amp; Records</u></a>
3.12	<a href="#"><u>Health &amp; Safety Arrangements</u></a>
3.13	<a href="#"><u>Fire Safety</u></a>
3.14	<a href="#"><u>First Aid Arrangements</u></a>
3.15	<a href="#"><u>Guidance</u></a>
3.16	<a href="#"><u>Health &amp; Safety Records</u></a>
3.17	<a href="#"><u>Health &amp; Safety Training</u></a>
3.18	<a href="#"><u>Health Surveillance</u></a>
3.19	<a href="#"><u>Lone Working</u></a>
3.2	<a href="#"><u>Manual Handling Assessments</u></a>
3.21	<a href="#"><u>Method Statements (Safe Operating Procedures)</u></a>
3.22	<a href="#"><u>Personal Protective Equipment</u></a>
3.23	<a href="#"><u>Portable Appliance Testing (PAT)</u></a>
3.24	<a href="#"><u>Risk Assessments</u></a>
3.25	<a href="#"><u>Safety Audits and Monitoring</u></a>
3.26	<a href="#"><u>Transport &amp; Company Vehicle Safety</u></a>
3.27	<a href="#"><u>Welfare</u></a>
3.28	<a href="#"><u>Working at Height</u></a>
3.29	<a href="#"><u>Young Workers</u></a>

## 1. HEALTH AND SAFETY POLICY STATEMENT

Barnsdales and all group Companies are committed to ensuring the safety of its employees, customers, members of the public and anyone else who are affected by our operations.

The company commits to operating in accordance with the Health and Safety at Work Act 1974, The Management of Health & Safety Regulations 1999 and all other current applicable regulations and codes of practice, so far as is reasonably practicable.

The management will ensure that significant risks are assessed, and suitable and sufficient measures are adopted to allow each employee/contractor to carry out his/her duties safely and without risk to health. Suitable equipment will be provided and maintained in a safe condition, and safe systems of work will be devised.

The company shall strive to achieve continuous improvement in Health & Safety performance.

Barnsdales management will provide all necessary resources including time to ensure that all Health and Safety matters are adequately funded. This includes training, personal protective equipment, adequate equipment/tools, maintenance for this equipment, external advice where necessary and any other resources necessary to ensure the Health and Safety of our staff.

Each employee/contractor will be made aware of his/her responsibility for his/her own health and safety and that of others. All employees/contractors will be given the opportunity to consult with the management on matters relating to Health & Safety or to appoint a representative to do so.

Where necessary the company will arrange or provide suitable training for both management and operatives, where new work practices or equipment are introduced.

The company will seek advice via their in-house Group Health and Safety Manager as necessary to keep its health & safety policy, working practices and equipment up to date and in accordance with current legislation.

Ultimate responsibility in all areas of safety rests with the Directors. This duty is of no less importance than any of the responsibilities attached to that position.

Reviews of Health and Safety Policy will be made annually no later than 1 year after the date on this policy. The monitoring of all issues relating to this policy is the responsibility of the Directors.

Signed:



Name:

JASON BARNSDALE

Position

MANAGING DIRECTOR

Date:

Nov 2022



## **2. Roles and Responsibilities**

### **2.1 Organisation and Managerial Responsibilities.**

Barnsdales Directors are directly responsible for Health and Safety matters within the company. The responsible person will seek assistance where necessary to ensure that the company meets both its statutory obligations and the objectives laid down in this Health & Safety Policy.

The Group Health & Safety Manager who is employed by Barnsdales will provide advice, guidance and support for all Health and Safety matters.

The organisation of the workforce is the responsibility of Barnsdales Directors, who are responsible for ensuring that the Barnsdales Health & Safety Policy and associated procedures are implemented by all site operatives.

### **2.2 Employee/Contractor Responsibilities.**

Each employee/contractor has a statutory duty to take reasonable care in relation to his/her own health & safety, and the health and safety of any other person who may be affected by his/her acts or omissions.

Therefore, it shall be the duty of all Employees/Contractors whilst at work:

- To take reasonable care for the Health & Safety of themselves and others, who may be affected by their acts or omissions at work
- To co-operate with the employer to ensure compliance with all the company Health & Safety policies and procedures
- To refrain from intentional or reckless interference with equipment and/or systems provided in the interest of Health, Safety, and the Environment
- To co-operate with management when required on such things as accident prevention and all procedures regarding Health, Safety and the Environment as set out in the Health & Safety at Work etc. Act and the Environmental Protection Act (as amended), and all associated Regulations and ACOPs
- To maintain good standards of housekeeping in our premises and on client premises
- To report any accident or incident including near misses (whether personal injury results) to the office
- To report any defects in equipment without delay to their immediate Supervisor and not to attempt repairs which they have not been authorised and specifically trained to undertake
- To ensure that no potentially hazardous item, substance, or machine is brought on to site or used without the prior knowledge and authority of their immediate Supervisor

To use and if applicable wear any item of Personal Protective Equipment. It is a requirement of law that any equipment supplied for safety must be used, and when not in use it is properly cleaned, stored and maintained.

To undergo any Health, Safety, Environmental and operational training deemed necessary by the company.

### **2.3 Staff Consultation.**

If an employee/contractor becomes aware of any potential breaches of health & safety law, or unsafe working practices he/she must notify the Group Health and Safety Manager or Site manager.

If an employee/contractor feels that health & safety procedures may be improved, for example by use of alternative equipment, he/she will be encouraged to discuss any suggestions with the management.

## **3. Arrangements**

This section defines our company arrangements and policies for dealing with our activities.

### **3.1 Accident Reporting & Investigation**

It is the policy of Barnsdales that all accidents, incidents and near misses are reported to the site and recorded into the company's accident record book.

The main objective of accident, incidents, near misses reporting and investigation is to reduce incidents and prevent future accidents.

It will be the responsibility of the Group Health and Safety Manager to notify the Health & Safety Executive in respect of any accident or occurrence for which notification is required by the current - Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).

The following must be reported:

- Deaths
- Specified injuries to members of the public on our premises and taken to hospital.
- Over 7-day injuries – where an employee or self-employed person is injured at work and away from work or unable to perform their normal work duties for more than 7 consecutive days. This must be reported to the HSE using appropriate online forms within 15 days of the accident.
- Some work-related diseases as per RIDDOR
- A dangerous occurrence – where something happens that does not result in an injury but could have done. Gas Safe registered gas fitters must also report dangerous gas fittings they find, and gas conveyors / suppliers must report some flammable gas incidents.

Any accident resulting in more than minor injuries or incident which might have resulted in serious injury will be investigated by the Group Health and Safety Manager.

A study of the circumstances will help to reduce or remove the causes.

When the reports are examined over a period, it can be seen whether preventative measures have been effective in reducing accidents.

If these objectives are to be attained, investigation and reporting must be accurate, complete, and consistent.

All accidents and incidents resulting in injury to employees and/or to any other persons, or near misses on the premises that Barnsdales employees are working on must be reported immediately to the Group Health and Safety Manager and be recorded in the company Accident book and reporting systems.

Where there is more than one person injured in the accident a separate page should be used for each person. All relevant questions must be completed for every accident resulting in personal injury.

Care should be taken in completing the Accident Report Form and the Barnsdales Supervisor wherever possible should ensure that the injured person reads the entry recorded on their behalf.

Care should also be taken when stating the nature of the injury unless a medical certificate has been submitted.

### **3.2 Alcohol and Controlled Drugs**

It is categorically forbidden for employees to enter places of work, to drive a vehicle, use or operate equipment, or to assist or supervise in its use, whether on or off company business, in an unfit state due to the influence of alcohol or illegal drugs such as glue and other substances. Disciplinary action will be taken if you are caught in the possession of illegal drugs on Company or Client property or in Company vehicles. Employees taking medicines or prescribed



drugs under the direction of their G.P, Dentist, or Hospital, that may affect their ability to carry out their work duties have a duty of care responsibility and must notify their immediate Manager.

### **3.3 Asbestos**

Barnsdales policy is that we will not generally work with asbestos containing material products.

Asbestos is recognised as being an extremely hazardous substance and as such must be treated with the utmost care. When working on site, staff and contractors will assume any suspicious material is asbestos and stop work unless there is conclusive evidence to the contrary. Any suspicious material shall be reported to the site or building manager immediately.

An Asbestos Management Survey for the premises should always be made available. Its purpose is to locate, as far as reasonably practicable, the presence and extent of any suspected Asbestos Containing Materials (ACMs) in the building which could be damaged or disturbed during normal occupancy, including foreseeable maintenance and installation, and to assess their condition prior to starting work.

Refurbishment and demolition surveys should be made available where refurbishment work or other work involving disturbing the fabric of the building is carried out.

### **3.4 CDM Regulations**

Barnsdales recognises the requirements of these regulations and makes every endeavour to comply. However, Barnsdales personnel do not undertake any work that falls under the CDM regulations. If we were to carry out such works under the CDM regulations, an outside contractor would be engaged.

A person must be capable of carrying out duties placed on them and must only accept knowing they are competent to carry out the task. No person may arrange for a person to carry out works unless they are either,

- Competent
- Under supervision of a competent person

The business selects personnel based on ability and where possible seeks demonstration by certification. A training plan is maintained, and personnel are encouraged to take on additional training to improve skills. Additional in-house training refresher sessions are provided to keep personnel up to date with current regulations.

#### **3.4.1 Co-operation of employees, contractors, and others**

Every person involved in works must seek the co-operation of any other persons concerned at the same or adjoining site so far as necessary to ensure all may carry out works safely.

Similarly, they must co-operate to ensure others may continue with their works safely.

All persons involved must report anything which is likely to endanger the health or safety of themselves or others. Supervisors have been appointed to ensure work is managed such that it may continue safely where multiple trades or activities may be ongoing simultaneously. Liaison with others allows arrangements to be made that enable all to continue.

#### **3.4.2 Co-ordination of activities**

All persons must co-ordinate their activities with one another in a manner such that, so far as is reasonably practicable, the health and safety of persons carrying out the work and anyone affected by the construction work will always remain safe from harm.

It is recognised that all works may not be able to continue at the same time, therefore Supervisors will discuss and plan such that the project may progress safely.

### **3.4.3 Prevention of accidents**

Every person must ensure general principles of prevention are applied, so far as is reasonably practicable, to ensure the safety of all works during all stages of a project.

This is a priority in all activities and the business ensures that method statements and risk assessments are produced identifying arrangements for safe working. All personnel are briefed on these to ensure they understand these arrangements and the risks that may be encountered by not following procedures.

### **3.4.4 Duties of Contractors**

All Contractors and Principal Contractors have specific duties placed upon them under these regulations and all must be aware and endeavour to comply.

The regulations spell out these requirements for both Contractors and Principal Contractors.

The business is fully aware and endeavours to comply, so far as is reasonably practicable. All personnel have been made aware of these duties through in-house training.

The current CDM Regulations apply to most common building, civil engineering and engineering construction work including Domestic Projects. In the case of a domestic project, if using more than 1 contractor, a health and safety file must be produced. In any case, the Contractor must produce a Construction Phase Plan suitable for Commercial and Domestic Project.

If a Project falls within the requirements of CDM, then the Principal Contractor must make provision for Welfare facilities as outlined under Schedule 2 of the CDM Regulations.

The appointed Principal Designer will be responsible for carrying out the CDM duties and ensuring the completion of the Project Health & Safety File.

On smaller projects where no PD is appointed, this role will be the responsibility of the Contractor when appointed by the client.

HSE must be notified of the site if the construction work is expected to either: last longer than 30 days and have more than 20 workers simultaneously involved on site at any one time; or exceeds 500 person days of construction work.

If a Project fits into CDM by either of the above factors, then HSE should be notified on-line before construction work starts using form F10.

### **3.5 COSHH Assessments**

For all materials or substances utilised which may be hazardous to health, a formal COSHH Assessment will be carried out by the Owner or their nominated representative. A register of hazardous substances shall be kept at the head office along with all relevant Safety Data Sheets. A copy of relevant COSHH Assessment(s) will be communicated to the operative(s) providing instruction for safe use.

### **3.6 Communication with workers**

The company uses a variety of methods to communicate information to employees and sub-contractors. A monthly informal meeting is held to discuss any issue, including safety. We will also hold toolbox talks as required. A notice



board in the head office is also kept up to date. Communication with employees whose first language is not English will be carried out using one or more of the following methods.

- Ensure adequate time to consult with employees where language and/or literacy may be issues so they can absorb the information and respond to you.
- Use an interpreter; this may be a trained work colleague.
- Get information translated and check that this has been done clearly and accurately by testing it with native speakers.
- Use pictorial information and internationally understood pictorial signs where appropriate.
- Where information must be in English, use clear and simple materials, and allow more time to communicate issues.

### **3.7 Contractors and Sub-Contractors**

The Barnsdales Directors are responsible for assessing and controlling contractors and subcontractors working for or on behalf of Barnsdales Ltd.

All contractors and sub-contractors who are working for the company must have complete the contractor's competence assessment before commencing work.

All contractors and sub-contractors will comply with the Barnsdales Ltd:

- Health & Safety Policy. Emergency procedures.
- Hazard/accident reporting procedures.
- All accidents and near misses need to be reported and recorded in the Accident Book located in main office.

A copy of the company's health and safety policy can be found on company notice boards which are situated in the office.

### **3.8 Electricity at Work**

All work associated with an electrical system shall be undertaken in strict compliance with the Electricity at Work Regulations. Only competent and qualified electricians are permitted to work on electrical equipment and systems including changing of fuses, carrying out repairs or maintenance of electrical equipment and installation of accessories.

### **3.9 Environmental Protection**

Barnsdales Ltd has a policy to comply with the current Environmental Protection Act, other associated statutory legislation, and Approved Codes of Practice (ACOP). This applies to all those who are employed within the company or who are protected by its undertakings. Employees are asked to co-operate in the operation of this policy and make a positive contribution to environmental protection by making themselves aware of the business environmental policy and complying with the control measures in place. The policy is on display on the Company Main H&S notice board and is also available to interested parties on request.

### **3.10 Environmental Waste Management & Pollution Control**

Barnsdales Ltd recognises the importance of meeting their legal requirements and to manage its waste responsibly, reduce the volume of waste sent to landfill and maximise reuse and recycling where possible. Waste is unwanted materials, substances, equipment arising from commercial or industrial activities and includes:

- Building and demolition materials; Substances/chemicals (toxic or otherwise); Discarded or broken utensils or equipment; Contaminated soil, materials, plant etc.



Barnsdales management shall identify the potential waste disposal requirements of a project and make adequate provision to ensure it is suitably managed in accordance with the current Controlled Waste Regulations.

Management shall determine the nature of the waste for disposal and shall ensure that suitable assessment is undertaken; that appropriate safe working procedures are devised, and suitable containment of waste arranged.

Where undertaking removal of waste materials or products, management shall ensure that they are registered as a carrier in accordance with the Controlled Waste (The Controlled Waste (Registration of Carriers and Seizure of Vehicles) (Amendment) Regulations).

Where contract carriers, are to be engaged to remove the waste, management shall confirm those appointed are suitably registered to undertake the business and shall confirm the proposed method and location of disposal.

Barnsdales shall:

- Ensure that waste management is performed in accordance with all waste legislative requirements, including the duty of care, and to plan for future legislative changes and to mitigate their effects.
- Minimise waste generation at source and facilitate repair, reuse, and recycling over the disposal of wastes, where it is cost effective.
- Coordinate each activity within the waste management chain.
- Promote environmental awareness to increase and encourage waste minimisation, reuse, and recycling. Ensure the safe handling and storage of wastes on site.
- Provide appropriate training for staff on waste management issues.

### **3.11 Equipment Inspections & Records**

The User must carry out a daily visual inspection of any equipment prior to its use, and must immediately report any defect, or suspected defect to their supervisor.

The Responsible Person will arrange periodic inspections of all company equipment to include ladders, other access to height, PPE, tools, machines etc, and will keep a record of such inspections in compliance with PUWER.

Where an inspection reveals a defect, it will be the responsibility of the Responsible Person to ensure that the equipment is not used until such time as a suitable repair has been affected. If the equipment is beyond repair it must be discarded, whether a suitable replacement is available, and any work relying on the use of such equipment must be suspended until a suitable replacement is available.

### **3.12 Health & Safety Arrangements**

Barnsdales have appointed an internal Group Health and Safety Manager who will:

- Ensure company policies and procedures are updated in line with new safety legislation or changes in existing legislation.
- Provide general assistance to Barnsdales to aid in the fulfilment of its obligations and duties as set out in statutes.
- Assist, where required or requested, with the initial implementation of the changes required by changes in safety legislation.

It is the responsibility of Barnsdales employees to ensure that the Group Health and Safety Manager is notified whenever training, assistance or support is needed.

### **3.13 Fire Safety**

In the event of a fire in Barnsdales premises the designated Responsible Person (RP) or alternatively in their absence their nominated representative will take charge. In their absence the most senior person on site will assume the responsibility.

Fire risk assessments will be carried out in all areas occupied by the organisation, the risk assessments will consider sources of ignition, sources of fuel and any additional source of oxygen over and above that present in the air. The assessment will evaluate the risk of a fire starting and the effect of the fire on people and property. The assessment will indicate control measures to remove or reduce the risk of fire starting. The significant findings of the assessment will be communicated to all relevant persons together with the necessary instruction and training to reduce the risk.

#### **Means of Escape**

In the event of fire occurring, it is vital that staff and other persons can evacuate the premises.

- All existing doors through which a person may have to pass to get out of the premises must be capable of being easily and immediately opened from the inside. Staff will not block or otherwise obstruct exits provided for emergency evacuation
- Access routes must always be maintained unobstructed to exit doors (internal and final exits) sufficient to allow easy access by the number of persons likely to use those routes, (750 mm minimum width) and employees must observe any line markers to indicate areas which must be kept clear.
- Stairways in buildings must be free from any risk of fire or spread of fire eg unauthorised portable heater, combustible material etc.
- Under no circumstances should fire doors be wedged open unless they are retained by automatic magnetic release systems or similar which are connected to the fire alarm system.

### **3.14 First Aid Arrangements**

The Barnsdales Directors or their nominated representative will ensure that as a minimum the organisation has an Appointed Person for first aid. The appointed person will be responsible for maintaining the first aid kit and taking charge after an accident, this includes calling for a person qualified in first aid or ambulance if necessary. Where visits are carried out to other premises, the Group Health & Safety Manager will ascertain the first aid procedures to be followed, and details will be provided to all organisation employees/contractors required to work in or on such premises.

Barnsdales first aider names will be displayed on the Health and Safety notice board.

### **3.15 Guidance**

The company commits to operating to the very highest standards of Health, Safety and Quality and will therefore carry out its operations in accordance with best practice as advised by the Health & Safety Executive and various trade bodies and associations. This best practice will be reviewed on an annual basis and adopted annually or when evidence that significant improvements can be made by adopting sooner. Guidance documents are kept at head office and will be made available to staff and other interested parties.

### **3.16 Health & Safety Records**

All records will be kept by Barnsdales, in written form indicated in the various appendices. Such records will include:

Equipment Inspections COSHH Assessments Generic Risk Assessments

Staff Training and Induction Records Accident Record Book



### **3.17 Health & Safety Training**

Barnsdales will provide training and refresher training as is necessary to ensure, so far as is reasonably practicable, the health and safety of all staff. During induction and upon any job transfer, safety training will be provided to ensure that individuals are trained in Health & Safety matters to a level appropriate to their responsibilities.

#### **Induction Training**

Every new employee will receive a safety induction on day one of his/her employment. The training will consist of fire safety, arrangements for first aid, manual handling, and display screen equipment use (where necessary), environmental and general safety. New employees will also be given instruction and safety training on the equipment they will be required to use whilst discharging their duties. A training record will be kept and maintained in our online system. Copies of training records are available for clients upon request.

### **3.18 Health Surveillance**

All employees of Barnsdales are encouraged to carry out personal health checks. Any problems reported will be dealt with in a personal and confidential manner by senior management. Should Barnsdales have any concerns regarding the wellbeing of any employee they may suggest a referral to a professional occupational health provider.

Or on request of an employee in matters relating to work related ill health issues, Barnsdales will pay for conducting relevant medical surveillance where appropriate.

### **3.19 Lone Working**

Where work is carried out in the customer's premises, the Barnsdales Group Health and Safety Manager will ascertain the procedures to be followed in case of emergency, e.g., lone worker injury etc. and details will be provided to all company employees/contractors required to work in or on such premises.

### **3.20 Manual Handling Assessments**

The Barnsdales Group Health and Safety Manager will carry out specific manual handling assessments for any necessary operation which has been highlighted as requiring a detailed assessment by the general risk assessment. Where practical, manual handling should be avoided by utilising mechanical means to minimise the risks arising from manual handling.

Manual handling assessments will consider the load to be handled, e.g., tools, equipment, materials etc., its size and weight, the individual, the task, and the environment in which the task takes place.

The assessment will also consider the possibility of kinetic lifting techniques to assist the movement of an object and to minimise the risks arising from manual handling.

### **3.21 Method Statements (Safe Operating Procedures)**

Work Instructions (Method Statements) will be developed for all company operations.

Information from the risk assessments will be used to formulate these documents which will be used in training and given to members of staff. The work instructions will be reviewed and updated either periodically or when something significant changes.

Method statements are written using our online system and are made available.

### **3.22 Personal Protective Equipment**

The need for Personal Protective Equipment will be determined through risk assessment and will be provided by Barnsdales free of charge.

The relevant PPE must be always worn whilst carrying out work and in compliance with any mandatory requirements of specific sites.

Details of the correct PPE will be made available to employees within the risk assessments and method statements relevant to the works.

No employee will be permitted to start work without the correct PPE and the necessary information, instruction, and training to enable him to utilise the equipment correctly and without risks to safety and health.

Persons found to be breaching PPE rules will be subject to disciplinary procedures which may include ejection from site.

### **3.23 Portable Appliance Testing (PAT)**

The term 'portable' is used to mean portable, movable, or transportable. Portable equipment is not part of a fixed installation but when used is connected to a fixed installation (or a generator), by means of a flexible cable, plug and socket. It includes equipment that is handheld or hand operated while connected to the supply.

All portable electrical appliances will be tested in accordance with the regulations, at the recommended intervals, 'as may be necessary to prevent danger'. It will be the responsibility of the site manager to ensure that all equipment provided is suitable for the task, including any provided by a customer.

Each employee/contractor must carry out a daily inspection of any equipment prior to its use, and must immediately report any defect, or suspected defect to Group Health and Safety Manager or Site Manager.

### **3.24 Pregnant Workers**

The company recognises that pregnant workers are more vulnerable to injury and as such will carry out specific risk assessments where a worker notifies them of a pregnancy. Such assessments will be ongoing throughout the pregnancy and will consider the worker's duties, working conditions and hours. Where it is deemed that a risk to the mother or baby is present, suitable controls will be introduced to minimise that risk.

### **3.25 Risk Assessments**

The Group Health and Safety Manager or their nominated representative will prepare a generic risk assessment covering the common risks encountered in the company's normal business. If necessary, external assistance will be sought to carry out the generic risk assessments. The significant findings of the risk assessments will be relayed to all staff.

The Group Health and Safety Manager or their nominated representative will carry out site specific risk assessment for sites where company employees/contractors are obliged to work. Such assessments will consider the health and safety of employee / contractors and the public on site. The company is aware of the number of serious injuries from the incidence of Slips, Trips, and falls. The Group Health and Safety Manager therefore will pay particular attention to eliminating these hazards from each site.

All Risk Assessments will be produced and are made available to all clients upon request. Employees should have a copy of risk assessments for the work they carry out.



### **3.26 Safety Audits and Monitoring**

At regular intervals the Directors will carry out a health & safety audit. The audit will consider the effectiveness of the welfare facilities; emergency procedures, safe methods of work etc. identified at the outset, and will identify any corrective action required.

Where the Directors considers it necessary to maintain the desired level of health & safety, they may seek the assistance of the Group Health & Safety Manager in carrying out audits and identifying corrective actions.

### **3.27 Transport & Company Vehicle Safety**

It is the policy of Barnsdales to only employ drivers who are competent.

#### **Driver approval and competence**

A person may only operate company vehicles if he or she.

- Has held a full UK licence for a minimum of 2 years
- Has not been disqualified from driving for drink and/or drug offences in the last 5 years nor has any prosecution pending
- Holds the correct licence for the type of vehicle being operated

Drivers must inform the company of any circumstances that may lead a driver to being unfit for driving duties. Drivers must inform the office immediately they become aware of any pending prosecution for any driving offence.

All drivers will be asked to provide detail of driving licence number, national insurance number and Post Code registered on driving licence in order that checks may be made on applicable vehicle licences and any penalty points registered.

### **3.28 Welfare**

In most cases company employees / contractors will be able to use toilet / washing facilities within the customer's premises. It will be the responsibility of the Site Manager to ascertain if this is possible prior to commencement of a contract. Where it is not possible, it will be the responsibility of the Site Manager to establish the location of suitable temporary or public facilities.

Where work is carried out in people's homes, we will make a verbal request to use their washing facilities if required.

### **3.29 Working at Height**

It is the policy of Barnsdales to comply with the current Work at Height Regulations. Work at height will be avoided wherever possible.

Where work at height cannot be avoided, the site supervisor is responsible for carrying out a risk assessment and selecting appropriate work equipment to provide safe access to height and ensuring the appropriate safety measures to prevent falls are implemented.

Only trained and competent staff will be allowed to work at height and apprentices will be closely supervised.

Where the risk of a fall cannot be eliminated the supervisor will put in place measures and equipment to minimise the distance and consequences of a fall should one occur.

### **3.30 Young Workers**

Risk Assessments must be carried out in compliance with The Management of Health & Safety at Work Regulations 1999 as amended. This includes young persons on job experience working within the business.

There are also special provisions for young people in the Working Time Regulations concerning limits of hours of work, rest from work and annual holidays.

Young workers are seen as being particularly at risk because of their possible lack of awareness of existing or potential risks, immaturity, and inexperience. The responsible person will therefore:

- Assess risks to young workers.
- Consider their inexperience, lack of awareness and immaturity. Prohibit certain activities where higher risks are identified.
- Not allow the young person to operate any machinery or equipment without proper supervision and training. Provide training to ensure competence before allowing any unsupervised activity to be undertaken.
- Always provide suitable supervision.
- Not employ any person under the age of 18 years for any paid or non-paid employment.