

Development & Amenities Action Log

Date of Meeting	Location	Action	Update	Initials	Deadline
19.09.2023	New Cemetery	Approach ICCM for design assistance with new cemetery layout		WM	Ongoing
19.09.2023	New Cemetery	Investigate crematorium build and running costs		WM	Ongoing
14.11.2023	Training	Defer Cllr/staff training item to Full Council and requested a review of grounds team training needs		WM	Ongoing
19.09.2023	War Memorial Park	Amend Memorial Bench Application Form - allow plaque-only applications. Remove Heritage Bench purchase Option.		JDO	
14.11.2023	Cemetery	Defer decision on cemetery gates to next meeting pending budget clarity	Mark Lester	JDG/WM	
14.11.2023	War Memorial Park	Approach the High School for use of land for parking during Easter Egg Hunt and other events		JDO	
24.01.2025	Administration	Update EMPs with Clerks Details		JDO	
24.01.2024	War Memorial Park	Arrange for dropped kerb to be installed		WM	
24.01.2024	Administration	Bring forward a revised Biodiversity Policy at the next meeting		WM/JDO	
12.03.2024	Cemetery	Ask NCC whether a cemetery wall was removed during Bacton Road widening		WM	
12.03.2024	Market Cross	Appoint Ian Howard to service and inspect the church clock	Agreed quote 2 and 3 need quote 1 accepted as well	WM	

12.03.2024	Administration	Defer grounds maintenance analysis until more information is available		WM/JDG	
07.05.2024	Market Place	To seek permission from specsavers and santander and then arrange planning application for wires		WM	
07.05.2024	Allotments	Clerk to check the terms of agreement for temporary allotment plots		WM/JDO	
16.07.2024	Trackside Park	Clerk to meet Gravitiy regarding skatepark drainage, following submission of report and video evidence	Meeting was had and gravity were going to come out and investigate not been 9/7/25 bowl has filled up, Clerk has emailed as urgent.	WM/JDG	
01.10.2024	Grounds Maintenance	Discontinue general 'No Mow May', focusing instead on designated wildflower areas, James Dennis to idenitfy suitable sites	Bio diversity Policy to be submitted	JDO/JDG	
01.10.2024	War Memorial Park	Proceed with lettering for the War Memorial Arch, with a poppy in the middle and at each end; AGREED to install a D-Day bench nearby	Benches have been installed quote on July Agenda to be approved	WM	
21.01.2025	Town Sign	Clean and paint the town sign (£255+vat) and replace mosaic plaques with granite	Agreed Contractor is making granite signs	WM	
21.01.2025	Administration	Several actions initiated, including; obtain quotes for welfare cabin, noticeboards, and drainage paths, investigate lighting options at War Memorial Park and Trackside, investigatre concrete/wet-pour bases for benches, amend Flag Policy and resubmit	Welfare cabin ordered, noticeboards completed, quote for drainiage to July meeting, Await quote for lighting at memorial park and trackside, Flag policy to be resubmitted, awaiting wetpour quotes	WM/JPG/JPO	

18.03.2025	Grounds Maintenance	Relocate grit bin and add 'Slippery Slope' sign at War Memorial Park exit	Sign with SR Print	JDO	
18.03.2025	Trees	Trim trees in churchyard as per public correspondence	This will be looked at April 2026	WM/JDO	2025/26
18.03.2025	Nelson Road	In principle to develop Nelson Road green space into orchard/community garden (fruit trees and bench)	There is monies from s106 or allotments that can be used	WM	

[illegible]

Report by James Dennis Head Groundsman

I'd like to say how very pleased I am to be appointed head grounds man for North Walsham Town Council

We are now performing more effectively efficiently and following better practices in health and safety

We've beaten personal goals in performance

We've undertaken refresher training for first aid

Michael B and I have been to memorial safety training and in the upcoming future we'll be analysing our policy on aforementioned areas and testing them

We've been continuing the dispatch of the town guides

Along with the yard sale boards to addresses in North Walsham for the official yard sale

Assisting with the town council events such as street feast and picnic with real dinosaurs and the monthly car boot

Overseeing the current progressive project at trackside and installation of the newly refurbished rocking horse

Assisting with essential repairs and upgrades on the towns assets most recently (poppies)

Facilitating the clearance behind the shops in the church yard

Taking delivery of the new notice boards for the cemetery and their fitting

As a team we are working



NORTH WALSHAM TOWN COUNCIL

Cemetery Rules and Regulations

In accordance with - The Local Authorities' Cemeteries Order 1977

<https://www.legislation.gov.uk/cy/uksi/1977/204>

Adopted by the Council at its meeting held on 19.12.17

For further information or any issues not mentioned in these **Rules & Regulations** please contact the Town Council at the Council Offices, 18 Kings Arms Street, North Walsham NR28 9JX. or on 01692 404114

These Rules and Regulations apply to:-

The Chapel Cemetery - Mundesley Road

The North / South Cemetery & Garden of Remembrance - Bacton Road

1. **General Cemetery Regulations** *(These regulations are intended to keep the burial grounds in clean and well-ordered condition – the best mark of respect).*
- 1.1 The Cemeteries will be open: **April – September 7:00 – 20:00, October – March 8:00 – 16:00**
The Council may temporarily close the Cemeteries at any time should they consider it necessary for special reasons or in connection with the maintenance of the Cemeteries.
- 1.2 The Council is responsible for the upkeep of all grassed and planted areas, walls, paths, fences and buildings.
- 1.3 It is the responsibility of the next of kin to ensure that memorials are kept in good order and that mowers and other machinery are not obstructed by incorrectly positioned tributes.
- 1.4 Children under twelve years will not be admitted, except under the care of a responsible person.
- 1.5 Anyone caught damaging a building, wall, fence or seat belonging to the Cemetery, or damaging or removing any tree, plant, tribute, tablet, or headstone, shall be liable for prosecution.
- 1.6 Anyone caught playing games or sport, or discharging firearms, (save at a military funeral, in the Cemetery) or causing disruption to any person or committing any nuisance within the Cemetery, shall be liable for prosecution.
- 1.7 The consumption of alcohol within the Cemetery is strictly prohibited.
- 1.8 Dogs are permitted but must be on a short lead and fully under control at all times.
- 1.9 The riding of bicycles, scooters, skateboards etc. across the grassed areas of the Cemetery is strictly forbidden.
- 1.10 A Register of all Burials is kept at the Town Council Office and searches may be made by appointment, between **9.30 a.m. and 1.00 p.m. Monday to Friday.**
- 1.11 A plan of the Cemeteries, showing locations of graves and interments is kept at the Town Council Office and may be seen by appointment, between **9.30 a.m. and 1.00 p.m. Monday to Friday.**
- 1.12 Annual Cemetery inspections will take place to ensure rules and regulations are being adhered to.

2 Interments

- 2.1 Interments may take place at the Cemetery
- **1st April - 30th September** **between 10.00 a.m. and 2.00 p.m. Monday to Fridays**
 - **1st October - 31st March** **between 10.00 a.m. and 12.30 p.m. Monday to Fridays**
- 2.2 All fees and charges must be paid, and notices given to the Town Council before the grave is dug or before the memorial/headstone is erected.
- 2.3 Double fees are payable for Saturday, Sunday and statutory holiday interments. No interment will take place on these days after 12 noon, except with notification of the certificate of a Coroner or Registered Medical Practitioner that immediate interment is necessary.
- 2.4 At least three clear working days' notice is to be given between **9.30 a.m. and 1.00 p.m. Monday to Friday** to the Town Council Office, North Walsham previous to any earthen grave interment, and four clear working days' notice if a vault or brick grave is required.
- This rule will not apply to any religion that requires immediate burial or, in the case of death from epidemic or endemic disease upon medical certification.
- 2.5 The time fixed for the funeral refers to that at which the procession is at the Cemetery.
- 2.6 All graves are to be dug and excavated by the person appointed by the Town Council or under its supervision and, except in the case of children's graves and graves for the interment of cremated remains, are to be dug at least 6 feet deep.
- 2.7 The brickwork of every brick grave must be carried up to, within twelve inches of the surface and may be executed by persons appointed by the purchaser subject to the Regulations of the Council.
- 2.8 Cremated remains may be interred:-
- In a plot 2' x 2' in the space set aside for the purpose and two interments will be permitted.
 - In a plot 3' x 3' in the space set aside for the purpose and up to six interments will be permitted.
 - In a grave in which burials have already taken place and where exclusive rights of burial have been granted
- 2.9 **All caskets must be bio degradable**
- 2.10 Before any interments can proceed, the correct certification must be presented to the Town Council.

3 Memorials and Monuments

- 3.1 No brick grave or vault may be constructed, no monument/memorial, including a headstone, tablet, or tribute of any description erected or placed on a grave or plot, unless the exclusive right of burial has been purchased. The plot letter and grave number shall be inscribed thereon.
- 3.2 No bodies shall be buried in any vault or walled grave unless the coffin is separately entombed in an airtight manner; that is, by properly cemented stone or brickwork.
- 3.3 Wooden markers will be removed after six months.

- 3.4 All foundations of monuments/memorials, the removal of or re-fixing of monuments/memorials and other work connected therewith must be done under the supervision of the Town Council. Upon completion of the work, materials not used, or deposited on the site must be cleared away to the satisfaction of the Town Council. Any damage done in carrying out and completing any of the above works shall be the responsibility of those undertaking the work.
- 3.5 All monuments/memorials (including wooden crosses) and inscriptions are to be subject to the approval of the Council and a drawing, showing the form and dimensions of every monument/memorial to be erected including the inscription or additional inscription to be placed on the monument/memorial, must be submitted to the Town Council for approval. All fees must be paid in advance.
- 3.6 Only headstones not exceeding 2'6 height will be allowed.
- Dowling pins on monuments/memorials should be stainless steel and not copper. Ground anchors must be fitted.
 - Book memorials must be pinned to the supports.
 - Wooden crosses should be 2½" wide by 1"-2" thick and no more than 2'6" high and secured in the ground by a mettapost, with any void to be filled in.
- 3.7 All erected monuments/memorials should, be kept in good repair by the owner, if this is not done the Council reserves the right to have them repaired or removed at the owner's expense.
- 3.8 If any monument/memorial is erected in violation of the Regulations of the Council, it may be removed by the Council without prior notice, but we will endeavour to give one months notice.
- 3.9 The Council reserves the right to lay down any monument/memorial found to be unsafe, without prior notice.
- 3.10 Approved monuments/memorials must be placed at the head of the grave to facilitate ground maintenance
- No kerb or other form of enclosure (including digging out of gullies and fencing of any sort) of the grave will be permitted.
 - Up to two items of tribute may be incorporated at the foot of the headstone
 - No additional tributes will be permitted.
 - The letter/number of the grave space, corresponding with the register must be placed on the headstone/tablet.
- 3.11 Up to two items of tribute may be placed on the tablet/memorial marking the burial of ashes
- 3.12 The Town Council shall not be held responsible for any theft or damage.

4 Tributes

- 4.1 Only **two** items of tribute are allowed per grave space, provided they are incorporated within or on the memorial base. If the memorial is not yet in situ, the items may rest at the foot of the temporary cross.
- 4.2 Only **two** items of tribute are allowed per ashes plot, provided they are placed on the memorial base.
- 4.3 Funeral flowers will be removed automatically after one month.

- 4.4 Extra flowers and wreaths will be permitted on anniversary dates and at Christmas, and will be automatically removed within one month.
- 4.5 Any tribute deemed inappropriate, will receive written notice asking that the tribute be removed within 30 days, or it will be removed by our Groundsmen.
- 4.6 No shrubs, plants or flowers may be planted within the Cemetery or on any grave therein. The Council reserves the right to cut down or dig up and remove any shrub, plant or flower planted without authorisation.
- 4.7 No plastic or breakable items such as glass or ceramics are permitted for health and safety reasons. No LED, solar lights, artificial coverings or animated tributes of any sort are permitted within the Cemetery. All these will be removed immediately and stored in a secure place.
- 4.8 Any tribute deemed hazardous, detrimental or causing obstruction, will be removed immediately.
- 4.9 In all cases of immediate removal, tributes will be securely stored and notification will be sent to the relevant Grave Rights owner. Items not collected within 90 days will be disposed of.

5 Additional Regulations relating to Children's Area (under 5's)

- 5.1 A soft toy can be secured at the head of the grave space, at the parents own risk.
- 5.2 Memorials may contain a photograph (not glass/ceramic) of the child or an engraving of the child's favourite toy/character.
- 5.3 Graves may have a perimeter fence of no more than 30cms high, providing the fence and grave are kept attended. Failure to do this will result in receiving notice that the fence needs to be removed within 30 days, or it will be removed by our Groundsmen.

6 Exclusive Rights of Burial

- 6.1 Exclusive Rights of Burial are purchased for a period of 75 years, in accordance with the council's scale of charges. This entitles the purchaser to determine who else shall be interred in the grave up to a maximum of two bodies (buried or cremated) and permits the holder of the rights to erect a memorial.
- 6.2 It should be noted that the grant of 'Exclusive Rights of Burial' does not confer on the owner any right of title to the land, the grave itself remaining at all times the property of the council.
- 6.3 A Deed of Exclusive Rights will be sent to the purchaser of the grave or Ashes Plot.
- 6.4 Change of contact details - it is the responsibility of the Exclusive Rights holder to notify the Town Council to ensure the Deeds are kept up-to-date.

Disclaimer.

The Council reserves the right to make alterations or additions to the foregoing Rules and Regulations consistent with the Burial Acts. The Regulations of Her Majesty's Secretary of State, under the Burial Acts 1977, and applicable to the Cemetery must be considered as incorporated herewith.



NORTH WALSHAM TOWN COUNCIL

Terms of Reference - Development & Amenities

Adopted by the Council at its meeting held on 28.01.2025

Committee Election

All Councillors will be voted on the Committee at the Annual Council Meeting. In the event of more nominations than spaces an initialed paper ballot may take place. Non-Councillors can be invited to join the Committee. Committees may appoint Sub-Committees or working groups and determine their ToR's.

The Proper Officer writes/oversees the Agenda and Minutes (even if delegated to a Lead Officer). All members will be summoned to meetings. The Chairman and Vice Chairman of the Committee will normally be elected at the first meeting of the Committee following the Annual Council Meeting.

Any Committee vacancy occurring during the year will be filled by a Councillor being nominated at a Council meeting. In the event of multiple proposals an initialed paper ballot may take place. There will be no substitute members.

The Committee is approved to discharge the functions of the Council and has been given delegated powers to make certain decisions on the Council's behalf, these decisions cannot then be altered, unless by Standing Order 7. Only Councillors have the right to vote, non-Councillors do not.

Confidential matters are not open to non-Committee members or members of the public. All members of the Committee must respect the confidential matters.

Membership

Members	8 Councillors/Non-Councillors
Quorate	Half of the current members plus one (minimum of 3)
Public	Yes (non-confidential items are open to non-Committee members & general public)
Budget	£9K annually (h&s, new/replacement/repairs/maintenance) Events – Budgets to be set individually by Full Council
Meetings	2 nd Tuesday of every other month, or as required. Agenda items to be agreed with the Chairman or Vice Chairman of the Development & Amenities Committee
Minutes	Draft minutes are approved by the Committee Chairman for presentation to Full Council and will be agreed by the Committee at their next meeting

Delegated Powers/Objectives

- Cemeteries – upkeep, rules and regulations, forms
- Parks – maintenance, play equipment upkeep and replacement
- Amenities – grass verge maintenance, decisions, and maintenance
- Allotments – decisions and maintenance
- Events – management of expenditure
- Town Clerk to approve Event Management Plans and application form
- CCTV – management of, new equipment (recommend to Full Council)
- Street Furniture – grit, litter & dog bins, benches, notice boards, bus shelters
- Banners/Advertisements – agree display of
- Lighting – maintenance of, new equipment (recommend to Full Council)
- Trees – surveys and maintenance
- D&A ToR's/Policies (recommend to Full Council)
- Any other matters as delegated by the Full Council



Wendy Murphy
Town Clerk
North Walsham Council
Office 4, The Cedars
3 New Road
North Walsham
NR28 9DE

Our ref: SSVIS/CGL926893

24 June 2025

Dear Wendy

Re: Health and Safety Service Visit

Address Visited: Office 4 The Cedars 3 New Road, North Walsham, NR28 9DE

Visit Date: 23 June 2025

Accompanied By: Jasmine Dewbery, James Dennis, Jess Page

At my recent visit to your premises, the following activities were completed:

- Carried out a Health & Safety Review for your business.
- Reviewed the actions and findings of your previous health & safety compliance audit.
- Gathered the information required to update your health & safety management system.
- Revised your health & safety management system to take account of the changes that we discussed during the visit.

The following actions were identified during the visit or are outstanding from your previous health & safety compliance audit:

- Locate or commission a fire risk assessment. If no FRA in place and you would like Croner to quote for this please let me know.
 - Review and update risk assessment for the use of hand tools to be more specific. Ensure all hand tools are listed and also specify the exact types of PPE required. In addition ensure that you obtain signatures from all groundstaff for the receipt and use of the PPE that you provide.
 - Given that the Grounds Team use noisy machinery I would engage an Occupational Health Specialist to carry out hearing tests of all Grounds Staff that are affected on an annual basis. A noise assessment should also be conducted to establish Decibel levels which should establish the SNR of the hearing protection you need to provide.
 - I understand that accidents are recorded in an accident book which has carbonated copies. To align with GDPR legislation I suggest you use the Brightsafe portal to record accidents going forwards.
 - Conduct a risk assessment on the safe use of vehicles used by the Groundstaff. The risk assessment should include pre-use checks, routine maintenance, PPE and training/competence. Also include measures taken to control unauthorised use by untrained personnel.
 - Ensure that all persons that use angle grinders/cutters have received abrasive wheel training. The use of angle grinders needs to be risk assessed and the relevant PPE (for example a face shield plus a filtered mask) listed as control measures. Also include measures taken to control

unauthorised use by untrained personnel. In addition you should carry out a risk assessment for Hand/Arm Vibration (HAV) and also a Coshh assessment for silica dust which is emitted when concrete is cut or ground. A face mask with FFP3 filters should be worn when there is a chance of exposure to silica dust. I would advise a full face mask with replaceable filters with each mask being face-fit tested per employee. I would also advise that you carry out self assessments for HAV and Occupational Asthma (see below) which should determine the need for routine health surveillance.

- Carry out a risk assessment on the use of an Airgun. Also consider replacing the current airgun with one that has a restrictor nozzle (such as the Silvent Pro-one)
- Ensure that the air-compressor is maintained in line with Manufacturers Guidelines and that pre-use checks are carried out.
- Raise and implement a Hot Work Permit for any activity involving the use of an Angle Grinder.

Sorry to have missed you yesterday. I would like to thank James, Jasmine and Jess for their help and support during my visit yesterday. I would also like to compliment James on the high standard of housekeeping and positive engagement that I observed during the visit.

- The following courses will be useful, which are available in the eLearning section of your online BrightSafe account.

- Work equipment awareness
- Abrasive wheels awareness
- Hand-arm vibration
- Silica awareness

- The following documents, which are basic scripts for toolbox talks, will be a useful guide to beginning a consultation process:

- Personal Protective Equipment (PPE) Toolbox Talk v1
- Vehicles (Day-to-Day Use) Toolbox Talk v1
- Fork-lift Trucks Toolbox Talk v1
- Noise At Work Toolbox Talk v1.docx
- Vibration Toolbox Talk v1.docx
- Power Tools Toolbox Talk v1.docx
- Control of Substances Hazardous to Health Toolbox ...docx
- Silica & Other Dusts Toolbox Talk.docx

- The following documents, available in the Documents section of you online BrightSafe account, should also be useful:

- - Initial Health Questionnaire Occupational Asthma (HS-AI)
- - Hand Arm Vibration Health Surveillance Self-assessment (HS-HAV)

I feel that you have progressed nicely following our visit in 2024, however there are some aspects that need to be addressed which are listed above. Should you have any queries please don't hesitate to contact me or the 24 hour advice line.

- As a company we would love to hear your feedback. If you have the opportunity, please rate your experience with the Croner Group, you may mention me in person if you wish, using the link below.

It only takes a minute and is a big help to us: <https://uk.trustpilot.com/review/croner.co.uk>



Should you require advice on this report or any other health and safety issue please contact our 24 Hour Advice Service by phone on 0844 561 8143 or by email to safetytech@croner.co.uk.

Yours sincerely

Jonathan Edwards
Health & Safety Consultant

jonathan.edwards@croner.co.uk

Send To: Wendy Murphy <townclerk@nwtc.org.uk>

Please Note:

This report is advisory in nature, informational in content, and is intended to assist our Clients to improve their standards of compliance with health and safety legislation and best practice; it does not constitute legal advice. It has been based on observations, and written and oral information, provided by the Client's representative to our Consultant during a site visit to the Client's property, premises or area of work, and is limited to the parts of the Client's undertaking which were reasonably accessible to our Consultant at the time of the visit. This report however has been prepared on the strict understanding that our Client retains ownership of, and remains responsible for, the management of health and safety in its workplace(s). Accordingly, Croner will not accept liability for any accident, injury or damages of any kind resulting from the use of, or reliance upon, any information contained in the report.



North Walsham Council

Health & Safety Policy & Procedures

Supported by:



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Introduction



North Walsham Town Council (NWTC) is responsible for management and upkeep of various facilities in the town,

including parks and open spaces, playgrounds, cemeteries, allotments, street furniture and lights, bus shelters, CCTV

and bins. The also manage events such as markets, car boots and parades in the town.

The Chair of the Council has ultimate responsibility for health and safety. Day to day management responsibilities are delegated to the Town Clerk.

The Chair of the Council has determined that we should operate without putting the health, safety or welfare of any employee or any other person at risk. To meet this objective, we have prepared a health and safety policy and made arrangements as set out in this document aimed at ensuring the continued health safety and welfare of those people whilst at work.

Accepting that we cannot transfer our responsibility for managing health, safety and welfare in the workplace to others we have retained Croner to help us meet this objective. They provide information and guidance on the effective management of health and safety, conduct routine audits and act as a source of advice and information.

Contents

This document contains our-

Safety Policy

Our declaration of intent to provide and maintain, so far as is reasonably practicable, a safe and healthy working environment and to enlist the support of our employees in achieving these goals.

Organisation and Responsibilities

The allocation of specific health and safety responsibilities to key personnel.

Safety Arrangements

The systems and procedures for controlling hazards at work that form the basis of our health and safety management system.

We also keep detailed safety records demonstrating that we actively manage health and safety within our business. The records which may be paper based or kept in our online systems include-

- An Annual Review of our Health and Safety System and Procedures.
- Periodic Checklists created specifically for individual roles and responsibilities.
- A comprehensive source of records relating to statutory examination periodic inspection and testing of the work equipment and installations used by our organisation.
- Records for Fire Safety Management.
- A system for keeping health and safety training records.
- Accident and incident records, reporting, and investigation.

Health & Safety General Policy Statement



North Walsham Council recognises that it has responsibilities for the health and safety of our workforce whilst at work and others who could be affected by our work activities. We will assess the hazards and risks faced by our workforce in the course of their work and take action to control those risks to an acceptable, tolerable level.

Managers and supervisors are made aware of their responsibilities and required to take all reasonable precautions to ensure the safety, health and welfare of our workforce and anyone else likely to be affected by the operation of our business.

We will meet these legal obligations by providing and maintaining a safe and healthy working environment so far as is reasonably practicable. This will be achieved by:

- Providing leadership and adequate control of identified health and safety risks.
- Consulting with our employees and workers on matters affecting their health and safety.
- Providing and maintaining safe access to safe plant and safe equipment.
- Ensuring the safe handling and use of substances.
- Providing information, instruction, training where necessary for our workforce, taking account of any who do not have English as a first language.
- Ensuring that all employees and workers are competent to do their work and giving them appropriate training to recognised standards.
- Preventing accidents and cases of work-related ill health.
- Actively managing and supervising health and safety at work.
- Having access to competent advice.
- Aiming for continuous improvement in health and safety performance and management by regular review and revision of this policy.
- The provision of the resource, financial and other, required to make this policy and our health and safety arrangements effective.

We also have a duty to co-operate and work with other employers when we work at premises or sites under their control to ensure the continued health and safety of everyone at work. Similarly, we recognise our duty to co-operate and work with other employers and their workers when their workers come onto our premises or sites to do work for us, to ensure the health and safety of everyone at work.

To help achieve our objectives and ensure our employees recognise their duties under health and safety legislation while at work, we will also remind them of their duty to take reasonable care for themselves and for others who might be affected by their activities. These duties are explained on first employment, at induction. A Safety Handbook which sets out their duties and includes specific health and safety rules is also provided to each worker.

Our policy, procedures and arrangements will be reviewed annually.

Signature Date

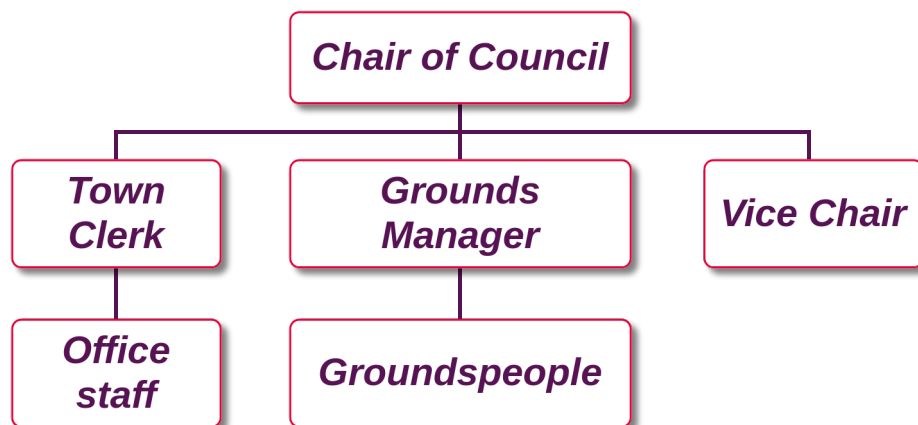
Position

Organisation

Health and Safety Management Structure

Although the Chair of the Council has overall responsibility for the implementation of this policy day-to-day responsibility for specific issues has been delegated to key personnel.

The health and safety management structure for our business is shown here. The allocation of day-to-day responsibility for specific health and safety issues is shown later in a Responsibility Chart.



Health and Safety Management Responsibilities

The Chair of the Council has recognised that they always have the overall responsibility for health and safety matters. They also recognise that the business needs to take action in respect of the key points listed here. In managing these matters, emphasis is placed on managers and supervisors for recognising hazards and potential risks and then taking steps to minimise their effects on employees and others.

General

- Provide and resource an effective health and safety management system.
- Make arrangements to consult with employees on health and safety matters.
- Arrange and maintain appropriate Employers' Liability Insurance cover.
- Ensure that health and safety implications are considered when acquiring work equipment and new machinery.
- Ensure that contractors are competent and monitored during work.
- Ensure that a process is in place to identify and report hazards.
- Ensure that all employees receive appropriate health and safety training.
- Make arrangements to ensure the health and safety of people who use our services.
- Provide measures to protect the health and safety of anyone working alone.
- Provide our workforce with training and guidance on health and safety issues that will affect them, particularly fire safety procedures and requirements.
- Monitor the health and safety performance of our business.

Occupational Health

- Ensure that adequate procedures are in place to identify and address occupational health risks.
- Ensure that the measures required to prevent, reduce and control exposure to occupational health risks are in place, used, maintained and appropriately checked.
- Provide appropriate occupation health surveillance for employees, overseen by occupational health practitioners, where required.
- Implement measures to reduce stress within the workplace.

Accidents, Incidents and First Aid

- Record accidents and incidents.
- Complete accident and incident investigations, identify causes and measures for prevention.
- Ensure that injuries, diseases and dangerous occurrences to employees and others, defined in regulations, are reported to the Enforcing Authority.
- Ensure that adequate first aid arrangements are in place.

Fire and Emergency Arrangements

Ensure that:

- Adequate Fire Risk Assessments are completed by competent assessors.
- Adequate arrangements are in place to deal with fire safety at our premises.
- Employees and visitors are aware of the fire and evacuation arrangements and other emergency procedures.
- Fire drills are routinely practiced.
- Emergency equipment, including alarm systems and emergency lighting is provided, tested and maintained appropriately.

Risk Assessment

Ensure that:

- Risk assessments are complete and safe systems of work are produced for all activities that pose a significant risk of harm.
- Risk assessments and safe systems of work are documented.
- The outcomes of risk assessments and associated safe systems of work are carefully explained to the workforce.

Premises

- Provide suitable buildings and accommodation for all activities.
- Provide a suitable and safe working environment and adequate welfare facilities.
- Ensure that the fixed electrical installation is properly installed and maintained.
- Ensure good housekeeping standards are instigated and maintained.
- Provide suitable and sufficient maintenance of the facilities provided within the workplace.

Equipment

Ensure that:

- All of the furniture and equipment that we provide is suitable and properly used.
- All work equipment is maintained and safe for use.
- Portable electrical appliances are maintained, inspected, and tested.
- Appropriate hand tools are provided and maintained.
- Any Personal Protective Equipment (PPE) provided gives suitable protection, is used and employees are given information, instruction, and training on its use.
- Where Respiratory Protective Equipment (RPE) is provided each user is face fit tested and supplied only with RPE that is appropriate for their use.

Substances

Ensure that:

- All dangerous and hazardous substances are used and stored safely.
- All risks from the use of substances are fully controlled.

General Managers and Assistant Managers.

In addition to their general responsibilities for health and safety the Responsibility Table, shown later, delegates specific health and safety responsibilities to identified General Managers and Assistant Managers. They should refer to the associated Safety Arrangements, set out later, for further detail about those responsibilities.

Employee responsibilities.

Our policy takes account of the specific statutory duties placed on people to take care for their own health and safety whilst at work and for that of others. Specifically we expect employees to;

- Ensure that safety policies, procedures and operating instructions are read, understood and followed at all times.
- Ensure that isolation and lockout procedures are followed at all times.

- Follow booking on and off site procedures at all sites.
- Take reasonable care for their health and safety and the safety of others whilst at work.
- Not intentionally or recklessly interfere with or misuse anything required by law or provided by the company in the interests of health and safety.
- Visually inspect tools, RPE, PPE and equipment prior to use.
- Ensure that RPE, PPE, tools and equipment are maintained, used and stored as advised by the maker.
- Follow all safety instructions and guidance when using equipment.
- Report any Good Catches, incidents, accidents and non-conformances to the H&S manager.
- Contribute to the promotion of health and safety in the workplace.
- Follow all written Safe Operating Procedures (SOPs) including method statements, risk assessments, for chemical safety, permits to work etc. and their requirements.
- Follow the safety instructions of senior management.
- Ensure that they do not use tools and equipment unless they have been formally trained and are competent to do so.
- Comply with legislation, Approved Codes of Practice and guidance notes.
- Ensure that our vehicles are driven in a safe and suitable manner, and that the vehicle is left safe and secure when not in use.
- Consult on health and safety matters and investigations to ensure a safe working environment is established.
- Seek advice from management on any issues relating to health and safety at work.
- Obey all site safety signs, general site rules and arrangements.

Monitoring

The operation of this policy and arrangements is actively monitored through the periodic review of our completed safety record forms and also by using periodic workplace checklists. The Chair of the Council has overall responsibility for this, but some of the routine tasks may be delegated.

We also use an Annual Health and Safety Review to determine whether our existing health and safety procedures and arrangements are adequate.

People who have delegated responsibilities under this policy will also complete Periodic Checklists of compliance arranging for remedial actions to be taken where necessary. The outcomes of these periodic reviews will also be taken into account during the annual review.

The monitoring and review process helps us to check the effectiveness of our Safety Management System.

Responsibility Table

This Responsibility Table shows the allocated responsibilities for the management of particular health and safety issues to people in specific management roles.

Key

TC - Town Clerk

GM - Grounds Manager

CoC - Chair of the Council

Safety arrangements	TC	GM	CoC
Managing Safety And Health At Work	✓	✓	✓
Accident, Incident, Ill-Health Reporting And Investigation	✓	✓	
Workplace Health And Safety Consultation	✓	✓	✓
Risk Assessment And Hazard Reporting	✓	✓	✓
Occupational Health And Health Surveillance	✓		
Substance And Alcohol Abuse	✓		✓
Purchasing			✓
New And Expectant Mothers	✓		
Lone Working	✓	✓	
Health And Safety Training	✓	✓	
Health And Safety Of Visitors	✓		
Personal Protective Equipment		✓	
Action On Enforcing Authority Reports	✓		✓
Health And Safety Information For Workers	✓		
Fire Safety - Arrangements And Procedures	✓		
First Aid	✓		
Welfare, Staff Amenities, Rest Rooms And The Working Environment	✓		
Welfare, Staff Amenities, Rest Rooms And The Working Environment - No Premises	✓		
Housekeeping And Cleaning	✓	✓	
Pest Control	✓		
Control Of Hazardous And Non-Hazardous Waste	✓		
Access, Egress, Stairs And Floors	✓		
Workplace Signs	✓		
Working In The Open Air, Working In The Sun	✓	✓	

Premises	✓		
Electrical Safety	✓	✓	
The Provision, Use And Maintenance Of Work Equipment	✓	✓	
Hand Tools		✓	
Office Equipment	✓		
Storage Of Chemical Substances And Agents	✓	✓	
Slips, Trips And Falls	✓	✓	
The Safe Use Of Machinery		✓	
Abrasive Wheels		✓	
Compressed Air And Pressure Systems		✓	
Work At Height		✓	
Access Equipment		✓	
Hot Work	✓	✓	
Workplace Transport Management And Pedestrian Control		✓	
Battery Charging		✓	
Occupational Road Safety		✓	
Hand Arm Vibration	✓	✓	
Leptospirosis		✓	
Manual Handling	✓	✓	
Display Screen Equipment	✓		
Legionella Control	✓	✓	
Use Of Chemical Agents And Substances		✓	
Horticultural Chemicals And Substances		✓	
Control Of Noise At Work		✓	
Stress In The Workplace	✓		
Aggression And Violence	✓	✓	
Dust In The Workplace Including Silica Dust	✓	✓	
Playgrounds	✓	✓	
Contractor Control And Management	✓	✓	
Mobile Plant And Vehicles	✓	✓	
Protection Of The Public		✓	
Safe Use Of Chainsaws		✓	

Note: People with delegated responsibilities for health and safety issues need to ensure that any necessary risk assessments and safety records are completed, and that the required control measures are in place and used.

Where more than one person has been assigned responsibility for a particular subject, each must fulfil their responsibilities in the areas under their control and complete the relevant records. Working together they need to check that between them they have covered all aspects of safety management for the subject.

Relevant Legislation

This short document lists for the record, details of the main statutes and regulations affecting health and safety at work that are currently in force.

In most cases Health and Safety legislation requires common sense to identify the reasonably practicable precautions necessary to avoid the risk of injury or ill-health at work. The Croner Health and Safety Management System does not quote specific legal references; giving instead the information and detail of what is required in practice to secure compliance. If the guidance and requirements explained in the system are adopted and followed in practice compliance with the legal obligations will be achieved.

Not every piece of the legislation listed will apply to every business on a day to day basis, but businesses need to be aware of them should circumstances change.

Further detail and access to the specific wording of each of these legal requirements is available from the Croner 24 Hour Advice Service on 0844 561 8143.

Note: Although the transition period for the UK exit from the EU has expired the European Regulations listed here have been continued in force, until replaced by domestic legislation, by the European Union (Withdrawal) Act 2018 and associated legislation.

- Building Regulations 2010 (as amended)
- Building Safety Act 2022
- European Regulation (EC) No 1272/2008 on classification, labelling and packaging of substances and mixtures
- European Regulation (EC) No 304/2003 concerning the export and import of dangerous chemicals, as amended
- The Chemicals (Health and Safety) and Genetically Modified Organisms (Contained Use) (Amendment etc.) (EU Exit) Regulations 2019
- Classification, Labelling and Packaging of Chemicals (Amendments to Secondary Legislation) Regulations 2015
- Confined Spaces Regulations 1997
- Construction (Design and Management) Regulations 2015
- Control of Artificial Optical Radiation at Work Regulations 2010
- Control of Asbestos Regulations 2012
- Control of Electromagnetic Fields at Work Regulations 2016
- Control of Lead at Work Regulations 2002
- Control of Major Accident Hazard Regulations 2015
- Control of Noise at Work Regulations 2005
- Control of Substances Hazardous to Health Regulations 2002 (as amended)
- Control of Vibration at Work Regulations 2005
- Corporate Manslaughter and Homicide Act 2007
- Dangerous Substances and Explosive Atmospheres Regulations 2002
- Electricity at Work Regulations 1989
- Employers Liability (Compulsory Insurance) Regulations 1998 (as amended)
- Employment of Women, Young Persons and Children Act 1920.
- Equality Act 2010
- Fire Safety Act 2021
- Fire Safety (England) Regulations 2022
- Furniture and Furnishings (Fire) (Safety) Regulations 1988 (as amended)
- Gas Appliances (Safety) Regulations 1995 (as amended)
- Gas Safety (Installation and Use) Regulations 1998
- Gas Safety (Management) Regulations 1996
- The Gas Safety (Management) (Amendment) Regulations 2023

- Hazardous Waste Regulations 2005 (as amended)
- Health and Safety (Amendment) (EU Exit) Regulations 2018
- Health and Safety Offences Act 2008
- Health and Safety at Work etc. Act 1974
- Health and Safety (Consultation with Employees) Regulations 1996
- Health and Safety (Display Screen Equipment) Regulations 1992
- Health and Safety (First Aid) Regulations 1981 (as amended)
- Health and Safety Information for Employees Regulations 1989 (as amended)
- Health and Safety (Safety Signs and Signals) Regulations 1996 (as amended)
- Health and Safety (Sharp Instruments in Healthcare) Regulations 2013.
- Health and Safety (Training for Employment) Regulations 1990
- Health and Safety at Work etc. Act 1974 (General Duties of Self-Employed Persons) (Prescribed Undertakings) Regulations 2015
- Ionising Radiations Regulations 2017
- Lifting Operations and Lifting Equipment Regulations 1998
- Lifts Regulations 2016
- Management of Health and Safety at Work Regulations 1999 (as amended)
- Manual Handling Operations Regulations 1992 (as amended)
- New Roads and Street Works Act 1991
- Notification of Cooling Towers and Evaporative Condensers Regulations 1992
- Personal Protective Equipment at Work Regulations 2002
- Personal Protective Equipment at Work (Amendment) Regulations 2022
- Regulation (EU) 2016/425 on Personal Protection Equipment
- Pressure Systems Safety Regulations 2000
- Product Safety and Metrology etc. (Amendment) Regulations 2024
- Provision and Use of Work Equipment Regulations 1998
- Radiation (Emergency Preparedness and Public Information) Regulations 2001
- The Registration, Evaluation, Authorisation and Restriction of Chemicals Regulations 2007 (REACH)
- Regulatory Reform Fire Safety Order 2005
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
- Safety Representatives and Safety Committees Regulations 1977
- Work at Height Regulations 2005 (as amended)
- Workplace (Health, Safety and Welfare) Regulations 1992
- Working Time Regulations 1998 (as amended)

Safety Arrangements Table

Ref. number	Title
SA1-1	Managing Safety And Health At Work
SA1-3	Accident, Incident, Ill-Health Reporting And Investigation
SA1-5	Workplace Health And Safety Consultation
SA1-6	Risk Assessment And Hazard Reporting
SA1-7	Occupational Health And Health Surveillance
SA1-8	Substance And Alcohol Abuse
SA1-9	Purchasing
SA1-11	New And Expectant Mothers
SA1-13	Lone Working
SA1-14	Health And Safety Training
SA1-15	Health And Safety Of Visitors
SA1-17	Personal Protective Equipment
SA1-21	Action On Enforcing Authority Reports
SA1-23	Health And Safety Information For Workers
SA2-1	Fire Safety - Arrangements And Procedures
SA3-1	First Aid
SA3-2	Welfare, Staff Amenities, Rest Rooms And The Working Environment
SA3-2NP	Welfare, Staff Amenities, Rest Rooms And The Working Environment - No Premises
SA3-3	Housekeeping And Cleaning
SA3-4	Pest Control
SA3-6	Control Of Hazardous And Non-Hazardous Waste
SA3-9	Access, Egress, Stairs And Floors
SA3-11	Workplace Signs
SA3-13	Working In The Open Air, Working In The Sun
SA3-15	Premises
SA4-1	Electrical Safety
SA4-2	The Provision, Use And Maintenance Of Work Equipment
SA4-3	Hand Tools
SA4-4	Office Equipment
SA4-5	Storage Of Chemical Substances And Agents
SA4-8	Slips, Trips And Falls
SA4-11	The Safe Use Of Machinery
SA4-13	Abrasive Wheels
SA4-16	Compressed Air And Pressure Systems
SA4-20	Work At Height
SA4-21	Access Equipment
SA4-23	Hot Work
SA4-28	Workplace Transport Management And Pedestrian Control
SA4-30	Battery Charging
SA4-31	Occupational Road Safety

SA5-1	Hand Arm Vibration
SA5-8	Leptospirosis
SA5-9	Manual Handling
SA5-11	Display Screen Equipment
SA5-12	Legionella Control
SA5-14	Use Of Chemical Agents And Substances
SA5-15	Horticultural Chemicals And Substances
SA5-17	Control Of Noise At Work
SA5-18	Stress In The Workplace
SA5-19	Aggression And Violence
SA5-34	Dust In The Workplace Including Silica Dust
SA6-10	Playgrounds
SA7-2	Contractor Control And Management
SA7-9	Mobile Plant And Vehicles
SA7-9	Mobile Plant And Vehicles
SA7-15	Protection Of The Public
SA9-5	Safe Use Of Chainsaws

Safety Arrangement 1-1

MANAGING SAFETY AND HEALTH AT WORK

We recognise the business benefits that can accrue from the effective management of safety and health at work. To obtain these benefits we have recognised the need for an effective management system and have taken steps to put such a system in place.

We have done this by;

- Nominating an individual member of senior management to take responsibility for managing safety and health at work.
- Providing adequate resources.
- Providing such health and safety information, instruction and training for all workers as is necessary for them to be able to work without risk to their health or safety so far as is reasonably practicable.
- Recording and analysing all reportable accidents, minor accidents, near-miss incidents and dangerous occurrences.
- Reporting reportable accidents within the statutory timescales
- Providing and recording relevant training.
- Routinely reviewing the operation of our reporting system.
- Having access to 24/7 competent health and safety advice.
- Use of our online health and safety portal with access to information, risk assessments, forms, online training and work scheduler.

The managers responsible for overseeing our arrangements for managing safety and health at work are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-1

MANAGING SAFETY AND HEALTH AT WORK

Action Plan

To meet our legal obligations to manage safety and health at work we have;

1. Identified managers to take responsibility for managing health and safety in all aspects of our business activities.
2. Ensured that they understand their duties and responsibilities.
3. Provided them with adequate training.
4. Given them the authority required and the resource necessary for them to fulfil their role.
5. Planned our management of health and safety at work, set up and maintain systems that will deliver a satisfactory health and safety performance.
6. Explained to our workers, supervisors and managers the nature of our arrangements for managing health and safety at work.
7. Ensured that all our workers are aware of the need to make concerns about health and safety at work known and report accidents, incidents and cases of work-related ill health to their managers.
8. Provided for review of our arrangements from time to time to ensure that they are fully understood and are operating correctly.

Advice and guidance on the management of health and safety is in our safety management system at Guidance Note 1-1 – Managing Safety and Health at Work.

Safety Arrangement 1-3

ACCIDENT, INCIDENT, ILL-HEALTH REPORTING AND INVESTIGATION

We encourage our workforce to report all personal injury accidents, near miss incidents (dangerous occurrences) that happen at work and occupational ill-health so that we can investigate the causes, learn from experience and improve our management of health and safety. We also use the information to help us meet our obligations under the legislation requiring accidents to be reported to the Enforcing Authority.

We do this by:

- Nominating an individual member of staff to manage the investigation, recording and reporting accidents, dangerous occurrences and occupational ill-health.
- Having accident, incident and ill-health reporting procedures.
- Recording and analysing all reportable accidents, minor accidents, near-miss incidents (dangerous occurrences) and occupational ill-health.
- Reporting reportable accidents, ill-health and dangerous occurrences within the statutory timescales (see Guidance Note 1-3).
- Developing and implementing investigation protocols and policies.
- Providing and recording relevant training.
- Ensuring that those carrying out investigations are competent.
- Routinely reviewing the outcome of investigations and the operation of our reporting system.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-3

ACCIDENT, INCIDENT, ILL-HEALTH REPORTING AND INVESTIGATION

Action Plan

To meet our legal obligations to effectively manage the health and safety at work and report accidents, dangerous occurrences and occupational ill-health to the Enforcing Authority we need to-

1. Identify people to be responsible for investigating the cause of injuries, incidents, dangerous occurrences and occupational ill-health and to manage our reporting arrangements.
2. Ensure that the people nominated with responsibility for these arrangements have the knowledge and experience to carry out investigations and operate the system effectively.
3. Provide suitable training for those who don't.
4. Create the systems and make sure all members of our workforce, including managers and supervisors are aware of and understand them.
5. Provide an accident book, implement the procedures, and ensure that they are followed in practice.
6. When investigating consider-
 1. The time and date of the event, the prevailing weather conditions and local lighting.
 2. What was happening or what the injured person and any witnesses were doing.
 3. Risk assessments or safe systems of work for the task being carried out and details of relevant training given to the injured party and others involved.
 4. Obtaining witness statements, where possible.
 5. Making a sketch of the accident area, include accurate measurements, if appropriate. Taking photographs of the site; record any unusual or causal features present. Making observational notes on the potential causation, noting features, equipment defects or work practice that may have contributed to the eventual outcome.
 6. The underlying, as well as the immediate, causes of the event.
7. Keep a written record of investigations.
8. Review the causes of the events that have occurred to consider whether similar events could be prevented by the introduction of reasonably practicable control measures.
9. Monitor and review the operation of this procedure from time to time to check that the investigation and reporting procedures are understood, are being followed in practice and that lessons learned are being put into practice.

For information and advice see Guidance Notes 1-3 Accident, Incident and Ill-Health Reporting and 1-4 Accident Investigation.

Safety Arrangement 1-5

WORKPLACE HEALTH AND SAFETY CONSULTATION

We have a duty to consult with our workforce on matters affecting their health, safety and welfare whilst at work. We have, therefore, set up a process for managers to consult with employees or their elected safety representatives about work-related health, safety and welfare issues. This system is also used to deliver simple safety messages and rules at short toolbox talks.

We do this by:

- Nominating a manager to organise and make arrangements for consultation meetings and toolbox talks.
- Recognising any representatives elected by the work force or appointed by trade union members and their statutory role.
- Arranging scheduled formal consultation meetings or toolbox talks between managers, elected representatives and employees as appropriate.
- Developing and implementing consultation procedures.
- Providing or allocating time for employees, employee elected safety representatives and trade union appointed safety representatives to undertake safety-related training.
- Taking and keeping minutes of consultation meetings and making them available to all staff.
- Being seen to listen and act on issues and concerns raised during consultation meetings.

The personnel responsible for implementing and operating this consultation process are set out in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-5

WORKPLACE HEALTH AND SAFETY CONSULTATION

Action Plan

To have effective consultation with our workforce on health and safety at work matters we need to-

1. Ensure that the people nominated with responsibility for these arrangements have the knowledge and experience to operate the system effectively.
2. Provide suitable training for those who don't.
3. Create a formal system and make sure it is known to all members of our workforce.
4. Consider as part of the system-
 1. Recognising and involving representatives of the workforce from all levels.
 2. Recognising trade union safety representatives and those elected by non-union workers.
 3. Where there are no nominated representatives, appointing a worker(s) to act as spokesman for the others.
 4. Permitting employee representatives to have time off to attend relevant health and safety training.
 5. Providing training for employee representatives if necessary or beneficial to the process.
 6. Scheduling health and safety as an agenda item for staff meetings.
 7. Arranging to discuss safety concerns with Trade Union Safety Representatives where they have been appointed.
 8. Formally recording the outcomes of all consultation meetings and keeping these records.
 9. Making the outcomes of consultation meetings available to all those employees affected by them.
5. Explain these arrangements to our workforce. Ensure they are understood.
6. Implement the procedure and ensure that it is followed in practice.
7. Review the operation of this procedure from time to time to check that our workforce is consulted about health and safety matters that affect them whilst at work.

Advice and guidance on consultation arrangements and procedures is in Guidance Note 1-5 Workplace Health and Safety Consultation.

Safety Arrangement 1-6

RISK ASSESSMENT AND HAZARD REPORTING

We have a duty to assess the significant risks arising out of any aspect of our activities. We have a duty to implement the findings of these risk assessments to ensure the safety, health and welfare of our employees and others who may be affected by our business.

To support this process and our management of health and safety we encourage our employees and contractors to report all hazards observed in the course of their work, so that potential risks can be identified and the appropriate action taken.

We will do this by:

- Nominating senior managers to oversee our risk assessment process and hazard reporting procedure.
- Ensuring that risk assessments are undertaken by competent, trained personnel.
- Developing risk assessments, safe systems of work, method statements and measures to effectively control those risks.
- Explaining the results of risk assessments to our workforce.
- Implementing the findings of the risk assessments, procedures, strategies, safe systems of work and control measures.
- Implementing hazard reporting procedures and explaining them to our workforce.
- Recording and analysing hazards when they occur and investigating corrective and preventive measures.
- Employees and others following our procedures, control measures and safe systems of work.
- Regular review of existing risk assessments and identifying the need for additional assessments.
- Providing and recording relevant training.
- Routinely reviewing the operation of our systems.
- Using experience to improve our safety, health and welfare management system.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-6

RISK ASSESSMENT AND HAZARD REPORTING

Action Plan

For our risk assessment process to be sufficiently robust to protect the health, safety and welfare of our employees and anyone else affected by our work activity we need to;

1. Assess our activities to identify where and when workers or others may be exposed to significant levels of risk.
2. Involve managers and employees in identifying hazards and managing and co-ordinating risk assessment.
3. Appoint and train sufficient numbers of staff carry out risk assessments.
4. Systematically identify the hazards to which our workforce and others are exposed.
5. Provide a means for the workforce to identify and report hazards or potential hazards to their managers.
6. Consider the risks from those hazards, however recognised, identifying people at risk.
7. Evaluate the risks and decide if further precautions are required, record our findings and implement those findings.
8. Involve all persons involved in the activity in identifying hazards and carrying out risk assessments.
9. Explain the results of risk assessments to any affected staff and detail any new precautions or systems of work they need to follow.
10. Review risk assessments on a regular basis, at intervals appropriate to the risk.
11. Review our arrangements from time to time to ensure that they are fully understood and operating correctly.

For information and advice see Guidance Notes 1-6 Hazard Reporting and 1-10 Risk Assessment in our safety management system.

Safety Arrangement 1-7

OCCUPATIONAL HEALTH AND HEALTH SURVEILLANCE

We have a duty to ensure the health and wellbeing of our employees who may be affected by the risk of ill health arising from their work activities. We will implement systematic, regular and appropriate procedures to detect early signs of work-related ill health among employees exposed to certain health risks and act on the results.

We do this by:

- Nominating senior managers to coordinate and manage health surveillance screening programmes.
- Implementing strategies and procedures for health effects such as hand arm vibration syndrome, dermatitis, occupational asthma, musculoskeletal and other health effects caused by work activities.
- Ensuring that the strategies and procedures for health surveillance are undertaken by competent, trained personnel after consultation with occupational health professionals.
- Ensuring that managers, employees and others follow our procedures and rules.
- Providing and recording relevant training.
- Recording health surveillance by completion of initial health questionnaires.
- Completing equipment and other risk assessments associated with activities which may harm health.
- Monitoring and reviewing our systems; using experience we aim to improve the way we coordinate health surveillance.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-7

OCCUPATIONAL HEALTH AND HEALTH SURVEILLANCE

Action Plan

To complete and set up our health surveillance system we will-

1. Identify where and when workers may be exposed to health risks.
2. Assess that work, identifying if any exposure is above the workplace exposure limit or the action value set by law and whether it could be further reduced.
3. Where exposure is above the exposure limit take immediate steps to reduce exposure to below the limit value.
4. Health surveillance is normally required for-
 1. Chemical hazards - dusts, fumes, solvents, liquids or gases.
 2. Biological hazards - bacteria, viruses, livestock, plants.
 3. Physical hazards - musculoskeletal injuries, noise, vibration.
 4. Stress - excessive workloads.
5. Take advice from an occupational health professional.
6. Identify the level of surveillance required.
 1. A 'responsible person' looking for a clear reaction where someone is working with something that could harm their health, e.g. checking for skin damage on hands where solvents are being used.
 2. A 'qualified' person asking employees about symptoms of ill health or inspecting or examining individuals for signs of ill health, e.g. conducting a hearing test, or a lung function test.
 3. Medical surveillance by a doctor, which can include clinical examinations to look for a reaction from exposure to some chemicals.
7. Keep confidential individual health records where required.
8. Make baseline health assessments when a person starts work or changes job?

Further information and advice on health surveillance can be found in Guidance Note 1-7.

Safety Arrangement 1-8

SUBSTANCE AND ALCOHOL ABUSE

We have a duty to protect the safety, health and welfare of our employees and others from the hazards that may arise because of co-workers abusing alcohol and other substances.

We do this by:

- Nominating senior staff members to coordinate and manage our substance and alcohol abuse policy and provision.
- Implementing strategies, policies and procedures.
- Explaining our policies and procedures to employees.
- Employees and others following our procedures and policies.
- Providing and recording relevant information and training.
- Providing competent accredited trained personnel to provide support and counselling services.
- Ensuring managers and supervisors know what to look for when employees or contractors arrive on site.
- Monitoring and reviewing our systems; using experience to improve the way we manage the risks from substance abuse.

The personnel responsible for these measures are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-8

SUBSTANCE AND ALCOHOL ABUSE

Action Plan

To protect workers and others from the risks of working with people who abuse substances and alcohol we will-

1. Use this policy for dealing with workers whose abuse of substances and alcohol put other people at work at risk.
2. Consider-
 1. The problem should be treated as an illness.
 2. The problem can be successfully treated.
 3. Disciplinary action is a last resort.
 4. Sufferers may find it difficult to admit to a problem.
 5. It is easier to take action in the early stages of the condition.
 6. Staff should be able to identify early signs of problems.
 7. Advice is available from many organisations
 8. Requirements set by our human resource policies and procedures.
3. Review this procedure based on these considerations.
4. Explain these arrangements to our workforce. Ensure they are understood.
5. Provide training and information, where required, for staff nominated with responsibility so that they are able to identify workers with substance abuse problems.
6. Implement the procedure, identify who is to provide support and counselling services and ensure that it is followed in practice.
7. Ensure that staff, particularly managers and supervisors, remains aware of our procedure although we hope and expect it will not be required in practice.
8. Monitor and review the operation of this procedure whenever it has been used, making changes identified as necessary or beneficial.

Information and advice on this subject can be found in Guidance Note 1-8 Substance and Alcohol Abuse.

Safety Arrangement 1-9

PURCHASING

We have a duty to ensure the safety, health and welfare of our workers and others who come onto our premises.

We have systems in place to protect these people from any adverse effects because of the plant, equipment, supplies and substances that we purchase to use in our business.

Our systems consist of:

- Nominating senior staff members to identify and manage the safe purchasing of equipment and machinery.
- Implementing our purchasing policy and identifying the safest available options.
- Ensuring that this policy is managed by trained and competent staff.
- Ensuring that the equipment purchased is safe, adequate, suitable for its purpose, and that safety devices and other control measures are fitted.
- Providing adequate and sufficient personal protective equipment to workers.
- Providing relevant training for use of equipment and machinery.
- Ensure relevant qualifications are up to date and suitable.
- Monitoring and reviewing our systems; using experience to improve our purchasing policy.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-9

PURCHASING

Action Plan

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To ensure that we purchase work equipment and substances that, so far as is reasonably practicable, will be safe when used by our workers and others we will:

1. Identify the people authorised to purchase equipment, supplies and substances and consider whether they need specific training to specify health and safety requirements.
2. Consider where we buy equipment and substances.
3. Obtain the manufacturer's Safety Data Sheets for the substances we purchase and consider the hazard and risk data provided.
4. When buying equipment specify in purchase orders that it complies with relevant European or National Standards and is CE or UKCA marked.
5. On receipt of new equipment check that where relevant it bears compliance markings.
6. Involve workers in using this procedure based on these considerations.
7. Explain these arrangements to our workers. Ensure they are understood.
8. Provide training where required and information for workers nominated with responsibility.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review the operation of this procedure from time to time, making changes identified as necessary or beneficial.

Information and advice about health and safety on this subject can be found in Guidance Note 1-9 Purchasing.

Safety Arrangement 1-11

NEW AND EXPECTANT MOTHERS

We have a duty to protect the health of new and expectant mothers from hazards that might be present in the business. We also have a duty to assess the risks to women of child bearing age from our activities and inform them of any potential risks that might affect a pregnancy.

We do this by:

- Nominating senior staff members to identify and assess the hazards which pose risk to new and expectant mothers.
- Developing and implementing systems and procedures that will protect all women of child bearing age from risks to unborn children.
- Developing and implementing systems and procedures that will protect new and expectant mothers and their children from hazards and risks in from work activities.
- Considering the personal needs of each new and expectant mother.
- Ensuring that the assessments are sensitively carried out by competent, trained personnel.
- Implementing the findings of each assessment.
- New and expectant mothers and other workers following agreed procedures and control measures.
- Recording our assessments and agreed plans.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage potential risks to new and expectant mothers.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-11

NEW AND EXPECTANT MOTHERS

Action Plan

To protect the health of pregnant employees and women of child-bearing age we should;

1. Assess the risks that our work activities may have on women of childbearing age and any potential foetus.
2. Inform the workforce of those risks.
3. Reduce those risks so far as is reasonably practicable.
4. Assess the risks to any worker who notifies us that they are pregnant or are returning to work after having given birth.
5. Consider factors such as:
 1. Substances to which they might be exposed.
 2. The size and shape of their workstation.
 3. Posture.
 4. Vibration.
 5. Environmental factors.
 6. Ability to stand or sit for long periods.
 7. Night working.
 8. Lifting and carrying.
 9. Noise levels.
10. Welfare arrangements.
11. Our internal policies and procedures.
6. Discuss the results of the risk assessment with the worker.
7. Consider how to reduce risks.
8. Find alternative work for the worker if it is not possible to reduce risks in her current job to an acceptable level. Alternatively give her paid absence from work.
9. Implement our decisions.
10. Make sure supervisors and other employees are aware and understand the measures to be taken.
11. Review the risk assessment as pregnancy develops or as the pregnant worker makes any concerns or problems known.

For further information see Guidance Note 1-11 New and Expectant Mothers.

Safety Arrangement 1-13

LONE WORKING

We have a duty to ensure the safety, health and welfare of our workforce whilst at work. That duty extends to workers who work by themselves without close or direct supervision.

We do this by:

- Nominating senior staff members to consider the health, safety and welfare of lone workers.
- Identifying situations where lone working is required which affect our workers.
- Making an assessment of the risks to members of our workforce who are or may become lone workers, including remote areas of site.
- Developing and implementing control measures and procedures to ensure their health and safety whilst at work.
- Providing sufficient funding support to enable the development and implementation of procedures, risk assessments and control measures.
- Ensuring that procedures and control measures are in place for lone working situations.
- Ensuring that identified equipment needs are met and training on their use is given.
- Ensuring that the content of the procedures and risk assessments are made available to all workers.
- Providing and recording training.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage the risks from lone working.

The personnel responsible are identified in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-13

LONE WORKING

Action Plan

To protect the health, safety and welfare of our workers who work alone, whether it is because they are a mobile worker, because they work away from our core operating site or for other reasons, we will;

1. Identify who among our workforce is or is potentially a lone worker.
2. Assess the risks to those identified as lone workers.
3. Identify the control measures already in place and any additional measures that may be required.
4. Consider, as part of our assessment, issues such as;
 1. Where they work.
 2. Are they at risk because they are work at remote locations?
 3. Are they at greater risk in the winter months?
 4. Are they likely to cut corners because they are not under direct supervision?
 5. Are they at risk from a violent client?
 6. Are they at risk because of health issues?
 7. Are they at risk because they work exceptional hours?
 8. Are they at risk because they do not have access to welfare or first aid facilities?
 9. Are they at risk because a significant part of their day is spent driving?
 10. Mobile phone signals.
5. Keep a written record of significant risk assessments and the control measures and systems of work adopted.
6. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
7. Explain our system and arrangements to the workforce. Ensure they are understood and provide further training where necessary.
8. Implement the procedure and ensure that it is followed in practice.
9. Monitor and review the operation of this procedure from time to time and whenever an employee reports an accident or case of ill health attributable to working alone, make changes to the procedure identified as necessary or beneficial.

Advice on managing the risks from lone working can be found in Guidance Note 1-13.

Safety Arrangement 1-14

HEALTH AND SAFETY TRAINING

We have a duty to protect the health, safety and welfare of our workforce whilst at work and others who might be affected by our work activities. Among other specific arrangements we need to be sure that our workforce is trained to recognise hazards and risks and what they need to do to eliminate, reduce and avoid those risks.

We do this by:

- Nominating a senior manager to oversee Health and Safety training.
- Assessing the risks to our workforce and others from an inadequately trained workforce.
- Developing and implementing training policies, programmes and arrangements.
- Ensuring that the policy, programmes and arrangements are managed by competent, trained personnel.
- Managing our activities to ensure that employees are adequately trained for the variety of tasks which they may asked to do.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage our Health and Safety training programmes.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-14

HEALTH AND SAFETY TRAINING

Action Plan

In developing and implementing training policies, programmes and arrangements we need to-

1. Assess our work activity to identify where and when workers or the public may be exposed to hazards and risks.
2. Where we identify hazards we need to consider the associated risks and the ability of staff to control them and then to identify whether their knowledge of and training about control measures is adequate.
3. Identify any jobs that require workers to have received specific health and safety training.
4. Identify the systems already in place to provide training and any additional measures that may be required.
5. Consider procedures and practices including-
 1. Infection Control
 2. Chemicals used to clean and disinfect.
 3. Works transport.
 4. Working at height.
 5. Lifting equipment
 6. Use of plant and equipment.
 7. Manual handling.
 8. Electrical safety.
 9. Mundane work.
 10. Occasional work activities.
 11. Training needs analyses for individuals.
6. Involve our workforce in making these assessments of our needs.
7. Develop procedures, programmes and practices tailored to our workplace.
8. Explain these arrangements to the workforce, their managers and supervisors. Ensure they are understood and provide further training where necessary.
9. Implement the procedures and ensure that they are followed in practice.
10. Monitor and review this procedure from time to time making changes identified as necessary or beneficial.

Information, advice and guidance on the provision of Health and Safety Training can be found in Guidance Note 1-14.

Safety Arrangement 1-15

HEALTH AND SAFETY OF VISITORS

We have a duty to ensure the health and safety of members of the public who come onto our premises.

We do this by:

- Nominating senior staff members to identify and manage the workplace hazards of risk to clients and visitors.
- Assessing the risks to visitors and clients.
- Providing a visitors' book to track visitors present in our premises.
- Developing and implementing visitor and client procedures and control measures.
- Ensuring that risk assessments are undertaken by competent, trained personnel.
- Regularly inspecting the premises to identify any new processes, personnel or changes to the building's structure that could be an additional hazard to visitors and clients.
- Ensuring employees and others adhere to the contents of procedures, control measures and safe systems of work.
- Providing relevant information and training.
- Monitoring and reviewing our systems; using experience to improve the way we manage the risks to visitors and clients.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-15

HEALTH AND SAFETY OF VISITORS

Action Plan

To protect visitors and clients to our workplace we need to:

1. Assess our work activity to identify where and when the public may be exposed to hazard and risk.
2. Identify risks that visitors and clients might face when at our premises.
3. Assess those risks to identify where control measures are required.
4. Identify any control measures already in place and any additional measures that may be required.
5. Consider among other issues-
 1. Where visitors and clients go, when they go there, why they go there and what they do when they get there.
 2. Floor coverings.
 3. Slippery floors.
 4. Chemical hazards.
 5. Electrical hazards.
 6. Condition of stairs etc.
 7. Plant and equipment hazards.
 8. Workplace transport.
6. Involve staff in making these assessments; use their experience.
7. Develop procedures, programmes and practices for ensuring visitor safety that are tailored to our workplace.
8. Explain these arrangements to staff and managers. Making sure they are understood and provide further training where necessary.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review the operation of this procedure from time to time and whenever a visitor suffers a work-related injury, making changes to the procedure identified as necessary or beneficial.

Further advice and guidance on the Health and Safety of visitors is in Guidance Note 1-15.

Safety Arrangement 1-17

PERSONAL PROTECTIVE EQUIPMENT

Where the protection of the health, safety and welfare of our workforce and others who may be affected by our business activity can only be achieved by the issue of personal protective equipment we have a duty to provide such equipment as is necessary without charge.

We do this by:

- Nominating senior managers to manage work-related health and safety issues.
- Reviewing our arrangements and procedures for managing hazards and risks to identify where existing controls are not sufficient to protect workers or others from the risk of ill health.
- Identifying where personal protective equipment (PPE) are required to reduce risk to an acceptable level or provide further protection.
- Assessing the suitability and adequacy of the PPE supplied for use.
- Explaining the need for and the correct use of PPE to our workforce.
- Making sure that managers and supervisors know why and when PPE is required.
- Managers and supervisors ensuring employees and others wear PPE in designated areas.
- Providing facilities for storage, cleaning, maintenance and replacement of PPE.
- Providing face fit testing where RPE is required.
- Providing and recording relevant training.
- Monitoring and reviewing the policy and procedures; using experience we aim to continuously improve and reduce the incidence of work-related ill health.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-17

PERSONAL PROTECTIVE EQUIPMENT

Action Plan

To protect the health, safety and welfare of our workforce and others who may need to use personal protective equipment we will-

1. Assess our activities to identify where and they may be exposed to risks to health that are not adequately controlled at source.
2. Where such risks are identified - carry out a comprehensive risk of the risks to their health.
3. Involve our workforce in these assessments.
4. Identify the control measures already in place and any additional measures that may be required before the use of PPE is adopted. Refer to official guidance, manufacturer and trade guidance and British Standards.
5. Remember that the issue of PPE should only be considered when we are unable to control the hazard and risk by other reasonably practicable means.
6. Consider among other issues-
 1. Elimination of the hazard.
 2. Control of the hazard, extraction, dilution, dampening etc.
 3. Adequacy of PPE.
 4. Fitting of PPE to the individual user.
 5. Face fit testing where Respiratory Protective Equipment is used.
 6. Storage facilities.
 7. Arrangements for cleaning, repair and replacement.
 8. Training supervisors and users for correct use, cleaning etc.
 9. Supervising use.
 10. Signs for areas where the use of PPE is required.
 11. Records of training, issue and replacement.
7. Develop procedures, programmes and practices tailored to our workplace.
8. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
9. Explain these arrangements to the workforce. Ensure they are understood and provide further training where necessary.
10. Implement the procedure and ensure that it is followed in practice.
11. Monitor and review the operation of this procedure from time to time and following any incident, injury or case of ill health caused by inadequate or failure to use PPE, making changes to the procedure identified as necessary or beneficial.

Information and advice on the issue and use of PPE can be found in Guidance Note 1-17.

Safety Arrangement 1-21

ACTION ON ENFORCING AUTHORITY REPORTS

We recognise that we will need to take early action on receipt of reports from the Enforcement Authority and plan to deal with them as a high priority.

We have done this by-

- Nominating our most senior manager to coordinate the actions required.
- Providing adequate resources, financial and human, to meet these requirements.
- Routinely reviewing progress.
- Having access to competent health and safety advice.
- Using to guide and support us in meeting enforcing authority requirements.

The person responsible is shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-21

ACTION ON ENFORCING AUTHORITY REPORTS

Action Plan

To meet our legal obligations and act on enforcing authority reports we will-

1. Identify a responsible manager to coordinate the action required.
2. Ensure that the responsible person understands their duties and responsibilities.
3. Provide adequate training for that person.
4. Give that person the authority and resource necessary for them to fulfil their role.
5. Ensure that our workers are aware of the need to make concerns about health and safety known and report accidents, incidents and cases of work-related ill health to their managers.
6. Review our arrangements from time to time to ensure that they are fully understood and are working correctly.

Advice and guidance on this subject can be found in Guidance Note 1-21 Action on Enforcement Authority Reports.

Safety Arrangement 1-23

HEALTH AND SAFETY INFORMATION FOR WORKERS

We recognise the benefits that accrue from the provision of effective information about health, safety and welfare activities to our workforce. To obtain these benefits we need an effective management system and have taken steps to provide adequate information to employees and others.

We have done this by;

- Allowing employees to nominate safety representatives who will coordinate issues arising from their colleagues in respect of health, safety and welfare.
- Providing adequate resources.
- Providing health and safety information, instruction, training and supervision for all workers as necessary for them to be able to work without risk to their health or safety or welfare so far as is reasonably practicable.
- Recording and analysing all reportable accidents, minor accidents, near miss incidents and dangerous occurrences.
- Providing and recording relevant training.
- Routinely reviewing the operation of our reporting system.
- Having access to competent health and safety advice.

The person responsible for overseeing these arrangements is identified in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-23

HEALTH AND SAFETY INFORMATION FOR WORKERS

Action Plan

To meet our legal obligations to provide adequate health and safety information to workers we need to

1. Identify a person to take responsibility for ensuring that adequate information is provided.
2. Ensure that the responsible person understands their duties and responsibilities.
3. Provide adequate training for that person.
4. Give that person the authority required and the resource necessary for them to fulfil their role.
5. Identify the most effective methods for providing information to employees.
6. Display the statutory health and safety 'What you should know' poster and complete the information on the poster
7. Provide information to our employees about their responsibilities and essential safety rules.
8. Explain to our workers, managers and supervisors the nature of our arrangements for managing health, safety and welfare.
9. Ensure that our workers are aware of the need to make concerns about health and safety known and report accidents, incidents and cases of work-related ill health to their managers.
10. Review our arrangements from time to time to ensure that they are fully understood and are operating correctly.

Advice and guidance on this subject can be found in our Guidance Note 1-23 Health and Safety Information for Employees.

Safety Arrangement 2-1

FIRE SAFETY - ARRANGEMENTS AND PROCEDURES

We must implement and maintain a fire safety programme, to control the risk of fire, and to provide fire warning systems, firefighting equipment, emergency lighting, emergency signs, adequate means of escape and evacuation procedures. We have made arrangements to meet these responsibilities and to identify and reduce the risks associated with fire and emergency situations.

Our arrangements are:

- Nominating a 'responsible person' to coordinate fire and emergency arrangements and take responsibility for maintaining an up-to-date Fire Risk Assessment.
- Identifying fire risks on our premises, potential emergency situations and who may be affected.
- Assessing the level of risk and recording the information in the Fire Risk Assessment and emergency plan.
- Implementing procedures and control measures to mitigate the risks.
- Liaising with the emergency services, informing them of any workplace or process hazards that have the potential to create fire or emergency situations.
- Developing safe systems of work to reduce the potential for fire and emergency situations.
- Adequate provision of tested and inspected firefighting and warning equipment.
- Practicing and recording fire evacuation procedures.
- Delivering training on the emergency plan, the fire risk assessment and on the use of firefighting equipment.
- Reviewing our system. We use experience to improve our fire safety management arrangements.

The person responsible is shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 2-1

FIRE SAFETY - ARRANGEMENTS AND PROCEDURES

Action Plan

To protect workers and others from the risk of fire we need to-

1. Nominate and train a senior manager to be our competent and responsible person for fire safety matters.
2. Prepare and maintain an up-to-date fire risk assessment. If we have hazards which make our premises high risk we will need to get assistance from experts.
3. Provide and maintain (keep records) suitable fire alarm systems, means of escape, firefighting equipment, emergency lighting and emergency signs.
4. Develop procedures for the safe and speedy evacuation to a place of relative safety of workers and others in a fire or other emergency.
5. Where appropriate consult with the Fire Service in making these provisions and in developing our site-specific arrangements and procedures.
6. Consider-
 1. Fire prevention. Storage of flammables, waste disposal, open flames etc.
 2. Potential sources of ignition including use of flammable substances and process related fire hazards.
 3. Maintenance of fire alarms, smoke detectors, automatic door closers.
 4. Maintenance of fire doors and escape routes.
 5. Emergency procedures – fire wardens, fire and evacuation drills and safe assembly points.
 6. Maintenance of fire extinguishers and firefighting equipment.
 7. Liaison with fire service and assisting the fire service in the event of a fire.
 8. Providing and maintaining fire safety signs and notices.
 9. Record keeping.
 10. Safe means of shutting down electric, gas and fuel supplies
 11. Always purchase robust equipment suitable for our intended use
7. Explain the fire safety programme, arrangements and procedures to our managers, supervisors, workforce and any other people who need to know, including; landlords and neighbours. Ensure they are understood. Provide training where required and information for staff nominated with responsibilities.
8. Implement the Programme and ensure that it is followed in practice.
9. Carry out fire alarm and evacuation drills to check that the Programme works in practice.
10. Monitor and review the operation of all aspects of the Fire Safety Programme at least twice a year and whenever a fire related incident happens, making changes to the fire risk assessment, arrangements and procedures identified as necessary or beneficial.

Advice and guidance on the development of a Fire Safety Programme can be found in Guidance Note 2-1 Fire Safety - Arrangements and Procedures.

Safety Arrangement 3-1

FIRST AID

We have a duty to provide suitable first aid arrangements for our staff, clients, visitors and others who may be affected by our activities. We have taken steps to provide first aid arrangements that meet this requirement.

We do this by:

- Nominating a Senior Manager to identify our needs and ensure continuing arrangements for first aid provision.
- Assessing the reasonable level of first aid provision required for our business at our workplace and for mobile staff.
- Recruiting sufficient members of staff to undertake first aid training as a first aider or appointed person, as appropriate.
- Arranging approved training for those people and keeping records of their training.
- Providing adequate numbers of trained personnel to be always available during business hours.
- Providing and maintaining enough first aid equipment and consumables.
- Displaying names and locations of first aid trained personnel or appointed persons in prominent positions throughout the premises.
- Routinely reviewing our first aid arrangements for suitability and ensuring that where we have trained first aiders qualifications are up to date.

The person responsible is identified in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 3-1

FIRST AID

Action Plan

To ensure that we meet our obligations to provide suitable first aid arrangements for our staff, clients and others who may be affected by our activities we need to take the following action-

1. Assess our business activity to identify the level of first aid provision that will be necessary.
2. Consider issues including-
 1. The severity of foreseeable work-related accidents.
 2. The number of people likely to be present at any one time.
 3. The nature of health and safety risks at our setting.
 4. The location and accessibility of the workplace.
 5. Whether the need is for trained first aiders or appointed persons.
3. Keep a written record of our assessment and conclusions.
4. Explain our assessment and conclusions to our workforce and service users.
5. Identify workers to be trained and take responsibility for administering first aid.
6. Provide approved training for appointed first aiders.
7. Keep records of this training and ensure qualifications are kept up to date.
8. Make sure our arrangements are understood and the responsible people known to all employees, and managers.
9. Provide suitable facilities and consumables for delivering first aid at our workplace
10. Monitor and review from time to time the operation of this procedure in the light of experience making changes to our system identified as necessary or beneficial.

Information and advice on First Aid provision can be found in Guidance Note 3-1 First Aid.

Safety Arrangement 3-2

WELFARE, STAFF AMENITIES, REST ROOMS AND THE WORKING ENVIRONMENT

We have to make and maintain arrangements for welfare and the provision of a safe and healthy working environment. This includes a duty to provide restrooms for the welfare of new and expectant mothers, where work is arduous or conducted in a hostile environment and portable facilities where there is a need.

We do this by-

- Nominating senior managers to oversee our provision and maintenance of welfare facilities and a safe working environment.
- Maintaining our workplace including buildings, sheds and fixtures in good order and according to required standards.
- Providing welfare facilities that are fit for purpose and include adequate hot, cold and drinking water, sanitary conveniences, hand washing facilities, facilities for meal breaks, sufficient light, heat and ventilation.
- Implementing housekeeping, cleaning and maintenance regimes.
- Providing and recording relevant instruction and training.
- Regular monitoring and review of our arrangements and facilities to ensure that they remain sufficient and are adequately maintained.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 3-2

WELFARE, STAFF AMENITIES, REST ROOMS AND THE WORKING ENVIRONMENT

Action Plan

To ensure that we make the proper and necessary arrangements for welfare and to provide a safe working environment we will-

1. Consider the arrangements we have in place to provide for the welfare of our workforce whilst at work and to provide a safe working environment.
2. Assess the specific welfare arrangements, including rest rooms and catering areas that we have provided against both minimum legal requirements and what might reasonably be expected by law; particularly where work may be arduous or in a hostile environment.
3. Consider among other relevant issues-
 1. Our worksite, the condition of the buildings.
 2. Temperature, ventilation and lighting in the workplace.
 3. The use of chemical and biological and substances.
 4. The condition of floors, walls and ceilings.
 5. Traffic routes.
 6. Sanitary and washing facilities.
 7. Clothing accommodation, changing rooms and rest rooms.
 8. Drinking water and the means for making hot drinks and heating food.
 9. Arrangements to support workers away from fixed facilities.
 10. The needs of nursing mothers.
 11. The heating and cleaning of rest rooms and welfare facilities.
4. Involve workers in these considerations and in the development and maintenance of facilities and arrangements based on these considerations.
5. Keep a written record of significant assessments, actions identified and taken.
6. Provide information and any necessary training to employees, managers and any staff nominated with responsibility to ensure that our arrangements and provisions are understood.
7. Monitor welfare arrangements and facilities to ensure that they remain sufficient, are maintained in a good clean condition and are fit for purpose.

For further information and advice see Guidance Notes 3-2 Welfare and the Working Environment, 3-8 Staff Amenities and Rest Rooms and 1-11 New and Expectant Mothers.

Safety Arrangement 3-2NP

WELFARE, STAFF AMENITIES, REST ROOMS AND THE WORKING ENVIRONMENT - NO PREMISES

We have to make and maintain arrangements for welfare and the provision of a safe and healthy working environment. This includes a duty to provide restrooms for the welfare of new and expectant mothers, where work is arduous or conducted in a hostile environment and portable facilities where there is a need. We need to make arrangements that cover our peripatetic workforce

We do this by-

- Nominating senior managers to oversee make suitable arrangements for their welfare.
- Liaising with our clients and business partners.
- Providing welfare arrangements that are fit for purpose and include access to adequate hot, cold and drinking water, sanitary conveniences, hand washing facilities and facilities for meal breaks.
- Providing and recording relevant instruction and training.
- Regular monitoring and review of arrangements made to ensure that they remain active and suitable.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 3-2NP

WELFARE, STAFF AMENITIES, REST ROOMS AND THE WORKING ENVIRONMENT - NO PREMISES

Action Plan

To ensure that we make the proper and necessary arrangements for welfare and to provide a safe working environment we will-

1. Consider the arrangements we have in place to provide for the welfare of our workforce whilst at work at client premises, away from our base and to provide a safe working environment.
2. Assess the specific welfare arrangements we have made against both minimum legal requirements and what might reasonably be expected where work may be arduous or in a hostile environment.
3. Consider among other relevant issues-
 1. The worksite, the condition of the buildings.
 2. Temperature, ventilation and lighting in the workplace.
 3. The use of chemical and biological and substances.
 4. The condition of floors, walls and ceilings.
 5. Traffic routes.
 6. Sanitary and washing facilities.
 7. Clothing accommodation, changing rooms and rest rooms.
 8. Drinking water and the means for making hot drinks and heating food.
 9. Arrangements for workers away from fixed facilities, .
 10. The needs of nursing mothers
4. Involve workers in these considerations and in the development and maintenance of arrangements.
5. Keep a written record of significant assessments, actions identified and taken.
6. Provide information and any necessary training to employees, managers and any staff nominated with responsibility to ensure that our arrangements and provisions are understood.
7. Monitor welfare arrangements made to ensure that they remain sufficient, are maintained in a good clean condition and are fit for purpose.

Further information and advice can be found in Guidance Notes 3-2 Welfare and the Working Environment, 3-8, Staff Amenities and Rest Rooms and 1-11 New and Expectant Mothers.

Safety Arrangement 3-3

HOUSEKEEPING AND CLEANING

We have a duty to ensure the safety, health and welfare of our employees and others who enter our premises by keeping it in a clean, tidy and sanitary condition.

We do this by:

- Nominating a senior manager to oversee the provision and management of housekeeping facilities and arrangements.
- Assessing the risks to our workforce and others from housekeeping activities.
- Developing and implementing cleaning procedures and associated safe systems of work where required.
- Ensuring that competent, trained personnel manage cleaning regimes and control measures.
- Carrying out regular housekeeping audits.
- Providing and using personal protective equipment where necessary.
- Managing our workforce to ensure that they use the control measures provided and follow policies and procedures.
- Providing instruction and where necessary training which is recorded.
- Regular monitoring and review of arrangements; to ensure that the workplace is kept clean and our cleaning arrangements are adequate.
- Employees and others following procedures and safe systems of work.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 3-3

HOUSEKEEPING AND CLEANING

Action Plan

To ensure that we keep our workplace tidy and in a clean, sanitary condition we need to-

1. Assess all areas of every workplace and work activities to determine their requirements for cleaning.
2. Devise and implement cleaning plans and schedules for each area, specifying and recording them.
3. In devising these plans consider issues including-
 1. Floors, stairs, toilets, rest and catering areas, outside paths, roadways and storage areas, etc.
 2. The contaminant and the most appropriate method for cleaning. Vacuum cleaning is always better than sweeping.
 3. Dry cleaning or wet cleaning. Wet cleaning may leave slippery floors.
 4. The source of the contaminant - can it be contained other than by cleaning?
 5. The frequency of and best time of day for cleaning.
 6. Waste handling and disposal – offensive, unhygienic, infected, chemical, process etc.
 7. Warning signs.
 8. Hazards associated with chemical cleaners.
 9. Cleaning around potentially hazardous equipment.
 10. Procedures for cleaning hazardous equipment.
4. Involve the workforce in making these assessments of our needs.
5. Explain these arrangements to the cleaning team, the workforce and their supervisors and managers. Ensure they are understood. Provide and record training where necessary.
6. Make sure managers understand the requirements.
7. Monitor the implementation and effectiveness of our procedures to ensure that the workplace is being cleaned properly and adequately.
8. Amend systems and procedures as necessary in the light of operational experience.

For advice and information on Housekeeping refer to Guidance Notes 3-3 Cleaning and 3-12 Housekeeping.

Safety Arrangement 3-4

PEST CONTROL

We have a duty to protect the safety, health and welfare of our employees and others who use our premises from the hazards and risks that arise because of pest infestations or pest control measures.

We do this by:

- Nominating senior managers to control the incidence of pests within our work premises and site, to minimise the risk posed by pests.
- Identifying and implementing control measures, developing procedures and safe systems of work.
- Ensuring that pest control work is undertaken by competent, trained personnel, using the correct personal protective equipment.
- Ensuring that the safest option or substance is used to control pests.
- Ensuring that inspections carried out by competent accredited persons to determine the levels of pests affecting our premises and pest control work is subject to safe systems of work and suitable control measures.
- Requiring workers and others to follow procedures, control measures and safe systems of work.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience we improve the way we manage risk from pest control.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 3-4

PEST CONTROL

Action Plan

To protect the health, safety and welfare of people using our premises from the risks that arise because of pest infestations and pest control measures we will-

1. Assess the specific hazards and risks to the health, safety and welfare of those at work.
2. Consider the arrangements we have made to protect the health, safety and welfare of workers exposed to pest infestations and involved in pest control measures.
3. Consider among other relevant issues-
 1. The nature of the pest problem.
 2. Hazards from the pest.
 3. Why there is a problem.
 4. Potential food sources.
 5. Potential sources of bedding and nesting material.
 6. Physical controls.
 7. Use of d-i-y pesticides.
 8. Pesticide contractors.
 9. Placement of pesticides.
4. Involve workers in developing a procedure based on these considerations.
5. Explain these arrangements to our workforce and ensure they are understood.
6. Provide training where required.
7. Provide information and any necessary training for workers nominated with responsibility.
8. Implement the procedure and ensure that it is followed in practice.
9. Monitor and review, from time-to-time, the operation of this procedure and after any report of an incident, injury or ill health due to pest infestations or pest control, making changes identified as necessary or beneficial.

Advice and guidance on pest control can be found in Guidance Note 3-4.

Safety Arrangement 3-6

CONTROL OF HAZARDOUS AND NON-HAZARDOUS WASTE

We have a duty to ensure that we effectively and safely dispose of waste materials and products and control the methods of disposal used so that our workforce, service users and any others who might be affected are not at risk to their health, safety or welfare

We do this by:

- Nominating senior managers to control the disposal of waste, both hazardous and non-hazardous wastes, from our premises and to minimise risk.
- Assessing the risks to our workers from the handling and disposal of waste.
- Developing and implementing policies, procedures, safe systems of work and control measures relevant to the control of waste including any necessary to comply with environmental legislation.
- Ensuring that waste disposal is by competent, approved personnel, using the correct personal protective equipment.
- Ensuring that the safest means of disposal is used to protect the environment.
- Employees and others adhering to procedures, control measures and safe systems of work.
- Providing and recording relevant training.
- Regular monitoring and review of our arrangements and facilities to ensure that we continue to manage and dispose of waste, hazardous and non-hazardous, without risks to health or safety.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 3-6

CONTROL OF HAZARDOUS AND NON-HAZARDOUS WASTE

Action Plan

To ensure our workforce and any other people who might be affected are not at risk to their health, safety or welfare from the way we dispose of hazardous and non-hazardous waste materials and products we will-

1. Identify where we create waste and rubbish.
2. Assess the hazards from the waste materials and the risks created.
3. Identify hazardous and controlled wastes.
4. Consider issues relevant to our workplace including-
 1. Is the waste particularly hazardous because it is a classified chemical substance?
 2. Is the waste hazardous because it is or contains biological agents?
 3. Whether the waste is hazardous because it is sharp, heavy or flammable.
 4. How is it stored on our premises or land?
 5. How is it moved around?
 6. If stored outside, is it secure? Can the public gain access?
 7. Is the way we store waste an invitation to an arsonist?
 8. How can we make the process easier and safer for our workers?
 9. Consider how environmental legislation and requirements might impact on procedures and the way waste is disposed of.
5. Involve workers in developing a procedure based on these considerations.
6. Keep a written record of significant risk assessments and the control measures and systems of work adopted.
7. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
8. Explain our system and arrangements to the workforce. Ensure they are understood and provide further training where necessary.
9. Implement the procedure and ensure that it is followed in practice.

Advice and guidance on the control of hazardous and non-hazardous waste can be found in Guidance Note 3-6.

Safety Arrangement 3-9

ACCESS, EGRESS, STAIRS AND FLOORS

We have a duty to protect the health, safety and welfare of our workforce and others who come onto our premises from the risk of injury due to badly maintained access and exit routes, stairs and floors.

We do this by:

- Nominating senior managers to monitor and reduce incidents involving access and egress, including stairs and floors etc.
- Assessing the risks of incidents involving access and egress facilities, including stairs and floors etc.
- Developing and implementing control measures, policies and safe systems of work.
- Ensuring that the policy, procedures, safe systems of work and control measures relating to slips, trips and falls are managed by competent, trained personnel.
- Managing our activities to ensure that employees and others use the control measures provided and follow the procedures and safe systems of work.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience we aim to improve the way we manage these risks.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 3-9

ACCESS, EGRESS, STAIRS AND FLOORS

Action Plan

To protect the health, safety and welfare of our workforce and other people using our premises from the risk of injury due to slips, trips and falls we need to-

1. Consider the nature of our premises and the way we work.
2. Identify areas where badly designed or maintained access and exit routes, stairs and floors could create access and egress problems or otherwise obstruct movement leading to employees and others slipping, tripping or falling.
3. Identify the control measures already in place and any additional measures that may be required.
4. Consider issues including-
 1. Steep stairs, handrails.
 2. Ramps.
 3. Changes in floor levels.
 4. Potholes in floors and yard areas.
 5. Blind corners.
 6. Wet and slippery floors.
 7. Highly polished floors.
 8. Trailing cables.
 9. Rubbish.
5. Keep a written record of significant risk assessments, control measures and systems of work adopted.
6. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
7. Explain our system and arrangements to the workforce. Ensure they are understood and provide further training where necessary.
8. Implement the procedure and ensure that it is followed in practice.
9. Monitor and review the operation of this procedure from time to time and after any incident involving access, egress, stairs or floors, making changes to the procedure identified as necessary or beneficial.

Advice and guidance about access, egress, stairs and floors can be found in Guidance Note 3-9.

Safety Arrangement 3-11

WORKPLACE SIGNS

Where appropriate we have a legal duty to display safety signs to warn workers and others of hazards that may be present in our workplace.

We do this by:

- Nominating a senior manager to identify where safety signs are needed.
- Creating a procedure for the purchase and installation of signs.
- Ensuring that signs are adequate for their purpose and maintained.
- Ensuring that assessments are made by competent, trained personnel.
- Ensuring that workplace signs are observed.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience we will improve the way we manage and use of safety signs.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 3-11

WORKPLACE SIGNS

Action Plan

To protect the health, safety and welfare of our workers and others we need to use safety signs as a way of warning people where there are hazards. We need to-

1. Identify where there are hazards that need to be marked with warning signs.
2. Identify signs already in place and any additional signs that may be required.
3. Consider, as part of our assessment, issues such as-
 1. Where prohibition signs should be used.
 2. Where cautionary signs should be used.
 3. Where signs requiring positive action should be used.
 4. Where signs are required to indicate a mandatory action.
 5. Whether signs are made, coloured and displayed according to legal requirements.
 6. Replacement of damaged signs – now and in the future.
4. Involve our workforce in developing these arrangements and systems.
5. Keep a written record of assessments and decisions made.
6. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
7. Explain decisions to the workforce. Ensure they are understood and provide further training where necessary.
8. Implement the procedure and ensure that it is followed in practice.
9. Monitor and review the operation of this procedure and the provision of signs from time to time.

Advice on safety signs can be found in Guidance Note 3-11.

Safety Arrangement 3-13

WORKING IN THE OPEN AIR, WORKING IN THE SUN

We have a duty to protect our workers from the health hazard and risks of working in the open air and in the sun.

We do this by:

- Nominating senior managers to manage the risks from working in the open air and in the sun.
- Assessing the risks to our workers from working outside
- Developing and implementing control measures, policies and Safe Systems of Work.
- Ensuring that the policy, procedures, Safe Systems of Work and control measures for working outside are overseen by competent, trained personnel.
- Providing and using personal protective equipment.
- Managing activities to ensure that employees use the control measures provided and follow our policies, procedures and Safe Systems of Work.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience we will improve the way we manage the risks facing our workforce.

The personnel responsible are identified in the Responsibility Table of our Health and Safety Policy.

WORKING IN THE OPEN AIR, WORKING IN THE SUN

Action Plan

To protect workers from the risks of working in the open air and in the sun we need to:-

1. Assess our work to identify where and when workers may be exposed to harm from working in the open air and in the sun.
2. Identify any workers with health issues that make them particularly susceptible to injury from working outdoors.
3. Identify the control measures already in place and any additional measures that may be required.
4. Consider-
 1. Excessive exposure to sunlight – provide sunscreen, sun block, water supply, regular breaks, covering exposed parts of the body.
 2. Watercourse hazards – fall arrest equipment, inflatable life jackets, two-man working.
 3. Lack of available light to work safely (e.g. during the winter months or at night) – provide appropriate artificial lighting and spare bulbs.
 4. Exposure to dust and micro-organisms (resulting in sensitization or asthma) – is health surveillance or respiratory protective equipment required?
 5. Life-threatening reactions from bites and stings - availability of antidotes, first aid provision, medical assistance, individual specific risk assessments.
 6. Adverse weather conditions (hypothermia, heat exhaustion) - length of time of exposure, appropriate clothing, periodic rest breaks.
5. Keep a written record of significant risk assessments and the control measures and systems of work adopted.
6. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
7. Explain our system and arrangements to the workers. Ensure they are understood and provide further training where necessary.
8. Implement the procedure and ensure that it is followed in practice.
9. Report any incidence of a reportable injury or disease to the Enforcing Authorities.
10. Monitor and review the operation of this procedure from time to time and whenever a worker is harmed as a result of working in the open air, making changes to the procedure identified as necessary or beneficial.

Information and advice on health and safety whilst working out of doors is in Guidance Note 3-13.

Safety Arrangement 3-15

PREMISES

We have a duty to protect our workers and everyone else from risks present in our premises and to ensure that they are maintained.

We do this by:

- Nominating a senior manager to reduce the risks posed by work in or by use of our facilities.
- Assessing the risks arising from working on our premises to our workforce and others.
- Developing and implementing control measures, policies and safe systems of work.
- Ensuring that the management of the policy, procedures, safe systems of work and control measures relating to our premises are completed by competent, trained personnel.
- Managing our activities to ensure that workers and others use the control measures provided and follow our policies, procedures and safe systems of work.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage the risks posed.

The personnel responsible are identified in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 3-15

PREMISES

Action Plan

To protect workers and everyone else from the risks associated with our premises we must-

1. Complete a general risk assessment of the premises, identifying any hazards that are present
2. Consider-
 1. Workspace –can people go about their tasks without obstruction?
 2. Sanitary conveniences and washing facilities – must be available and determined by the number of employees.
 3. Windows and doors – ensuring these do not create an obstruction or vision problem.
 4. Rest areas - provision for employees to be able to eat and drink away from working areas.
 5. The need for a fire risk assessment.
 6. Routine testing of the fire alarm system and emergency lighting; ensuring that this is recorded.
 7. Identification of any asbestos present in the premises. Maintain an asbestos register; seek remediation treatment where necessary.
 8. Whether all our insurance liability policies are current and suitable for the premises.
 9. Glazing in high-risk areas is of a safety material or protected against breakage.
 10. Pedestrian segregation from vehicles, with clearly identified walkways to ensure pedestrian safety.
 11. A suitable housekeeping regime that reduces the likelihood of slip, trip and fall hazards occurring on our premises.

Advice and guidance on the control of premises hazards can be found in Guidance Note 3-15.

Safety Arrangement 4-1

ELECTRICAL SAFETY

We have a duty to protect our employees and other people who use our premises from the risk of electrical injury caused by our electrical installations, our use of fixed equipment and our use of portable electrical appliances.

We do this by:

- Nominating a senior staff member to ensure the safety of our electrical installations, equipment and portable appliances.
- Assessing the risks from electrical installations, fixed equipment and portable appliances.
- Assessing the service users' personal portable electrical items.
- Developing and implementing procedures, control measures, policies and safe systems of work.
- Ensuring that any work carried out on our electrical installation, equipment and appliances is carried out by competent, accredited electrical engineers.
- Providing and using personal protective equipment where appropriate.
- Regular inspection by competent accredited electrical engineers.
- Managing our activities to ensure that employees and others use the control measures provided and follow our policies, procedures and safe systems of work.
- Providing relevant training and keeping training records.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage electrical safety.

The personnel responsible are identified in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 4-1

ELECTRICAL SAFETY

Action Plan

To protect workers, service users and others from the risks from using fixed and portable electrical equipment we need to:

1. Consider our activities and identify where and when workers may be exposed to risks to their health and safety from fixed or portable electrical equipment.
2. Assess the risks from that exposure to fixed and portable electrical equipment, identifying control measures in place and any additional measure that may be required to avoid risk such as testing service users' electrical equipment.
3. Consider relevant issues including:
 1. The competence of employees or contractors who install or maintain electrical equipment.
 2. Inspection of fixed electrical installations as prescribed by the IET Wiring Regulations (18th edition) BS 7671.
 3. The maintenance of electrical installations between inspections.
 4. The maintenance and inspection of portable electrical equipment.
 5. Using battery powered hand tools.
 6. Residual current devices.
 7. Equipment used where flammables are being used; use in wet and adverse conditions.
 8. Equipment used by mobile workers.
 9. Use of trailing cables.
4. Purchase robust equipment suitable for the environment in which it is to be used.
5. Arrange for the routine testing and inspection of portable electrical equipment.
6. Develop a procedure based on these considerations.
7. Keep a written record of significant risk assessments and the control measures and systems of work adopted.
8. Make sure that our managers and senior staff understand the procedures and arrangements. Consider whether they need any training.
9. Explain our procedures and arrangements to our workforce. Ensure they are understood and provide training where necessary.
10. Implement the procedure and ensure that it is followed in practice.
11. Monitor and review the operation of this procedure from time to time and after any electrical incident, making changes identified as beneficial or necessary.

Information and advice on the use of fixed and portable electrical equipment is in Guidance Note 4-1 Electrical Safety

Safety Arrangement 4-2

THE PROVISION, USE AND MAINTENANCE OF WORK EQUIPMENT

We have a duty to protect our workforce and other people who use our premises from the health and safety risks associated with the provision and use of work equipment.

We do this by:

- Nominating senior staff members to consider the health and safety issues surrounding any new equipment that we obtain and the equipment that we use in the course of our business.
- Making an assessment of the risks from work equipment when in use and during its maintenance.
- Developing and implementing procedures, control measures, policies and safe systems of work.
- Ensuring that any work carried out on work equipment is carried out by competent workers or competent contractors.
- Providing and using personal protective equipment where appropriate.
- Regular maintenance and servicing.
- Statutory inspections by competent accredited engineers and surveyors where required.
- Managing our activities to ensure that employees and others use the control measures provided and follow our policies, procedures and safe systems of work.
- Providing relevant training and keeping training records.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage the provision and use of work equipment.

The personnel responsible are identified in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 4-2

THE PROVISION, USE AND MAINTENANCE OF WORK EQUIPMENT

Action Plan

To protect workers and others from the risks from work equipment we need to:

1. Consider our activities and identify where and when they might be exposed to risks to their health and safety from our use of existing equipment.
2. Consider the implications for the health and safety of our staff when purchasing or looking to purchase new equipment.
3. Assess the risks from any such exposure to work equipment, identifying control measures in place and any additional measure that may be required to avoid risk.
4. Consider relevant issues including:
 1. What risks to health and safety might be created?
 2. Do any parts look dangerous?
 3. Do the guards adequately protect against the risk? Do they conform to the current BS or EN standard and any official guidance?
 4. Is it excessively noisy?
 5. Is there excessive vibration?
 6. Are there any special maintenance requirements?
 7. Are parts that need maintenance easily accessible?
 8. Does any part get very hot or cold?
 9. Are there any live electrical parts exposed?
10. Are the manufacturer's operating and maintenance instructions clear and comprehensive?
5. Arrange for work equipment to be routinely serviced and maintained and for statutory inspections where required.
6. Keep a written record of significant risk assessments and the control measures and any systems of work or procedures adopted.
7. Implement the procedures and arrangements making sure that the senior management team and line managers understand them. Consider whether they need any training.
8. Explain our procedures and arrangements to our staff. Ensure they are understood and followed in practice. Provide training where necessary.
9. Monitor and review the operation of this procedure from time to time and after any incident, making changes identified as beneficial or necessary.

Further information and advice is in Guidance Note 4-2 The Provision, Use and Maintenance of Work Equipment.

Safety Arrangement 4-3

HAND TOOLS

We have a duty to protect our workforce and other people from the risks associated with the use of hand tools.

We do this by:

- Nominating a senior manager to consider the safety implications of our use of hand tools.
- Assessing the risks from our use of hand tools.
- Developing and implementing procedures, control measures, policies and safe systems of work.
- Ensuring that hand tools are maintained.
- Providing and using personal protective equipment where appropriate.
- Managing our activities to ensure that employees and others use the control measures provided and follow our policies, procedures and safe systems of work.
- Providing relevant training and keeping training records.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage the safety of hand tool use.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 4-3

HAND TOOLS

Action Plan

To protect workers and others from the risks of using hand tools we need to:

1. Consider our activities and identify where and when workers may be exposed to risks to their health
2. Assess the risks from that use of hand tools, identifying control measures already in place and any additional measure required to avoid risk.
3. Consider relevant issues including:
 1. The competence and training of workers who use hand tools.
 2. The maintenance of hand tools particularly powered hand tools.
 3. Use of hand tools in wet and adverse conditions.
4. Purchase robust equipment suitable for the work and environment in which it will be used.
5. Develop a procedure based on these considerations.
6. Keep a written record of any significant risk assessments and the control measures and systems of work adopted.
7. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
8. Explain our procedures and arrangements to our workforce. Ensure they are understood and provide training where necessary.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review the operation of this procedure from time to time and after any accident or incident, making changes identified as beneficial or necessary.

Information and advice on the safe use of hand tools is in Guidance Note 4-3 Hand Tools.

Safety Arrangement 4-4

OFFICE EQUIPMENT

We have a duty to protect our staff and other people who use our premises from the risks associated with the use of office equipment.

We do this by:

- Nominating a senior manager to consider the safety implications in the use of office equipment.
- Assessing the risks from using office equipment.
- Developing and implementing procedures, control measures, policies and safe systems of work.
- Ensuring that office equipment is properly maintained.
- Managing our activities to ensure that employees and others use the control measures provided and follow our policies, procedures and safe systems of work.
- Providing relevant training and keeping training records.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage the safety of office equipment.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 4-4

OFFICE EQUIPMENT

Action Plan

To protect workers and others from the risks of using office equipment we need to:

1. Consider our activities and identify where and when workers may be exposed to risks to their health and safety by using office equipment.
2. Assess the risks from the use of office equipment, identifying control measures already in place and any additional measures required to avoid risk.
3. Consider relevant issues including:
 1. The competence and training of workers who use office equipment.
 2. Who does what when the equipment goes wrong?
 3. Are any young workers likely to use office equipment? Are any special precautions needed?
 4. Are manufacturers' instructions followed?
 5. The maintenance of office equipment.
 6. The location of office equipment.
4. Purchase robust equipment suitable for the work and environment in which it will be used.
5. Develop a procedure based on these considerations.
6. Keep a written record of any significant risk assessments and the control measures and systems of work adopted.
7. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
8. Explain our procedures and arrangements to our workforce. Ensure they are understood and provide training where necessary.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review the operation of this procedure from time to time and after any accident or incident, making changes identified as beneficial or necessary.

Information and advice can be found in Guidance Note 4-4 Office Equipment.

Safety Arrangement 4-5

STORAGE OF CHEMICAL SUBSTANCES AND AGENTS

We have a duty to protect our workers and others from the potential hazards and risks present as a result of the storage of chemical substances at our workplace.

We do this by:

- Nominating senior staff members to identify the chemical substances used and their storage requirements.
- Developing and implementing risk assessments, procedures, safe systems of work and control measures to minimise risk within our work premises.
- Implementing the procedures, safe systems of work and control measures.
- Ensuring that the storage, containment and exhaust ventilation arrangements are adequate for their purpose, as defined in prescribed legislation.
- Ensuring that the management of the policy, procedures, safe systems of work and control measures relating to chemical substances are undertaken by competent, trained personnel.
- Providing and using personal protective equipment.
- Managing our activities to ensure that employees and others use the control measures provided and follow our policies, procedures and safe systems of work.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage the risks from stored chemical substances.

The personnel responsible for the above measures are identified in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 4-5

STORAGE OF CHEMICAL SUBSTANCES AND AGENTS**Action Plan**

To protect our workforce and others from the potential hazards and risks present as a result of the storage of chemical agents at our workplace we need to;

1. Make an inventory of every chemical substance, including its location and the maximum quantities expected, stored on our premises.
2. Assess the potential risks from the storage of each of those substances and identify those which are hazardous and those which are not.
3. Assess the hazardous chemical substances for the risks that they pose to health and safety because of the quantities that we store and or the way that they are stored.
4. Identify the control measures that we should adopt.
5. Consider matters including;
 1. What hazardous chemical substances do we store?
 2. In what quantity?
 3. Where?
 4. Are they stored in accordance with Safety Data Sheet (SDS) recommendations and published guidance?
 5. Are the storage arrangements suitable?
 6. Have we identified and separated incompatible chemical agents? How can we improve our storage arrangements?
 7. Is our workforce aware of hazards and risks?
6. Record details of our assessments, the results and any controls subsequently introduced.
7. Prepare a detailed statement of how we control the risks.
8. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
9. Explain our system and arrangements to the workforce. Ensure they are understood and provide further training where necessary.
10. Implement the procedure and ensure that it is followed in practice.
11. Monitor and review the operation of this procedure from time to time and whenever hazardous substances give rise to incident, injury or ill health, making changes to the procedure identified as necessary or beneficial.

Advice on storing chemical substances is available in Guidance Note 4-5.

Safety Arrangement 4-8

SLIPS, TRIPS AND FALLS

We have a duty to protect our workforce and other visitors to our premises from the risks of slipping, tripping and falling.

We do this by:

- Nominating a senior manager to monitor, improve and reduce the risk of slips, trips and falls.
- Identifying all the potential causes of slips, trips and falls and assessing the risk.
- Developing and implementing procedures and control measures.
- Ensuring that pedestrian routes are fit for purpose, that they are routinely maintained and checked.
- Ensuring that competent and trained personnel complete risk assessments and safety inspections.
- Providing wherever possible segregated traffic routes and adequate signage.
- Providing and recording relevant training.
- Regular monitoring and review of compliance with our arrangements to ensure that they are followed in practice and continue to control potential risks.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 4-8

SLIPS, TRIPS AND FALLS

Action Plan

To protect our workforce and others from the risk of accidents caused by slips, trips and falls we will:

1. Identify where there are potential areas for slips, trips or falls accidents on our premises.
2. Assess the hazards in each of those areas and the risks that people may face.
3. List existing controls and any other measures that we should be taking.
4. Consider issues including-
 1. Floor surfaces.
 2. The environment.
 3. The weather.
 4. Footwear.
 5. Contamination.
 6. Obstacles and obstructions.
 7. Cleaning regimes.
 8. People - human factors
5. Involve workers in developing a procedure or arrangements based on these considerations.
6. Keep a written record of significant risk assessments and the control measures and systems of work adopted.
7. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
8. Explain our system and arrangements to our workforce. Ensure they are understood and provide further training where necessary.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review the operation of this procedure from time to time making changes identified as necessary or beneficial. The arrangements will also be reviewed after any report of a dangerous incident or of a person suffering injury or due to slipping or tripping

Advice and guidance on slips, trips and falls can be found in Guidance Note 4-8.

Safety Arrangement 4-11

THE SAFE USE OF MACHINERY

We have a duty to ensure the health, safety and welfare of workers and others during the use and maintenance of machinery.

We do this by:

- Nominating a senior manager to identify the hazards created by the use and maintenance of machinery.
- Assessing the risks to our workforce and others during the use and maintenance of machinery.
- Developing and implementing policies, procedures, safe systems of work and control measures.
- Ensuring that any risk assessments are undertaken by competent, trained personnel.
- Ensuring that machinery is suitably safeguarded and regular, planned inspections are carried out on to meet statutory requirements for their continued use.
- Ensuring employees and others adhere to procedures, control measures and safe systems of work.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience we will improve our management of risk from machinery.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 4-11

THE SAFE USE OF MACHINERY

Action Plan

To protect the health and safety of workers and others during the use and maintenance of machinery we will:

1. Identify where and when workers or others may be exposed to risk during the use, repair and maintenance of machinery.
2. Assess the risks identified and the control measures required.
3. Identify existing control measures and additional measures required.
4. Involve the workforce in making these assessments of our needs.
5. Consider issues including-
 1. Are dangerous parts of machinery suitably guarded or protected?
 2. Is the integrity of the protection maintained when different jobs are done on the machine?
 3. Which parts of the machine need access for maintenance?
 4. What is the nature of the intervention?
 5. What do they do and how?
 6. Isolation and lock off procedures.
 7. Stored energy.
 8. Lifting heavy parts.
 9. Chemical, oil etc., contamination.
10. Have workers been formally trained for the jobs they do?
11. Is manufacturers' advice or instructions being followed?
12. Ease of setting.
13. Handling work pieces.
14. Newer safer machines.
6. Develop procedures, programmes and practices tailored to our workplace.
7. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
8. Explain these arrangements to the workforce. Ensure they are understood and provide further training where necessary.
9. Implement the procedure and ensure that it is followed in practice.

Advice and guidance on the control of the provision and use of machinery can be found in Guidance Note 4-10.

Safety Arrangement 4-13

ABRASIVE WHEELS

We have a duty to ensure the health, safety and welfare of our employees, workers and others from the hazards and risks associated with the use of abrasive wheels.

We do this by:

- Nominating senior staff members to identify the hazards posed by the use and maintenance of abrasive wheels.
- Assessing the risks to employees and others from the use of abrasive wheels.
- Developing and implementing control measures, procedures and safe systems of work.
- Ensuring that risk assessments are undertaken by competent, trained personnel.
- Ensuring that regular inspection and maintenance is carried out to keep the equipment in good working order.
- Ensuring employees and others adhere to procedures, control measures and safe systems of work.
- Providing and recording training.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage the risks from abrasive wheels.

The personnel responsible for the above measures are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 4-13

ABRASIVE WHEELS

Action Plan

To ensure the safety of our employees, workers and others whilst working with or near abrasive wheels we will:

1. Assess our work activity to identify where and when they may be exposed to hazard and risk when abrasive wheels are used.
2. Where hazards and risks are identified, risk assess the task(s), to identify where control measures are required.
3. Involve the workforce in making these assessments of our needs.
4. Identify the control measures already in place and any additional measures. Refer to makers' guidance, trade guidance, British and European Standards etc.
5. Consider among other issues-
 1. Risks to operators.
 2. Eye protection.
 3. Guards
 4. Storage of abrasive wheels.
 5. Who sets and fits new abrasive wheels.
 6. Risks to tool setters, fitters and maintenance staff.
 7. Risks to others.
 8. Stability of work pieces.
 9. Training for operators and setters.
10. Dust, fume, oil mist and bacterial contamination of oils (also part of an assessment of exposure to hazardous substances).
6. Develop procedures, programmes and practices tailored to our business.
7. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
8. Explain these arrangements to our workforce. Ensure they are understood and provide further training where necessary.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review the operation of this procedure from time to time and whenever anyone is injured or suffers ill health from using an abrasive wheel, making changes to the procedure identified as necessary or beneficial.

Advice and guidance on the use of abrasive wheels can be found in Guidance Note 4-13.

Safety Arrangement 4-16

COMPRESSED AIR AND PRESSURE SYSTEMS

We have a duty to ensure that our use of compressed air and other pressure systems is safe and without risk to our workforce and others.

We do this by-

- Nominating senior staff members to identify the hazards posed by the use and maintenance of compressed air systems.
- Assessing the risks to employees and others from the use of compressed air systems.
- Developing and implementing control measures, procedures and safe systems of work.
- Ensuring that risk assessments are undertaken by competent, trained personnel.
- Ensuring that regular inspections and tests are carried out on compressed air systems as required by law, to verify that they continue to be safe for use.
- Ensuring employees and others adhere to procedures, control measures and safe systems of work.
- Providing and recording training.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage the risks from compressed air systems.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

COMPRESSED AIR AND PRESSURE SYSTEMS

Action Plan

To ensure the safety of our workers and others whilst working with pressure or compressed air systems we need to:

1. Assess our work activity to identify where and when workers or others may be exposed to hazard and risk during the operation of compressed air and pressure systems.
2. Risk assess the equipment and task(s) undertaken, to identify where and what control measures are required.
3. Involve the workforce in making these assessments.
4. Identify the control measures already in place and any additional measures that may be required. Refer to manufacturers' guidance, trade guidance and British or European Standards etc.
5. Consider among other issues-
 1. Maintenances of pressure vessels and pipelines.
 2. The nature of any substances within the system.
 3. Statutory inspections of pressurised plant.
 4. Risks to operators.
 5. Eye protection.
 6. Lubrication
 7. Adaptations and alterations to systems.
 8. Training.
 9. Noise.
6. Develop procedures, programmes and practices tailored to our workplace.
7. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
8. Explain these arrangements to the workforce. Ensure they are understood and provide further training where necessary.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review the operation of this procedure from time to time and whenever anyone is injured or suffers ill health, making changes to the procedure identified as necessary or beneficial.

Advice and guidance on compressed air systems can be found in Guidance Note 4-15. For guidance on other types of pressure system please see Guidance Note 4-16.

Safety Arrangement 4-20

WORK AT HEIGHT

We have a duty to ensure the health, safety and welfare of our workforce and others against the risks involved in working at height.

We do this by:-

- Nominating a senior manager to be responsible for identifying and managing work at height.
- Assessing the risks to our workers and others from the risks involved in working at height.
- Avoiding the need to work at height wherever possible by complying with the hierarchy of controls specified in legislation.
- Where we cannot avoid work at height we develop and implement procedures, control measures and safe systems of work.
- Ensuring that access and other equipment provided for work at height is fit for the purpose, correctly installed, used and maintained, and checked at the correct frequency.
- Ensuring that risk assessments and inspections are carried out by competent and trained personnel.
- Ensuring that control measures are installed and managed by competent trained personnel.
- Managing work to ensure that procedures, control measures and safe systems of work are followed.
- Providing and recording training.
- Monitoring and reviewing our systems; using experience we aim to improve to the way we manage the risks from work at height.

The personnel responsible for these measures are identified in the Responsibility Table of our Health and Safety Policy.

WORK AT HEIGHT

Action Plan

To ensure the safety of our workforce and others whilst working in areas where they could be at risk because they are working at height we will:

1. Identify where and when workers or others may be exposed to hazard and risk due to work at height.
2. Avoid the need to work at height wherever possible.
3. Where work at height cannot be avoided, risk assess the task.
4. Involve our workforce in these assessments and the identification of control measures to eliminate or reduce risk. Liaise with clients and others where necessary.
5. Identify the control measures already in place and any additional measures that may be required. Refer to manufacturers' guidance, trade guidance and British Standards etc.
6. Consider among other issues-
 1. All work above ground where there is a risk of falling.
 2. Occasional job tasks as well as routine tasks.
 3. Roof work, cleaning gutters.
 4. Does the work have to be done at height?
 5. Use of the right access equipment for the task.
 6. Weather conditions.
 7. Competency of workers.
 8. Condition of ladders and access equipment.
 9. Unexpected tasks e.g. leaking roof, overflowing gutter.
10. Safety nets.
11. Personal protective systems, fall arrest systems.
7. Develop procedures, programmes and practices tailored to our site.
8. Make sure that managers, supervisors and staff understand the procedures and arrangements. Consider whether they need any training.
9. Explain these arrangements to the workforce. Ensure they are understood and provide training where necessary.
10. Implement the procedure and ensure that it is followed in practice.
11. Monitor and review the operation of this procedure from time to time and following any injury due to work at height, making changes to the procedure identified as necessary or beneficial.

Information, advice and guidance on health and safety during work at height can be found in Guidance Note 4-20.

Safety Arrangement 4-21

ACCESS EQUIPMENT

We need to ensure the safety of our workforce and others when using access equipment for tasks that involve work at height.

We do this by:

- Nominating a senior manager to oversee work at height, our use of access equipment and to identify and manage the action we need to take.
- Assessing the risks to employees and others from access equipment and working at height.
- Developing and implementing control measures, procedures and safe systems of work.
- Ensuring employees and others adopt the control measures provided and follow the developed procedures and safe systems of work.
- Training employees to safely use access equipment and work at height.
- Using only trained employees to install or erect access equipment.
- Purchasing suitable access equipment and ensuring that adequate guardrails and outriggers are used when required.
- Regular inspection by competent engineers.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience we will improve our management of risks from the use of access equipment and work at height.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

ACCESS EQUIPMENT

Action Plan

To ensure the safety of our employees and others whilst working at height using access equipment we will:

1. Identify where and when workers or others may be exposed to risk whilst working at height using access equipment.
2. Where risks are identified, assess the risks to health and safety.
3. Involve the workforce in these assessments and in the identification of control measures.
4. Identify the control measures in place and any additional measures required. Refer to manufacturers' guidance, trade guidance and British Standards etc.
5. Consider among other issues-
 1. The nature of the work at height task.
 2. The most appropriate means of access.
 3. Suitability – ground conditions, slopes and access.
 4. The length of the task.
 5. If equipment is to be hired could the task in hand be combined with other work at height for efficiency?
 6. Do staff have the skills and competence to use powered access equipment?
 7. The need for adequate guardrails and outriggers (where required).
 8. Training.
 9. Supervision.
10. Personal Protective Equipment.
11. Maintenance of access equipment.
12. Statutory inspections.
6. Develop procedures, programmes and practices tailored to our premises.
7. Make sure that managers, supervisors and staff understand the procedures and arrangements. Consider whether they need any training.
8. Implement the procedure and ensure that it is followed in practice.
9. Monitor and review the operation of this procedure from time to time and whenever anyone is injured while using access equipment to work at height, making changes to the procedure identified as necessary or beneficial.

Advice and guidance on health and safety in the use of access equipment is in Guidance Note 4-21.

Safety Arrangement 4-23

HOT WORK

We have a duty to protect our workforce and others from the hazards and risks to their health, safety and welfare from hot work (the application of heat or energy to plant or equipment that may contain or has contained flammable materials).

We do this by:

- Nominating a senior manager to identify and be responsible for the management of hot work.
- Assessing the risks to our workforce and others from hot work.
- Developing and implementing control measures, hot working procedures and safe systems of work.
- Using hot work permit systems where appropriate.
- Ensuring that permit to work and hot work systems are developed and managed by competent and trained personnel.
- Ensuring that 'hot work' permits are correctly completed and issued.
- Following hot or permit to work procedures, control measures and safe systems of work in practice.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience we will improve our management of the risks associated with hot work.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 4-23

HOT WORK

Action Plan

To ensure the safety of our workforce and others whilst working in areas where they could be affected by the hazards and risks of 'hot work' we need to:

1. Identify where and when workers or others are exposed to the hazards and risks of 'hot work'.
2. Assess the exposure of our workers and others to the risks whenever and wherever they need to carry out hot work.
3. Involve the workforce in these assessments and in the identification of appropriate control measures.
4. Identify the control measures already in place and additional measures that may be required. Refer to manufacturers' guidance, official and trade guidance, British and European Standards etc.
5. Consider among other issues:
 1. Elimination of the work.
 2. Does it have to be done 'hot'?
 3. Draining tanks, vessels, pipes etc.
 4. Purging tanks, vessels, pipes etc. of flammable vapours.
 5. Fire watching after hot works.
 6. Fire safety arrangements.
 7. Permits to work.
 8. Training of supervisors and workers.
 9. Maintenance of plant.
 10. Longer term redesign of plant to avoid need for hot work.
 11. Personal protective equipment.
6. Develop procedures, programmes and practices tailored to our workplace.
7. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
8. Explain these arrangements to the workforce. Ensure they are understood and provide further training where necessary.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review the operation of this procedure from time to time and following any incident, injury or case of ill health, making changes to the procedure identified as necessary or beneficial.

Advice and guidance on health and safety when carrying out hot work can be found in Guidance Note 4-23.

WORKPLACE TRANSPORT MANAGEMENT AND PEDESTRIAN CONTROL

We have a duty to protect our workforce and others from the risks created by workplace transport.

We do this by-

- Nominating a senior manager to identify hazards and risks and manage workplace transport safety.
- Assessing the risks created by workplace transport.
- Developing and implementing control measures, procedures and safe systems of work.
- Ensuring that the vehicles are adequate for their purpose, that they are maintained and checked at the correct frequency.
- Providing warning signs and segregating pedestrians and transport where practicable.
- Ensuring that risk assessments are completed by competent, trained personnel.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using our experience we will improve our management of the risks associated with workplace transport.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

WORKPLACE TRANSPORT MANAGEMENT AND PEDESTRIAN CONTROL

Action Plan

To ensure the safety of our employees, service users and others whilst working in areas where they could be affected by the hazards and risks from workplace transport, we need to-

1. Identify where and when workers or others may be exposed to the hazards of workplace transport.
2. Assess the risks to our workers and others.
3. Involve the workforce in these assessments and in establishing appropriate control measures.
4. Identify the control measures already in place and any additional measures required. Refer to manufacturers' guidance, trade and official guidance, British and European Standards etc.
5. Consider among other issues:
 1. Internal transport – fork-lift trucks, cars, vans, trucks etc.
 2. External transport – delivery vans, trucks, visitors' cars etc.
 3. The positioning and security of and loads being moved within the workplace whether on a road going vehicle or internal works transport
 4. Doors opening onto roadways.
 5. Vehicles and pedestrian segregation at doorways.
 6. Vehicle and pedestrian segregation inside the workplace.
 7. Excluding non-essential personnel from high-risk areas.
 8. Lighting.
 9. Loading bays.
 10. Reversing vehicles.
 11. Use of high visibility clothing.
 12. Supervision.
 13. Training of supervisors and workers.
6. Develop procedures, programmes and practices tailored to our workplace.
7. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
8. Explain these arrangements to the workforce. Ensure they are understood and provide further training where necessary.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review the operation of this procedure from time to time and following any incident, or injury caused by workplace transport, making changes to the procedure identified as necessary or beneficial.

Advice and guidance on health and safety relating to workplace transport and pedestrian control can be found in Guidance Note 4-28.

Safety Arrangement 4-30

BATTERY CHARGING

We have a duty to protect our employees and others from the risks associated with the charging of batteries in the course of our work activity.

We do this by:

- Nominating a senior manager to reduce the risks posed by battery charging.
- Assessing the risks from battery charging to our workforce and others.
- Developing and implementing control measures, policies and Safe Systems of Work.
- Ensuring that the management of the policy, procedures, safe systems of work and control measures relating to battery charging are undertaken by competent, trained personnel.
- Providing and using personal protective equipment.
- Managing our activities to ensure that employees and others use the control measures provided and follow our policies, procedures and safe systems of work.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience we will make improvements to the way we manage the risks from battery charging.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

BATTERY CHARGING

Action Plan

To protect workers and others from the risks posed from the charging of batteries we need to:

1. Assess our work activity to identify where and when workers or the public may be exposed to risks from battery charging.
2. Identify the control measures already in place and any additional measures that may be required.
3. Consider-
 1. Where batteries are charged. Designating a well-ventilated battery charging area.
 2. Are Electric Vehicles being charged in the open – or in an enclosed space.? Is there an impact on fire safety?
 3. Elimination of potential ignition sources in the battery charging area.
 4. Are eye wash facilities or an emergency shower and suitable fire extinguishers close by?
 5. Safety signs should be displayed in appropriate positions in the battery charging area.
 6. Personal protective equipment such as goggles or a visor and suitable gloves to provide protection against acid burns.
 7. Emergency procedures, including a method of spill containment and a cleaning procedure.
4. Keep a written record of significant risk assessments and the control measures and systems of work adopted.
5. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
6. Explain our system and arrangements to the workforce. Ensure they are understood and provide further training where necessary.
7. Implement the procedure and ensure that it is followed in practice.
8. Monitor and review the operation of this procedure from time to time and make changes to the procedure identified as necessary or beneficial.

Information and advice on battery charging can be found in Guidance Note 4-30 Battery Charging

OCCUPATIONAL ROAD SAFETY

We have a duty to continue to manage, so far as we can, the health, safety and welfare of our workforce and others when they are away from our premises and travelling in the course of their work.

We do this by:

- Nominating senior staff members to manage the potential hazards facing our workforce and others from occupational road use.
- Assessing the risks to our workforce from driving for work
- Developing and implementing policies and procedures.
- Ensuring that the vehicles are suitable and sufficient for their intended use and that they are maintained.
- Ensuring that all vehicles are properly insured, taxed and Ministry of Transport tested, prior to road use.
- Ensuring that competent and trained personnel complete risk assessments.
- Employees and supervisors following our policies and procedures.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience to improve the way we manage risks associated with occupational road use.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

OCCUPATIONAL ROAD SAFETY

Action Plan

To ensure the safety of our employees whilst travelling by road on business (and to protect others who might be affected) from the hazards and risks surrounding occupational road safety we need to-

1. Identify where and when workers may be exposed to hazards and risks on account of occupational road use.
2. Assess specific occupational road use risks to our workforce.
3. Involve the workforce in these assessments and in the identification of control measures.
4. Identify the control measures already in place and any other measures that may be needed. Refer to government and road safety organisations' published guidance.
5. Consider among other issues-
 1. Working and driving time regulations.
 2. Statutory limitation of commercial vehicle drivers' hours.
 3. The positioning and security of loads – in cars, vans and large goods vehicles
 4. The length of the working day when hours driving to and from a job, visit, training course etc. is added to the time spent on the task.
 5. Schedules that do not require excessive speed and allow time for rest breaks.
 6. Weather conditions.
 7. Allowance for rest breaks.
 8. Policy on overnight stays.
 9. Advanced driver training.
10. Suitability of vehicles.
11. Vehicle maintenance.
6. Develop procedures, programmes and practices tailored to our workplace.
7. Make sure that managers and supervisors understand the procedures and Consider whether they need any training.
8. Explain these arrangements to the workforce. Ensure they are understood and provide further training where necessary.
9. Implement the procedure and ensure that it is followed in practice.
10. Periodically monitor and review the operation of this procedure or after any incident or injury related to occupational road use, making changes to the procedure identified as necessary or beneficial.

Advice and guidance on occupational road safety can be found in Guidance Note 4-31.

Safety Arrangement 5-1

HAND ARM VIBRATION

We have a duty to protect our workers and others who might be affected from the ill health effects of hand arm vibration (HAV) caused by the use of vibrating tools, equipment and workpieces.

We do this by:

- Nominating a senior manager to minimise the risks created by the use of vibrating tools and equipment.
- Assessing the risks to our workforce from vibrating tools used in the course of their work.
- Developing and implementing strategies, procedures, safe systems of work and control measures.
- Ensuring that the management of the strategy, procedures, safe systems of work and control measures relating to hand arm vibration is undertaken by competent, trained personnel.
- Managing our activities to ensure that employees and others use the control measures provided and follow our policies, procedures and safe systems of work.
- Providing and recording relevant training.
- Arranging and implementing health surveillance.
- Ensuring that all items of equipment are suitable for their task and subject to regular maintenance.
- Monitoring and reviewing our systems; using experience to improve our management of risks from vibrating tools and equipment.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 5-1

HAND ARM VIBRATION

Action Plan

To protect workers and others from the risks to health from hand arm vibration we need to:

1. Identify where and when workers may be exposed to hand arm vibration.
2. Risk assess that work, identifying where exposure is above either the statutory limit or action values.
3. Take immediate steps to reduce exposure where exposure is above the exposure limits
4. Identify control measures already in place and any additional measures that may be required to reduce exposure to below the limit value and so avoid risk.
5. Consider issues including:
 1. Use of powered hand tools - hammer drills, impact wrenches, brush cutters, chain saws, shearing machines and similar.
 2. Whether the job can be automated – eliminates exposure.
 3. Whether the job can be done differently – reduces exposure.
 4. Whether the job can be rotated between workers – reduces exposure.
 5. Is the tool too powerful?
 6. Are vibration levels high because tools are not well maintained?
 7. Would a newer tool incorporate vibration reduction measures and reduce exposure?
 8. Are any groups or individual workers at particular risk?
 9. Health surveillance.
6. Develop a procedure based on these considerations.
7. Explain these arrangements to our workforce. Ensure they are understood.
8. Provide training and information for workers nominated with responsibility.
9. Implement the procedure and ensure that it is followed in practice.
10. Report cases of HAV which result in a worker being unfit for work and which are confirmed by a medical practitioner to the Enforcing Authority.
11. Monitor and review the operation of this procedure from time to time and whenever a worker develops symptoms related to HAV exposure, making changes to the procedure identified as necessary or beneficial.

Information and advice on the control of Hand Arm Vibration can be found in Guidance Note 5-1.

Safety Arrangement 5-8

LEPTOSPIROSIS

We have a duty to protect the safety, health and welfare of our workforce and others who may be affected by our work activities from the risk of leptospirosis. Infection may occur as a result of working with animals and where they might be exposed to material contaminated with urine from rats and small mammals.

We do this by-

- Nominating senior staff members to identify and manage our control measures.
- Making an assessment of the risks of leptospirosis to our workforce.
- Developing and implementing policies, safe systems of work and control measures.
- Ensuring that the development of the policy, procedures, safe systems of work and control measures relating to leptospirosis are made by informed and competent staff.
- Adopting thorough cleaning regimes with arrangements to clear spillages and vermin control.
- Providing personal protective equipment and suitable welfare facilities.
- Employees and others adhering to policies, procedures, safe systems of work and control measures.
- Providing and recording relevant training.
- By monitoring and reviewing our systems, using our experience of operating these arrangements we aim to make improvements to the way we manage the risks from leptospirosis.

The personnel responsible for these measures are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 5-8

LEPTOSPIROSIS

Action Plan

To protect the health, safety and welfare of our workers and others from the risk of work-related leptospirosis we need to:

1. Assess the risk of leptospirosis to our staff.
2. Consider the arrangements we have in place to protect the health, safety and welfare of employees and others from the risk of leptospirosis.
3. Identify any workers who may be at particular risk.
4. Consider whether additional control measures are required.
5. Consider among other relevant issues-
 1. The job to be done.
 2. Contact and potential for contact with infected materials.
 3. Elimination of the risk – pest control measures if appropriate.
 4. Work instructions.
 5. Personal protective equipment.
 6. Welfare arrangements – access to good washing facilities.
 7. Welfare arrangements – rest and meal breaks; and
 8. First aid arrangements.
 9. The provision of written information to workers.
6. Keep a written record of significant risk assessments and the control measures and systems of work adopted.
7. Involve workers in developing a procedure based on these considerations.
8. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
9. Explain these arrangements to our workforce. Ensure they are understood and provide further training where necessary.
10. Implement the procedure and ensure that it is followed in practice.
11. Monitor and review the operation of this procedure from time to time and after any report of a worker suffering or suspected of suffering from leptospirosis, making changes identified as necessary or beneficial.
12. Report medically confirmed cases of leptospirosis to the Enforcing Authority.

Information and advice about managing the risks can be found in Guidance Note 5-8 Leptospirosis.

Safety Arrangement 5-9

MANUAL HANDLING

We have a duty to ensure the safety, health and welfare of our workers and others who come onto our premises from the risks present in manual handling activities.

We do this by-

- Nominating a senior manager to identify and manage heavy loads or lifting hazards.
- Assessing the risks from manual handling to our workforce.
- Developing and implementing procedures and systems of work to reduce the risks from manual handling operations.
- Ensuring that manual handling risk assessments are carried out by competent, trained personnel.
- Nominating senior staff members to manage and identify load or lifting hazards.
- Assessing the risks from manual handling to our workforce.
- Developing and implementing procedures and systems of work to reduce the risks from manual handling operations at work.
- Ensuring that any manual handling risk assessments are completed by competent, trained personnel.
- Eliminating the need for manual handling through the introduction of mechanical handling equipment or other alternatives where this is reasonably practicable.
- Regularly inspecting the premises to identify any new processes, personnel or changes to building structures which would trigger the need for reassessment.
- Providing and recording job-based training for workers with manual handling tasks.
- Employees and others adhering to the contents of procedures, control measures and safe systems of work.
- Providing and recording job-based training for employees with manual handling tasks.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage the risks from manual handling.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 5-9

MANUAL HANDLING

Action Plan

To protect our workers and others from the risk of injury while manual handling loads we need to-

1. Assess the risks to our workforce from handling loads. This includes lifting and carrying as well as pushing and pulling loaded containers.
2. Have a nominated manager to lead the process.
3. Consider-
 1. What we need to move - its size and shape.
 2. The weight.
 3. The frequency.
 4. Who is involved? Do some handle loads more frequently than others?
 5. Can we reduce the need for movement? Are there mechanical aids we could use? Can we use them?
 6. Can we adapt our processes to reduce the risk?
 7. Has our workforce been trained in manual handling techniques for the products and goods that they handle in the course of their work?
 8. Where team lifting is employed have the workers been trained in the same system?
 9. Are the floors suitable and maintained for the work that goes on?
 10. Are there extremes of temperature?
 11. Are any groups or individual workers at particular risk?
 12. Is health surveillance required? If yes at what level?
4. Keep a written record of significant risk assessments and the control measures and systems of work adopted.
5. Involve workers in developing a procedure based on these considerations.
6. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
7. Explain and implement these arrangements to our workforce. Ensure they are understood and provide further training where necessary.
8. Monitor and review the operation of this procedure from time to time and after any ill health or back injury, making changes identified as necessary.
9. Where employees are injured in an accident involving manual handling or are diagnosed with ill-health due to manual handling at work report any that are reportable to the enforcing authorities.

Information and advice, including a template for Manual Handling Risk Assessments, can be found in Guidance Note 5-9 Manual Handling.

Safety Arrangement 5-11

DISPLAY SCREEN EQUIPMENT

We have a duty to protect the safety, health and welfare of our workforce from the risk involved in the use of display screen equipment (DSE).

We do this by:

- Nominating senior staff members to identify and reduce risks from the use of display screen equipment.
- Assessing the risks from display screen equipment to each member of our workforce who uses them.
- Developing and implementing control measures, policies and safe systems of work.
- Ensuring that the management of the policy, procedures, safe systems of work and control measures relating to the use of display screen equipment are undertaken by competent, trained personnel.
- Providing and using personal protective equipment where appropriate.
- Managing our activities to ensure that employees and others use the control measures provided and follow our policies, procedures and safe systems of work.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage the risks from display screen equipment.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

DISPLAY SCREEN EQUIPMENT

Action Plan

To protect workers against the risks from display screen equipment we need to:

1. Appoint a member or members of staff and train them to become a competent assessor for display screen equipment.
2. Assess our work activity to identify where and when workers use display screen equipment.
3. Ensure all display screen users complete a self-assessment questionnaire.
4. Identify any workers with health issues that make them particularly susceptible to problems in using display screen equipment.
5. Identify the control measures already in place and any additional measures that may be required.
6. Consider the issues, including-
 1. Furniture.
 2. Screen size.
 3. Lighting; reflections and glare.
 4. Rest breaks; rotating work activity.
 5. Eye-sight tests.
 6. Home and off-site users of display screen equipment.
 7. Self-assessments and follow-up.
7. Keep a written record of all risk assessments, whether self-assessments or assessments by trained assessors and the control measures and systems of work adopted.
8. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
9. Explain our system and arrangements to the workforce. Ensure they are understood and provide further training where necessary.
10. Implement the procedure and ensure that it is followed in practice.
11. Report any incidents of reportable ill health caused by display screen equipment to the Enforcing Authorities.
12. Monitor and review this procedure from time to time and whenever an employee develops a display screen equipment related illness. Make changes identified as necessary.

Advice and guidance on health, safety and welfare in the use of display screen equipment can be found in Guidance Note 5-11 Display Screen Equipment.

Safety Arrangement 5-12

LEGIONELLA CONTROL

We have a duty to protect the health of our workforce and others affected by our activities from the risk of infection by Legionella Pneumophila from our hot and cold water and cooling systems. We have to assess the risk of infection and attempt to eliminate that risk or implement suitable control measures

We do this by:

- Nominating a senior manager to oversee water systems and prevent a legionella outbreak.
- Assessing the risks from legionella to our workforce and others.
- Developing and implementing control measures, policies and safe systems of work.
- Ensuring that the management of the policy, procedures, safe systems of work and control measures relating to legionella are undertaken by competent, trained personnel.
- Ensuring that the correct testing and treatment plans are implemented and recorded.
- Providing and using personal protective equipment.
- Managing our activities to ensure that the control measures are adopted and met in practice.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience to improve our management of legionella risks.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 5-12

LEGIONELLA CONTROL

Action Plan

To protect our workforce, service users and others from the risks to their health from Legionella Pneumophila in our hot water and cooling systems we need to-

1. Appoint a responsible person to coordinate our approach and take day-to-day responsibility for the control and identification of risks from legionella.
2. Ensure that they have sufficient information, training and competence for the task.
3. Identify where and when workers and others may be exposed to the risk of legionella infection.
4. Assess our hot water and cooling systems for risks to health.
5. Consider-
 1. Could exposure be eliminated?
 2. How to control and manage continuing risks.
 3. Identify control measures already in place and the additional measures needed to avoid or reduce risk.
 4. How extensive are our hot water systems?
 5. Do we store hot water above or below 60C?
 6. Does the hot water system have any 'dead legs' or rarely used outlets?
 7. Have we tested for the presence of legionella? Who makes the tests, how often?
 8. Are the testers competent and the results valid?
 9. Do we treat the water systems to control legionella?
 10. Is cold water always stored at less than 20C?
6. Keep a written record of significant risk assessments and the control measures and systems of work adopted.
7. Develop a procedure based on these considerations.
8. Make sure managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
9. Explain our system and arrangements to the workforce. Ensure they are understood and provide further training where necessary.
10. Implement the procedure and ensure that it is followed in practice.
11. Report any incidence of legionella to the Enforcing Authorities.
12. Monitor and review the operation of this procedure from time to time and whenever an employee develops legionella, making changes to the procedure as necessary or beneficial.

Advice and guidance on the control of legionella can be found in Guidance Note 5-12.

Safety Arrangement 5-14

USE OF CHEMICAL AGENTS AND SUBSTANCES

We have a duty to ensure the safety, health and welfare of our workforce and others who may be affected by exposure to hazardous substances used at work.

We do this by:

- Nominating senior staff members to identify hazardous substances encountered at work and the hazards posed by them.
- Developing and implementing risk assessments, procedures or safe systems of work and control measures.
- Ensuring that any risk assessments are undertaken by competent, trained personnel.
- Employees and others adhering to the contents of the developed procedures, control measures and safe systems of work.
- Providing safe equipment for use with hazardous substances.
- Providing sufficient personal protective equipment.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience to improve the way we manage the risks from hazardous substances.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 5-14

USE OF CHEMICAL AGENTS AND SUBSTANCES

Action Plan

To protect our workforce and others who may be affected by exposure to the hazardous substances used in our business we need to-

1. Make an inventory of every hazardous substance used and any that could be generated as a by-product of our business processes.
2. Assess those substances for the risks that they pose to health and safety because of the quantities to which people are exposed or the way that we use them.
3. Assess or measure the levels of hazardous substances to which our workforce is exposed.
4. Identify the control measures that we should adopt.
5. Consider relevant matters including-
 1. What hazardous substances do we use?
 2. Are any hazardous substances created by the work we do?
 3. Who might be exposed?
 4. Where and when?
 5. What are the levels they are exposed to?
 6. How does this compare with the Workplace Exposure Limits and the requirement to minimise exposures?
 7. Can we eliminate the risk entirely?
 8. How do we reduce exposure?
 9. What control measures are appropriate?
6. Record details of our assessments, measurements and any controls subsequently introduced.
7. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
8. Inform, instruct and train workers about the hazardous substances in use, the risks, exposure levels and use of control measures.
9. Implement the procedure and ensure that it is followed in practice.
10. Report every case of a reportable disease to the Enforcing Authorities.
11. From time-to-time check that the control measures are still working and that exposure levels are being controlled below the Workplace Exposure Limit.
12. Monitor and review the operation of this procedure from time to time and whenever hazardous substances give rise to incident, injury or ill-health, making changes as necessary.

Advice and guidance on the control of exposure to chemical substances can be found in Guidance Note 5-14.

Safety Arrangement 5-15

HORTICULTURAL CHEMICALS AND SUBSTANCES

We have a duty to protect the safety, health and welfare of our workers and others who might be affected by the way in which we use horticultural chemicals and pesticides.

We do this by:

- Nominating a senior manager to identify the horticultural chemicals and pesticides used and their storage requirements.
- Assessing the risks from horticultural chemicals and pesticides to our workforce and others.
- Ensuring that we only use approved horticultural chemicals and pesticides.
- Developing and implementing risk assessments, procedures, safe systems of work and control measures.
- Ensuring that the equipment used in dispensing, storing or applying horticultural chemicals and pesticides is adequate and suitable for its purpose.
- Ensuring that the risk assessments are undertaken by competent, trained personnel.
- Workers and others adhering to procedures, control measures and safe systems of work.
- Providing adequate and sufficient personal protective equipment to users.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience to improve the way we manage the risks from horticultural chemicals and pesticides.

The personnel responsible for the above measures are identified in the Responsibility Table of our Health and Safety Policy.

HORTICULTURAL CHEMICALS AND SUBSTANCES

Action Plan

To protect the safety, health and welfare of our workers and others who might be affected by the way in which we use horticultural chemicals and pesticides we need to-

1. Make an inventory of horticultural chemicals and pesticides used within our business.
2. Assess the potential risks from each of those substances, identifying those which are hazardous, those which are not and check that all continue to be licensed for use.
3. Assess the hazardous horticultural chemicals and pesticides for the risks that they pose to health and safety because of the quantities that we use and or the way that we use them.
4. Identify the control measures already in place and any additional measures that may be required.
5. Consider matters including-
 1. What hazardous horticultural chemicals and pesticides do we use?
 2. Do we have to use them? Are there less hazardous alternatives?
 3. Do we use them for the purposes for which they are approved?
 4. Where and when?
 5. Should operators be DEFRA trained and registered? Are they?
 6. Do we provide personal protective equipment?
 7. Are washing facilities satisfactory?
 8. Are arrangements for decontaminating, drying and storage of PPE adequate?
6. Keep a written record of significant risk assessments and the control measures and systems of work adopted.
7. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
8. Explain our system and arrangements to the workforce. Ensure they are understood and provide further training where necessary.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review the operation of this procedure from time to time making changes to the procedure identified as necessary or beneficial.

Advice on controlling exposure to horticultural chemicals and pesticides can be found in Guidance Note 5-15.

Safety Arrangement 5-17

CONTROL OF NOISE AT WORK

We have a duty to protect the hearing of our workforce and others who might be affected by exposure to excessive levels of noise from our work activities.

We do this by:

- Nominating senior staff members to identify where we need to act and to manage the action we need to take.
- Assessing the risks to employees and others from work related noise.
- Taking measurements of exposure to noise to identify where statutory action levels apply.
- Developing and implementing control measures, strategies, procedures and safe systems of work.
- Undertaking hearing surveillance if identified as appropriate.
- Ensuring that employees and others adhere to procedures and safe systems of work.
- Providing adequate personal protective equipment.
- Providing and recording relevant training for employees.
- Ensuring that all items of equipment are suitable for their task and subject to regular maintenance and noise inspections by competent engineers.
- Monitoring and reviewing our systems; using experience of these arrangements to improve the way we manage the risks from noise.

The personnel responsible for the above measures are identified in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 5-17

CONTROL OF NOISE AT WORK

Action Plan

To ensure the safety of our workforce and others whilst working in areas where they could be exposed to excessive noise levels we need to-

1. Assess our work activity to identify where and when workers or others may be exposed to noise levels identified as harmful to hearing.
2. Arrange for measurements of actual noise levels to inform how the issue is managed.
3. Where a risk of hearing damage is identified assess workers' exposure to those noise levels and identify where action is required.
4. Involve the workforce in these assessments and in the identification of noise controls – noise reduction measures and or the use of hearing protection.
5. Identify the control measures already in place and any additional measures that may be required. Refer to manufacturers' guidance, trade guidance and British or European Standards.
6. Consider among other issues-
 1. First Action Level, Second Action Level, Peak Exposure Value.
 2. Regular maintenance of machinery can reduce noise emissions.
 3. Reduction of noise at source.
 4. Attach deadening to panels etc. that amplify or reflect sound.
 5. Install sound absorbing materials.
 6. Replace ageing noisy equipment with new silenced equipment.
 7. Isolate noise sources.
 8. Warning signs.
 9. Audiometry, health surveillance.
 10. Training and information.
 11. Hearing protection.
7. Develop procedures, programmes and practices tailored to our workplace.
8. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
9. Explain these arrangements to the workforce. Ensure they are understood and provide further training where necessary.
10. Implement the procedure and ensure that it is followed in practice.
11. Monitor and review the operation of this procedure from time to time and whenever anyone reports hearing damage, making changes to the procedure identified as necessary or beneficial.

Advice and guidance on the control of noise can be found in Guidance Note 5-17.

STRESS IN THE WORKPLACE

We recognise that we have a duty to take action to reduce and where reasonably practicable to eliminate ill health which is caused by work related stress.

We do this by-

- Nominating senior staff members to consider and manage the issue of work-related stress.
- Developing and implementing a policy for identifying and managing work related stress.
- Involving our workforce in the development of this policy and our procedures.
- Providing information about the policy to all workers.
- Training managers and supervisors to recognise symptoms of work-related stress.
- Ensuring that the policy is adopted and followed.
- Ensuring employees know what to do if they suspect they, or a colleague, are suffering from stress.
- Providing counselling or occupational health services and support.
- Monitoring and reviewing the policy and procedures; using experience to make improvements to the way we manage ill health caused by work related stress.

The personnel responsible for monitoring and implementing this policy are shown in the Responsibility Table of our Health and Safety Policy.

STRESS IN THE WORKPLACE

Action Plan

To protect our workforce from ill health caused by work related stress we need to-

1. Assess our activities to identify where and when workers or others may experience unacceptable levels of work-related stress.
2. Prepare a stress policy and plan of action when a worker is identified as suffering ill health on account of work-related stress.
3. Involve the workforce in developing the policy and plan of action.
4. Identify any control measures already in place and the additional measures or actions that may be required. Refer to published trade guidance and advice.
5. Consider among other issues-
 1. The outward signs of stress
 2. Fatigue, anxiety, poor motivation in general.
 3. Making mistakes, having accidents.
 4. Deteriorating relationships with colleagues, irritability, indecisiveness, absenteeism, excessive smoking or drinking, overeating etc.
 5. Physiological, Increased complaints about health - headaches, dizziness etc.
 6. Stress risks assessments.
 7. Support to an employee who is experiencing stress whether work related or not e.g. following a bereavement or separation.
 8. The effect of new or changed roles without adequate training.
 9. The effect of poor communication during times of change
 10. Excessive workloads, long working hours, unsocial hours.
 11. Working alone.
 12. Employees having to cover for the poor performance or attendance of colleagues.
 13. Do employees have developmental opportunities.
 14. Bullying and harassment by managers, supervisors and colleagues.
6. Develop procedures, programmes and practices tailored to our workplace.
7. Make sure that managers and supervisors understand the policy and procedure. Consider whether they need any training.
8. Explain these arrangements to the workforce. Ensure they are understood and provide further training where necessary.
9. Implement the policy and procedure and ensure that it is followed in practice.
10. Monitor and review the operation of the policy and procedure from time to time and following any case of ill health caused by work related stress, making changes to the procedure identified as necessary or beneficial.

Further advice and information on work related stress can be found in Guidance Note 5-18.

Safety Arrangement 5-19

AGGRESSION AND VIOLENCE

We recognise that we have a duty to take action to reduce so far as is reasonably practicable the risk of aggression and violence to our workforce which can arise whilst at work.

We do this by:

- Nominating senior staff members to consider and manage the issue of aggression and violence at work.
- Developing and implementing a policy for identifying and managing work where there are risks of aggression and violence.
- Involving our workforce in the development of this policy and our procedures.
- Providing information about the policy to all workers.
- Training all managers and supervisors to recognise work activities and locations where there are higher than normal risks of work-related violence and aggression.
- Ensuring that the policy is adopted and followed.
- Ensuring workers know what to do if they suspect they, or a colleague, are under threat of violence or aggression at work.
- Providing counselling or occupational health services and support.
- Monitoring and reviewing the policy and procedures; using experience to make improvements to the way we manage workplace violence and aggression.

The personnel responsible for monitoring and implementing this policy are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 5-19

AGGRESSION AND VIOLENCE

Action Plan

To protect our workforce from injury or ill health caused by violence and aggression at work we need to;

1. Assess our work activities to identify where staff may be subjected to violence or aggression from clients or other people when at work.
2. Prepare a policy and plan of action to deal with aggression and violence at work.
3. Involve the workforce in developing the policy and plan of action.
4. Identify any control measures already in place and the additional measures or actions that may be required. Refer to published trade guidance and advice. Take advice from the Police.
5. Consider among other issues-
 1. Recognising where and why workers may be at risk.
 2. Systems to allow the reporting of aggression and threats of violence at work.
 3. Handling incidents – calling the police.
 4. Premises security and alarms.
 5. Premises layout – make it difficult for aggressors to reach workers.
 6. Lone working and security for workers off site.
 7. Training workers to identify the early signs of aggressive behaviours and in conflict management techniques.
 8. Counselling
 9. Special arrangements for dealing with clients and people known to be aggressive or a risk to workers.
6. Develop procedures, programmes and practices tailored to our premises.
7. Record details of our assessment, the controls in force and additional measures planned.
8. Make sure that managers and supervisors understand the policy and procedure. Consider whether they need any training.
9. Explain these arrangements to our workforce. Ensure they are understood and provide further training where necessary.
10. Implement the policy and procedures and ensure that it is followed in practice.
11. Monitor and review the operation of the policy and procedure from time to time and following any case of injury or ill health caused by aggression or violence at work, making changes identified as necessary or beneficial.

Further advice and information on work related aggression and violence can be found in Guidance Note 5-19 Aggression and Violence.

Safety Arrangement 5-34

DUST IN THE WORKPLACE INCLUDING SILICA DUST

We have a duty to ensure the safety, health and welfare of our workers and others who may be affected by the harmful effects of exposure to dust, including silica dust, while working for us.

We do this by:

- Nominating a senior manager to identify and risk assess activities and situations where workers are exposed to dust including silica dust and the hazard posed by it.
- Developing and implementing procedures or safe systems of work and control measures.
- Ensuring that risk assessments are made by competent, trained personnel and based on workplace exposure levels.
- Employees, workers, and others following the procedures, control measures and safe systems of work.
- Using dust control equipment.
- Providing sufficient personal protective equipment.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using our experience to improve the way we manage the risks from dust in our business.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

DUST IN THE WORKPLACE INCLUDING SILICA DUST

Action Plan

To protect our workers and others who may be affected by the harmful effects of exposure to dust we need to:

1. Identify the nature and levels of dust to which employees and workers may be exposed.
2. Does the dust level create a health and or physical hazard e.g. a potentially explosive atmosphere?
3. Measure the levels (of total dust, respirable dust or both) to which workers are exposed where the dust is or contains a substance that has a workplace exposure limit.
4. Assess the risk that this exposure creates for our employees and workers' health and safety. Keep a record.
5. Complete a dangerous substances and explosive atmosphere risk assessment where the dust might cause a potentially explosive atmosphere. See Guidance Note 4-7.
6. Identify the control measures we have and any others we need to have.
7. Consider related issues including:
 1. Can we eliminate the risk entirely? Or use alternative substances?
 2. If not, how can we minimise the number of people exposed to dust?
 3. How can we minimise dust generation?
 4. Who might be exposed, where and when?
 5. Is local exhaust ventilation and filtration equipment required to deal with any dust produced on the premises? e.g., built-in dust extraction tools.
 6. Can the work be done using water suppression to prevent dust escaping into the air?
 7. Provide employees and workers with protective clothing and ensure that it is worn. If Respiratory Protective Equipment (RPE) is provided, face fit testing will be required for each user.
 8. Provide washing and changing facilities (divided into clean and dirty) for employees and workers for the start and finish of their shifts, as well as clean, dust free rest areas in which to drink, eat and smoke.
 9. Inform, instruct, and train employees and workers in control measures applicable to them and what to do in an emergency such as any sudden uncontrolled release of dust or fume.
8. Provide occupational health surveillance as required for substances to which workers are exposed.
9. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
10. Regularly check that the control measures are still working and exposure levels are being controlled.
11. Routinely monitor and review this procedure.

Information and advice can be found in Guidance Note 5-32 Dust in the Workplace

Safety Arrangement 6-10

PLAYGROUNDS

We have a duty to ensure the safety, health and welfare of our workers, children and members of the public from the risks created by playgrounds.

We do this by:

- Nominating a senior manager to reduce the risks created at our playground.
- Assessing the risks at our playground to our workforce and others.
- Developing and implementing policies, control measures and safe systems of work.
- Ensuring that the management of the policy, procedures, safe systems of work and control measures is by competent, trained personnel.
- Providing and using personal protective equipment.
- Managing our activities to ensure that workers and others use the control measures provided and follow our policies, procedures and safe systems of work.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience we improve our management of the risks at playgrounds.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

PLAYGROUNDS

Action Plan

To protect children, our workers and others from playground hazards we need to-

1. Consider where children and others could be harmed.
2. Identify the control measures already in place and any others that maybe required.
3. Consider-
 1. Equipment – is it regularly maintained?
 2. Surfaces – are impact absorbing surfaces to prevent injury from falls from climbing equipment provided? Does it conform to EN1176?
 3. Is supervision required for the playground?
 4. Are risks to any supervisory staff, such as broken glass, contact with biological hazards, physical attack from children or angry parents or guardians, suitably controlled?
 5. Purchasing - new equipment should meet current safety standards.
 6. Appropriate fencing, access gates, etc., should be provided and regularly maintained.
 7. Area inspections - daily or weekly inspections by competent persons.
 8. Frequent operational checks covering the stability, wear etc. of equipment.
 9. Annual inspection by an independent specialist.
 10. Appropriate waste receptacles and seating should be provided.
4. Keep a written record of significant risk assessments, control measures and systems of work.
5. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
6. Implement the procedure and ensure that it is followed in practice.
7. Monitor and review the operation of this procedure from time to time and whenever an incident occurs, make changes to the procedure identified as necessary or beneficial.

Information and advice on the control of risks from play areas can be found in Guidance Note 6-10.

Safety Arrangement 7-2

CONTRACTOR CONTROL AND MANAGEMENT

We need to ensure the safety of our workforce and others when we employ contractors to come onto our premises to repair buildings or equipment or to complete other work.

We do this by:

- Nominating a senior manager to coordinate and plan the selection of suitable, competent contractors or subcontractors.
- Requesting and reviewing the suitability and adequacy of the health and safety documentation submitted by the contractor or subcontractor.
- Checking the competence of contractors and subcontractors.
- Requesting a 'method statement' for the work.
- Ensuring that contractors and subcontractors adhere to their method statement and safety documentation.
- Ensuring that the contractors or subcontractors are aware of the procedures and risk assessments for any of our work processes that may affect them.
- Ensuring that contractors and subcontractors comply with our site-specific company rules).
- Ensuring that any equipment used is inspected and tested at frequencies defined within current legislation and evidence of this can be supplied.
- Reviewing our own and contractors' systems.

The personnel responsible for overseeing contractors and subcontractors are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 7-2

CONTRACTOR CONTROL AND MANAGEMENT

Action Plan

To ensure the safety of our employees and others when we have contractors working on our premises, we need to be sure of their ability to work safely and without creating health risks.

We need to-

1. Assess the hazards and risks to our workforce created by contractors working on our premises.
2. Assess the hazards and risks to the contractors from their presence on our premises.
3. Involve our workforce and the contractors and in the identification of appropriate control measures.
4. Identify the control measures already in place and any additional measures that may be required. Refer to manufacturers' guidance, trade guidance, published standards, etc.
5. Consider among other issues-
 1. What will the contractor be doing? Where will they be doing it and when?
 2. Does this put any of our staff at risk? Will our processes put contractors at risk?
 3. Should the contractor work only when our workforce is not present?
 4. What knowledge do we have of the contractor's ability to manage health and safety?
 5. Do we need them to complete a pre-contract questionnaire or method statements?
 6. Will they provide their own equipment - do they expect to use any of ours?
 7. Will any plant they bring on site create risk to our workforce?
 8. Does the place where the contractors will be working need to be fenced off to protect them from our work activities or vice versa?
 9. Are their workers trained and competent? How will they be managed on our site?
 10. Will the contractor's workers understand our rules, instructions and signs?
6. Develop procedures, programmes and practices for when contractors are working on our premises.
7. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
8. Explain these arrangements to the workforce. Ensure they are understood and provide further training where necessary.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review the operation of this procedure from time to time and following any incident, injury or case of ill health, making changes to the procedure identified as necessary or beneficial.

Advice and guidance on health and safety during contract work can be found in Guidance Note 7-2.

Safety Arrangement 7-9

MOBILE PLANT AND VEHICLES

We have a duty to effectively manage mobile plant and vehicles so that they do not create risks to the health and safety of any person and that there are specific responsibilities in the Construction (Design and Management) Regulations to effectively manage the movement of vehicles on sites.

We have made arrangements to comply with our legal responsibilities by

- Nominating a senior manager to take responsibility for managing mobile plant and providing them with sufficient training and resources.
- Employing trained and competent people to operate plant and briefing them on the tasks to be carried out. Training is provided or recognised through nationally recognised schemes such as the Construction Plant Competence Scheme (CPCS).
- Ensuring that the rated capacity and design limitations of mobile plant is never exceeded and that where a specific design of mobile plant is required for a specific task it is supplied and used.
- Completing risk assessments for all mobile plant operations and implementing practical measures to ensure the safe movement of pedestrians, mobile plant and vehicles on site.
- Implementing an inspection and maintenance regime and, where appropriate, thorough examination for mobile plant by a competent person with records retained on site
- Co-operating with and explaining our arrangements and procedures to all parties on the site.
- Ensuring that these procedures are adopted by all parties who may be affected by mobile plant or vehicles.
- Monitoring and reviewing our systems with the aim of making improvements to the way we manage the movement of mobile plant and vehicles.

The personnel responsible are identified in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 7-9

MOBILE PLANT AND VEHICLES

Action Plan

To protect the health, safety and welfare of our workers from the risk of mobile plant and vehicles we will:

1. Conduct site based risk assessments for the movement of mobile plant and vehicles. This is to be completed by a competent person and needs to consider the following:
 1. Establishment of pedestrian routes that are segregated from mobile plant and vehicles, either by a safe distance or by physical barriers.
 2. Traffic routes that minimise congestion and risk of collision.
 3. Speed limits.
 4. One way systems.
 5. Parking areas.
 6. Excavations and trenches.
 7. Ground conditions and stability.
2. Ensure that all personnel involved in the planning, supervision and carrying out of mobile plant operations are adequately trained, medically fit and competent for their role.
3. Ensure that mobile plant operators are familiar with the specific machine they are operating including attachments such as quick hitches. This will include records of all familiarisation training.
4. Ensure that the right machine is chosen and is capable for the task and considers the following:
 1. Stability under all foreseeable operating conditions.
 2. Access to and from the cab and other parts of the vehicle requiring routine access.
 3. Braking systems.
 4. Visibility for the driver.
 5. Warning devices.
 6. Physical guards to protect dangerous parts.
 7. Driver protection from hazards and from the weather.
5. Ensure adequate supervision is in place to reinforce the safe system of work and ensure daily checks have been completed.
6. Ensure that every supervisor and worker involved in mobile plant operations has been trained in the hazards and risks associated with the work and are also inducted and given instruction on the specific arrangements applicable to each site on which they work.
7. Implementing an inspection and maintenance regime for all plant.

Advice and guidance on Mobile Plant and Vehicles can be found in Guidance Note 7-9.

Safety Arrangement 7-9

MOBILE PLANT AND VEHICLES

We have a duty to effectively manage mobile plant and vehicles so that they do not create risks to the health and safety of any person and that there are specific responsibilities in the Construction (Design and Management) Regulations to effectively manage the movement of vehicles on sites.

We have made arrangements to comply with our legal responsibilities by

- Nominating a senior manager to take responsibility for managing mobile plant and providing them with sufficient training and resources.
- Employing trained and competent people to operate plant and briefing them on the tasks to be carried out. Training is provided or recognised through nationally recognised schemes such as the Construction Plant Competence Scheme (CPCS).
- Ensuring that the rated capacity and design limitations of mobile plant is never exceeded and that where a specific design of mobile plant is required for a specific task it is supplied and used.
- Completing risk assessments for all mobile plant operations and implementing practical measures to ensure the safe movement of pedestrians, mobile plant and vehicles on site.
- Implementing an inspection and maintenance regime and, where appropriate, thorough examination for mobile plant by a competent person with records retained on site
- Co-operating with and explaining our arrangements and procedures to all parties on the site.
- Ensuring that these procedures are adopted by all parties who may be affected by mobile plant or vehicles.
- Monitoring and reviewing our systems with the aim of making improvements to the way we manage the movement of mobile plant and vehicles.

The personnel responsible are identified in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 7-9

MOBILE PLANT AND VEHICLES

Action Plan

To protect the health, safety and welfare of our workers from the risk of mobile plant and vehicles we will:

1. Conduct site based risk assessments for the movement of mobile plant and vehicles. This is to be completed by a competent person and needs to consider the following:
 1. Establishment of pedestrian routes that are segregated from mobile plant and vehicles, either by a safe distance or by physical barriers.
 2. Traffic routes that minimise congestion and risk of collision.
 3. Speed limits.
 4. One way systems.
 5. Parking areas.
 6. Excavations and trenches.
 7. Ground conditions and stability.
2. Ensuring that all personnel involved in the planning, supervision and carrying out of mobile plant operations are adequately trained, medically fit and competent for their role.
3. Ensuring that mobile plant operators are familiar with the specific machine they are operating including attachments such as quick hitches. This will include records of all familiarisation training.
4. Ensure that the right machine is chosen and is capable for the task and considers the following;
 1. Stability under all foreseeable operating conditions.
 2. Access to and from the cab and other parts of the vehicle requiring routine access.
 3. Braking systems.
 4. Visibility for the driver.
 5. Warning devices.
 6. Physical guards to protect dangerous parts.
 7. Driver protection from hazards and from the weather.
5. Ensure adequate supervision is in place to reinforce the safe system of work and ensure daily checks have been completed.
6. Ensure that every supervisor and worker involved in mobile plant operations has been trained in the hazards and risks associated with the work and are also inducted and given instruction on the specific arrangements applicable to each site on which they work.
7. Implementing an inspection and maintenance regime for all plant.

Advice and guidance on Mobile Plant and Vehicles can be found in Guidance Note 7-9.

Safety Arrangement 7-15

PROTECTION OF THE PUBLIC

We have a duty when planning for and working on site to consider the protection of the public and especially children. We recognise that the construction design and management regulations gives us a specific responsibility to protect the public from hazardous activities.

We have made arrangements to comply with our legal responsibilities by

1. Nominating a senior manager to take responsibility for protection of the public.
2. Considering the protection of the public when preparing the Construction Phase Plan and site risk assessments.
3. Following best practice guidance on protecting the public.
4. Providing suitable signage at the site entrance(s).
5. Preventing public access to the site both when work is taking place and out of hours by ensuring the site is left in a secure and safe condition and especially so when the site is in a public or residential area.
6. Co-operating with and explaining our arrangements and procedures to all parties on the site.
7. Ensuring that these procedures are adopted by all parties who may be affected.
8. Monitoring and reviewing our systems with the aim of making improvements to the way we manage public protection such as additional security measures

The personnel responsible for the above measures are identified within the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 7-15

PROTECTION OF THE PUBLIC

Action Plan

To protect the health and safety of the public from the risks created by our construction activities we will:

1. Consider public protection issues when preparing the Construction Phase Plan and in subsequent risk assessments.
2. Take account of official and professional guidance.
3. Display signs at the site entrance(s) warning that unauthorised access is not permitted and that all visitors are to report to the site office.
4. Ensure that the public is safe during work hours and that the site is left in a safe and secure condition out of hours and especially when the site is in public or residential areas.
5. Consider on site precautions including:
 1. Whenever possible fence the entire site using 2 metre high de-mountable fencing or close hoarding to prevent children and others gaining access to the site.
 2. Removing or 'boarding over' ladders to prevent access onto scaffolds and towers.
 3. Where there is an obvious hazard of children gaining access to scaffolding the area must be secured with additional 2 metre high fencing or hoarding local to the working area and the ladder access physically removed.
 4. Excavations protected by rigid barriers of a type that will keep children away from this danger. Manhole covers should be secured down. Use additional local fencing to protect the excavation.
 5. All plant should be secured in the compound or totally immobilised, so that it cannot move even if brakes are released.
 6. Materials should be stored at low level on firm, flat ground. Items such as manhole rings should be stored horizontally and damaged brick packs broken down and re stacked.
 7. Loose material such as sand or spoil heaps must have very gentle batters to their slopes.
6. If there is evidence that uninvited members of the public, especially children, have or probably will come onto the site, additional measures such as the use of security staff will be considered.
7. The site manager will regularly review and decide exactly what security measures are needed to ensure the safety of the public and children in particular.

Advice and guidance on protecting the public can be found in Guidance Note 7-15, Protecting the Public.

Safety Arrangement 9-5

SAFE USE OF CHAINSAWS

We have a duty to protect our workers and other people from the health and safety hazards and risks associated with our use of chainsaws.

We do this by:

- Nominating senior managers to consider all the health and safety issues surrounding chainsaws used in the course of our business.
- Assessing the risks from the use of chainsaws and during their maintenance.
- Developing and implementing procedures, control measures, policies and safe systems of work.
- Ensuring that any work carried out using a chainsaw is done by a formally trained, certificated and competent workers or contractors.
- Carefully planning each piece of work.
- Providing and using personal protective equipment where appropriate.
- Regular maintenance and servicing.
- Statutory inspections by competent accredited engineers and surveyors where required on any work at height equipment used while undertaking tree works.
- Managing our activities to ensure that employees and others use the control measures provided and follow our policies, procedures and Safe Systems of Work.
- Providing relevant training and keeping training records.
- Monitoring and reviewing our systems; using our experience of these arrangements we aim to improve the way we manage the use of chainsaws.

The personnel responsible for the above measures are shown in the Responsibility Table of our Health and Safety Policy.

SAFE USE OF CHAINSAWS

Action Plan

To protect workers and others from the risks associated with the use of chainsaws we need to:

1. Consider our activities and identify where and when workers may be exposed to risks to their health and safety from our use of existing chainsaws.
2. Consider the implications for the health and safety of our workforce when purchasing or looking to purchase new chainsaws and associated equipment.
3. Assess the risks from any such exposure to chainsaw use, identifying control measures in place and any additional measure that may be required to avoid risk.
4. Ensure that operators and assistants have all received formal, recognised instruction in the type of work they will be carrying out.
5. Consider relevant issues including:
 1. What risks to health and safety might be created?
 2. Do the saws and work aids adequately protect against the risk? Do they conform to the current British or European Standards?
 3. Is the equipment provided suitable for the work planned and contingencies?
 4. Will tree climbing be necessary? Are workers formally trained and competent?
 5. Are there overhead cables or obstructions in the vicinity of the work? Can the work be done safely, what other precautions are necessary?
 6. Is suitable personal protective equipment provided?
 7. Work in adverse weather conditions.
 8. Conditions underfoot.
 9. Suitable on site first aid provision and the ability to summon aid.
 10. Is the access equipment suitable for the required tasks?
 11. Using trained specialist contractors.
6. Arrange for chainsaws and associated working equipment e.g.: access equipment – Mobile elevated working platforms, ladders, harnesses and ropes etc. to be routinely serviced and maintained and for statutory inspections where required.
7. Keep a written record of significant risk assessments and the control measures and any systems of work or procedures adopted, e.g.: overhead powerlines, traffic management, escape routes, position of footpaths or public access etc.
8. Implement the procedures and arrangements making sure that managers and supervisors understand them. Consider whether they need any training.
9. Explain our procedures and arrangements to our workforce. Ensure they are understood and followed in practice. Provide training where necessary.
10. Ensure that suitable personal protective equipment has been provided to workers and they have been trained in its use, e.g.: safety helmet, hearing protection, eye protection, gloves, leg protection or chainsaw boots and gaiters.
11. Monitor and review the operation of this procedure from time to time and after any incident, making changes identified as beneficial or necessary.

Information and advice can also be found within the Guidance Note - Safe Use of Chainsaws.



Croner, Croner House, Hinckley, LE10 1YG
0844 728 0181 croner.co.uk



North Walsham Council

Employee Safety Handbook

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North Walsham Council



Employee Safety Handbook

This handbook has been prepared to provide you with information about our Health and Safety Policy, procedures and arrangements. It also includes information about your duties as an employee and will help you to understand health and safety issues which affect you at work.

What The Law Requires

As an employer we must prepare a written health and safety policy statement explaining how we intend to protect the health and safety at work of our employees, clients and anyone else who might be affected by our work activities. Our Health and Safety Policy and Arrangements reflect our commitment to the provision of a safe working environment. They also meet a requirement to identify the duties and responsibilities for employees with responsibilities for managing health and safety in our workplace.

We also have a responsibility and duty to ensure that you are:

- Aware of and understand our Health and Safety General Policy.
- Aware of and understand the health and safety rules relating to your work.
- Provided with adequate information, instruction, training and supervision.
- Made aware of the significant risks associated with your work activities and how they may affect others.
- Provided with Safe Systems of Work.
- Provided with a safe and healthy working environment.

The policy is reviewed at regular intervals.

We ask you to acknowledge that you have read and understood the rules set out in this handbook, that you will obey them and any other rules or changes that are drawn to your attention. We will also provide, as appropriate, additional documents, training and instruction to help you to carry out your work safely and without risk to your health.

Health & Safety General Policy Statement



North Walsham Council recognises that it has responsibilities for the health, safety and welfare of our employees, when at work and for the health and safety of clients, visitors, contractors, suppliers and other people who visit our premises. We will assess the hazards and risks they face and take action to minimise hazards and control risks to an acceptable, tolerable level.

Our managers and supervisors are made aware of their responsibilities and required to take all reasonable precautions to ensure the safety, health and welfare of employees, customers and anyone else likely to be affected by the operation of our business.

We will meet our legal obligations by providing and maintaining a safe and healthy working environment so far as is reasonably practicable. This will be achieved by:

- Providing leadership and control of identifiable health and safety risks on our premises and for those work off-site.
- Consulting with our employees on matters affecting their health and safety.
- Providing and maintaining safe access to safe premises and equipment.
- Ensuring the safe handling, storage and use of substances.
- Managing risks from the use of display screen equipment.
- Providing information, instruction, training where necessary for our workforce, taking account of any who do not have English as a first language.
- Ensuring that all employees are competent, and suitably trained as necessary.
- Ensuring that any contractors working for us are competent.
- Preventing accidents and cases of work-related ill health.
- Actively managing and supervising health and safety at work.
- Having access to competent advice.
- Aiming for continuous improvement in health and safety performance and management by regular review and revision of this policy.
- The provision of the resource, financial and other, required to make this policy and our health and safety arrangements effective.

We also recognise our duty to co-operate and work with or manage contractors when they come to work at our premises, to ensure the health and safety of everyone present.

To help achieve our objectives and ensure our employees recognise their duties under health and safety legislation, we will also remind them of their duty to take reasonable care for themselves and for others. These duties are explained on first employment, at induction. A Safety Handbook setting out their duties and specific health and safety rules is provided to each employee.

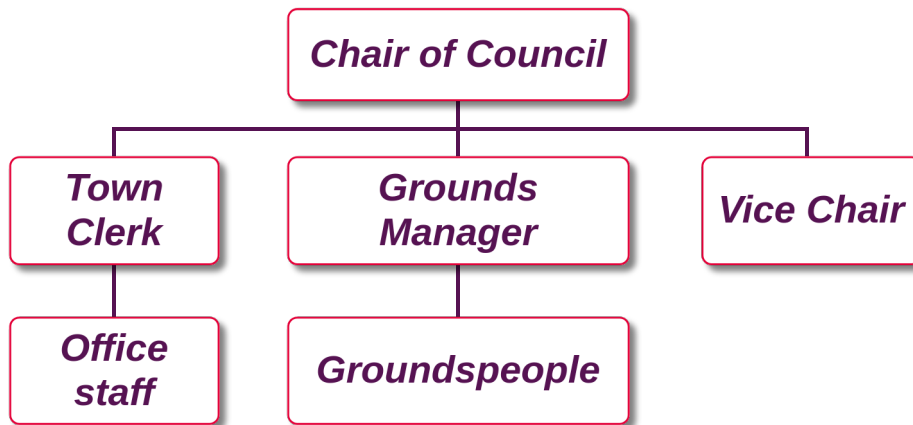
This policy, our procedures and arrangements will be reviewed annually.

Signature Date

Position

Health and Safety Organisation

In support of our Health and Safety Policy the Chair of the Council has identified key personnel for its implementation and allocated specific responsibilities as set out here and in the following pages.



Responsibilities

Responsibilities are allocated to key management personnel as below.

Key

TC - Town Clerk

GM - Grounds Manager

CoC - Chair of the Council

Safety arrangements	TC	GM	CoC
Managing Safety And Health At Work	✓	✓	✓
Accident, Incident, Ill-Health Reporting And Investigation	✓	✓	
Workplace Health And Safety Consultation	✓	✓	✓
Risk Assessment And Hazard Reporting	✓	✓	✓
Occupational Health And Health Surveillance	✓		
Substance And Alcohol Abuse	✓		✓
Purchasing			✓
New And Expectant Mothers	✓		
Lone Working	✓	✓	
Health And Safety Training	✓	✓	
Health And Safety Of Visitors	✓		
Personal Protective Equipment		✓	
Action On Enforcing Authority Reports	✓		✓
Health And Safety Information For Workers	✓		
Fire Safety - Arrangements And Procedures	✓		
First Aid	✓		
Welfare, Staff Amenities, Rest Rooms And The Working Environment	✓		
Welfare, Staff Amenities, Rest Rooms And The Working Environment - No Premises	✓		
Housekeeping And Cleaning	✓	✓	
Pest Control	✓		
Control Of Hazardous And Non-Hazardous Waste	✓		
Access, Egress, Stairs And Floors	✓		
Workplace Signs	✓		
Working In The Open Air, Working In The Sun	✓	✓	
Premises	✓		

Electrical Safety	✓	✓
The Provision, Use And Maintenance Of Work Equipment	✓	✓
Hand Tools		✓
Office Equipment	✓	
Storage Of Chemical Substances And Agents	✓	✓
Slips, Trips And Falls	✓	✓
The Safe Use Of Machinery		✓
Abrasive Wheels		✓
Compressed Air And Pressure Systems		✓
Work At Height		✓
Access Equipment		✓
Hot Work	✓	✓
Workplace Transport Management And Pedestrian Control		✓
Battery Charging		✓
Occupational Road Safety		✓
Hand Arm Vibration	✓	✓
Leptospirosis		✓
Manual Handling	✓	✓
Display Screen Equipment	✓	
Legionella Control	✓	✓
Use Of Chemical Agents And Substances		✓
Horticultural Chemicals And Substances		✓
Control Of Noise At Work		✓
Stress In The Workplace	✓	
Aggression And Violence	✓	✓
Dust In The Workplace Including Silica Dust	✓	✓
Playgrounds	✓	✓
Contractor Control And Management	✓	✓
Mobile Plant And Vehicles	✓	✓
Protection Of The Public		✓
Safe Use Of Chainsaws		✓

North Walsham Council

Key Health and Safety Responsibilities

Introduction

Health and safety legislation places specific duties on employers to make arrangements to protect the health, safety and welfare of their employees and clients, and anyone else (visitors, contractors, etc) who might be affected by their business activity.

To help us comply with these duties we have assigned specific health and safety responsibilities to Key Personnel as shown on the previous page.

In addition, we have a health and safety management system that includes:

- Our Health and Safety Policy.
- Safety responsibilities for key personnel.
- Safety arrangements to deal with health and safety issues in our workplace.
- Risk assessments.
- Procedures to deal with emergencies.
- Employee safety rules.
- Additional information such as documented Safe Systems of Work, specific safety rules and fire precautions, are also provided.

Other health and safety information provided to employees includes:

- The official Health and Safety Law Poster.
- A current Employer's Liability Insurance Certificate.
- Health and safety booklets and information sheets.
- Information about significant findings from risk assessments and action to be taken.
- Information relating to Safe Systems of Work and work procedures.

Employees' Legal Responsibilities

All employees have a legal duty to take reasonable care for themselves and others and to co-operate with management on all aspects of health and safety.

- You must co-operate with and follow all emergency arrangements.
- You must report damage to equipment and property as soon as possible. You must co-operate and assist with accident or incident investigations when asked.
- You must not interfere with or deliberately damage anything provided in the interests of health, safety and welfare. This includes alteration, removal or deliberate disablement of guards and other safety devices and unauthorised alteration or repair of equipment.
- You must carry out your tasks in a safe manner and follow any instructions, procedures or Safe Systems of Work given to you by managers and supervisors. If you identify a hazard or hazardous situation, you must immediately, or as soon as possible report, it to the person managing the work.
- You also have a duty to ensure that all personal protective equipment provided for you is worn as directed, kept clean, maintained and stored in the correct manner.

Remember that these are statutory duties. The Enforcing Authorities can prosecute individual employees who fail to comply. Prosecution can result in heavy penalties - fines and or imprisonment.

Safety Rules

This section outlines some of the general health and safety rules that apply while you are working for us. There may be other more specific procedures where particular working practices apply and for which training and instruction will be provided.

Accident Procedures

- All work-related injuries, however minor, must be reported to your manager at the earliest opportunity and recorded in the Accident Book.
- Report all injuries, incidents, near misses, dangerous occurrences and damage to property or equipment to your manager at the earliest opportunity.

Working Practices

- Do not operate any equipment or use hazardous and dangerous substances unless you have been trained and authorised.
- Use all work equipment in accordance with your training and instruction. Before use check that it is safe and in full working order.
- Report faulty, damaged, defective or malfunctioning equipment to your manager without delay. Do not attempt repairs unless you have been trained and authorised.
- When cleaning work equipment you must use the correct procedure as instructed.
- Work equipment must not be left switched on without someone in control of it.
- Use all hazardous substances in accordance with written assessments, procedures and instructions.
- Hazardous, flammable or explosive substances that are not in immediate use must be stored correctly in their designated safe storage areas.
- Always follow our Drugs and Alcohol Policy.
- Carry out manual handling tasks as instructed and according to your training.
- You must comply with all of our safe working procedures.
- When at work you must always wear suitable footwear.

Working Conditions and Working Environment

- Always use the correct tools provided for your work.
- Clear up spillages as soon as possible, clean as you go. If the spillage is of a hazardous substance report it to a manager.
- All hazardous waste must be disposed of in a safe and approved manner.
- Do not allow hazardous substances to enter drains or sewers.
- Keep floors and other work areas free from obstruction and all other areas clean and tidy. Clean as you go.
- Dispose of all rubbish and waste materials as instructed.
- You must report any hazardous conditions to management.

Fire Precautions

- Do not obstruct any fire escape route, fire equipment or fire doors at any time. Locked or obstructed fire escape routes must be reported immediately to management.
- You must comply with all established emergency procedures.
- You must report any use of firefighting equipment to management.
- Do not attempt to fight fires unless you have been trained how to do so.
- You must not interfere with or misuse any fire equipment provided.

- Fire doors must be kept closed at all times unless they are fitted with an automatic closing device linked to the fire alarm.

Hygiene

- You must maintain high standards of personal hygiene at all times when at work.
- You must protect all open wounds with a suitable dressing.
- You must not consume food or drinks in a place where it may become contaminated.
- Use and treat the toilets, washing and welfare facilities with care and respect, keep them clean and tidy so that the risk of contamination and cross-infection are minimised.

Health

- Report any medical condition, symptoms or use of medication which could affect your safety or the safety of others to management. Failure to do so could result in disciplinary action.
- You must inform your manager, as soon as possible, if you are pregnant.
- You must inform management of any infections or illness immediately. Decisions to keep you away from work, due to illness, will only be taken after careful consideration.
- You must not attend work under the influence of either alcohol or illegal drugs.
- Ensure that the personal protective equipment issued to you is correctly used, maintained and stored in accordance with the instructions given to you. Notify your manager when it needs to be replaced.
- Always wash your hands after removal of personal protective equipment and on the completion of work.

Hazard Warning Signs, Signals and Notices

- You must comply with all workplace warning signs, signals and notices displayed.

Vehicles

- You must tell us, without delay, about endorsements or changes to your driving licence.
- You must tell us immediately about any medical condition likely to affect your ability to drive.
- Regular safety checks must be carried out on all work vehicles.
- Do not drive or operate any work vehicles without approval.
- You must not allow unauthorised passengers in work vehicles.
- You must not use work vehicles for unauthorised purposes.
- You must not overload work vehicles.
- You must not use a handheld mobile phone whilst driving.
- Smoking is not permitted in work vehicles.

Gross Misconduct

- You will be liable to summary dismissal if you are found to have acted in either of the following ways:
 - Serious breaches of the preceding health and safety rules, which endanger the lives of or may cause serious injury to employees or any other person.
 - Interference with or misuse of any equipment for use at work, such that it may cause harm.

Hazard Reporting

If you have concerns about health or safety hazards in the workplace you should raise them with your supervisor or manager so that they do not go unnoticed and remedial action can be taken.

Recognising that some people can feel uncomfortable about raising hazard issues we also have a system which allows you to report your concerns in writing and (should you choose) anonymously. Complete the Hazard Log form at the back of this handbook, put it in an envelope and place it in the mailbox.

Should you need additional Hazard Log forms or would rather not use the one in this booklet you can get additional copies by asking your line manager.

We encourage your participation in reporting hazards, so that defects or hazards can be quickly identified and remedied before they can cause injury or ill-health to you or your colleagues.

Consultation

To promote your involvement in the health and safety of the organisation we provide various formal opportunities for staff consultation. Between those opportunities you should raise any general concerns about health and safety at work with your supervisor or manager.

Every effort will be made to provide consultation and communication on important health and safety issues such as:

- Risk assessments and subsequent safe systems of work.
- Workplace hazards.
- Emergency procedures.
- New working practices and new work equipment.
- Workplace welfare issues.

Occupational Health

Hazards that have the potential to harm your health, or anyone connected with our activities are identified in our risk assessments.

It is our policy that we only use substances hazardous to health where there is no alternative safe substance that could be used. Where we have to use hazardous substances we always try to use those that present the lowest level of risk to people who use them.

Where risk assessment identifies the presence of occupational health hazards and risks we will always implement suitable control measures. Where occupational health surveillance is recognised as being able to recognise and protect against ill-health appropriate systems will be implemented. You will be told if you need to be involved.

We anticipate that you will cooperate and take part in health monitoring which will be for your benefit. The specific results of any monitoring carried out by a registered occupational health practitioner will always be confidential.

We also expect you to follow our rules for managing and controlling the spread of societal illnesses whilst at work.

Risk Assessments

We carry out the process of risk assessment to reduce the risk of injury and ill health, and identify:

- The significant hazards that you may be exposed to.
- Who could be harmed and how.
- The likelihood of anyone being harmed by the hazard.
- Existing control measures.
- What (if any) further actions are required.
- Appropriate safe systems of work and necessary training.

For further information on risk assessment and to view those relevant to your work you should speak to your supervisor or manager.

General Safety Rules

Applicable to all Employees, Visitors and Contractors

1. Obey all rules, signs and instructions.
2. Attend for health and safety training or induction as instructed.
3. Do not attempt to carry out a work activity for which you have not been trained.
4. Ensure that all equipment used is in a safe condition.
5. Do not wedge open any fire doors.
6. Wear Personal Protective Equipment as specified.
7. Do not enter any areas for which you are unauthorised.
8. Report all accidents, incidents, hazards and near misses to your manager as soon as possible.
9. Do not smoke any type of cigarette in the workplace.
10. Maintain good housekeeping at all times.
11. Keep pedestrian and vehicle traffic routes clear at all times.

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HAZARD REPORTING FORM

Use this form to report workplace hazards unsafe working conditions or practices that you are not able to correct for yourself or are not within your area of responsibility. If you have a suggested solution or remedy, please let us know about it. To report a hazard please follow the procedure explained in your Safety Handbook. Should you need additional copies of this form or would rather not use the one from this booklet you can get additional copies by asking your line manager.

Report date: _____

Hazard location: _____

Hazard description: _____



Suggested solution: _____

What is your name? (not compulsory): _____

For employer's use

Action identified as necessary:

Action allocated to: _____

Target date for completion: _____

Employers should copy basic details of this hazard report to form HL, Hazard Log, which will act as a running record and give an oversight of all hazards reported.

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Form ESH1**North Walsham Council****EMPLOYEE CONFIRMATION OF RECEIPT AND CONTENT OF
EMPLOYEE SAFETY HANDBOOK**

Please read the notes below, then sign and date this form

Part 1

North Walsham Council has prepared a Health and Safety Policy. This form is to let you know that the sections of the Policy affecting you are contained in the Employee Safety Handbook. Should you wish to see the complete Health and Safety Policy this can be arranged; ask your line manager. They will arrange for it to be made available. Please read the Employee Safety Handbook and take time to understand it. Raise any questions about the content with your manager. Then read and sign part 2 and return it to your manager.

Part 2

I have read my Employee Safety Handbook. I understand, accept and will comply with the contents. I understand that compliance with the rules and conditions set out forms part of my contract of employment. I will keep myself aware of its contents and any updates I am told about.

Signature:

Date:

Name:

Department:

Note: Note 1: If you have user access to BrightSafe you will be able to download and use a version of this form from the Health and Safety Hub in Documents. Note2: By law, employers must give employees relevant information about their health and safety policies, procedures, and safe working systems. The same legislation requires employees to follow safety rules, procedures and instructions set by their employer. Employees should confirm that they understand these matters. Should you refuse to sign this document, the contents will be read to you and this will be recorded by your manager.

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Croner, Croner House, Hinckley, LE10 1YG
0844 728 0181 croner.co.uk



North Walsham Town Council

Event Agreement

This Agreement is made between **North Walsham Town Council**, hereinafter referred to as “NWTC”, and the undersigned service provider, hereinafter referred to as “the Provider”.

1. Event Details

Event Name/Description: _____

Event Date(s): _____

Event Location: _____

2. Provider Details

Business/Trading Name: _____

Contact Name: _____

Address: _____

Telephone: _____

Email: _____

3. Services to be Provided

(Please describe in detail the services/products you will provide during the event.)

4. Agreed Payment

Total Agreed Fee (inclusive of all costs): £_____

Payment will be made **upon receipt of invoice** after the event and will be processed in the **next available payment run following the event date and next Full Council meeting**.

5. Provider Obligations

The Provider agrees to:

- Hold valid **Public Liability Insurance** appropriate for the services provided.
- Hold a valid **Food Hygiene Certificate** where applicable (if serving food).
- Ensure that any equipment used is safe, fit for purpose, and complies with relevant safety regulations.
- Provide services at the event on the agreed date(s) and time(s), and in accordance with the details listed above.

6. Cancellations

If the Provider **cancels their attendance** or fails to deliver the agreed services, the Council will **not be liable for any payment** to the Provider.

7. Council Rights

The Council reserves the right to make changes to event arrangements **as reasonably necessary**, including but not limited to changes in timing, layout, or programme, and will communicate such changes to the Provider where possible.

8. Acceptance

By signing below, the Provider agrees to the terms of this Agreement and commits to fulfilling their obligations as outlined.

Signed on behalf of the Provider:

Signature: _____

Print Name: _____

Date: _____

Signed on behalf of North Walsham Town Council:

Signature: _____

Print Name: _____

Position: _____

Date: _____

Good morning, I have been asked to contact you regarding the blower attachment we have in for service and repair at the moment, I have been advised that the current cost of the parts required along with the labour charge is very close to the price of a new unit, the parts are also on a back order with no eta. The cost of a new unit is £738.95 and would be available in approximately one month.

Please advise if you wish for us to order a complete unit as we now deem a repair to be uneconomical.

Many thanks.



10 Frankfort
Sloley, Norwich
07766223368 / 0800 7312110
Email-treehoppertreeservices@gmail.com

North Walsham Town Council

Quote for rocking horse re instalment

excavate hole to spec and back fill with concert, lift and fit rocking horse to stand

remove red picnic bench and back fill with soil

help with preparing and help fit safety matting with nwtc staff

secure site with harris fencing at all times £2875+ vat

look forward to hearing back from you

many thanks

Yours Sincerely

Ben Hannant
Tree Hopper Tree Services



10 Frankfort
Sloley, Norwich
07766223368 / 0800 7312110
Email-treehoppertreeservices@gmail.com

North Walsham Town Council

Quote for tree work

cut back trees and fail area behind fence as per site visit at Fiske wood

branches to be chipped and wood to be removed £1950+ vat

look forward to hearing back from you

many thanks

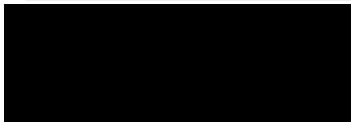
Yours Sincerely

Ben Hannant
Tree Hopper Tree Services



For: Wendy Murphy NW Town Clerk
townclerk@nwtc.org.uk
01692 404114

Description	Quantity	Rate	Amount
Good morning James	1	£2,875.00	£2,875.00
I've put together an estimate for supplying and installing a 1800 L water tank on a raised platform to allow water storage for you to then fill up your lbc to take to various places around the town for watering			
Subtotal			£2,875.00
VAT 20% (£2,875.00)			£575.00
Total			£3,450.00
Total			£3,450.00



Client's signature

Quotation

NWTC
Cedar house
New road
North Walsham
NR28 9DE

09/07/2025

To supply and install 2 metre high new metal framework to hold 2000 litre static horizontal water tank.
1956mmx1299mmx1300mm.
To be bolted to existing yard concrete.

To provide plant labour and materials.

=£2,300.00

Prices exclude VAT @ 20%

If the above specification varies due to ground conditions, design changes or building inspector's requirements there may be additional costs

No allowance for water pipe connections.

No allowance for water tank.

Vehicle and personnel access to area required at all times.

No allowance for alterations to existing services or buried obstructions.

Should you have any queries regarding this quotation then I would be only too happy to discuss these with you

I look forward to being of assistance

Yours Faithfully

Estimate

FOR
NW Town Council

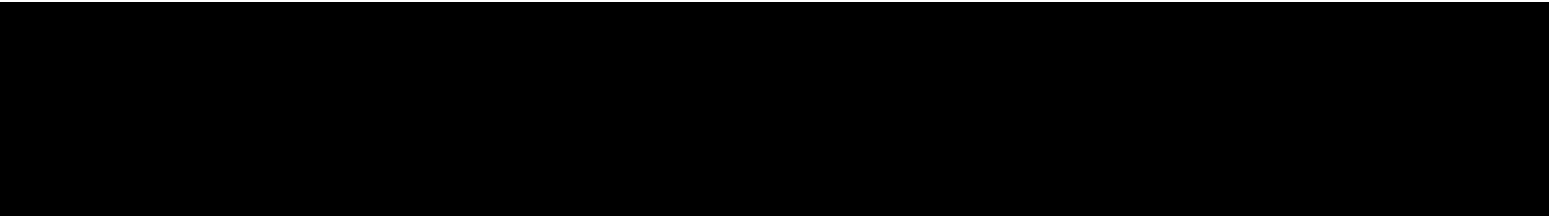
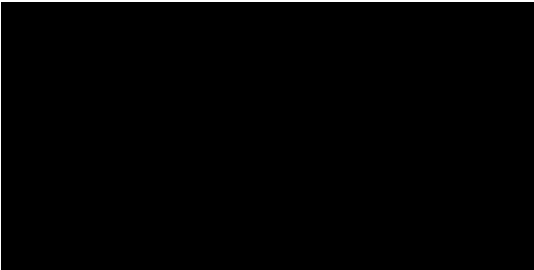
Estimate No.: 108
Issue date: 14/05/2025
Valid until: 28/05/2025

Estimate No. 108	Issue date 14/05/2025	Valid until 28/05/2025	Total due (GBP) £5,175.00
---------------------	--------------------------	---------------------------	------------------------------

As requested to quote for decoration of lower chapel .
Scope of works to include :
*cleaning of cobwebs in eaves of chapel
*All walls to be made good and painted
* Entrance doors to be sanded and varnished & adjusted to close with 2 new drop bolts to allow doors to be held in position
* Pews to be treated with preservative & repair where necessary
* Natural sealer to be applied to the floor after previous works
* Attach wooded wall plate to wall

Description	Quantity	Unit price (£)	Amount (£)
Labour	1	3,750.00	3,750.00
Day rate			
Materials	1	875.00	875.00
Hire equipment	1	550.00	550.00
cherry picker			
Total (GBP):			£5,175.00

Estimated start date September





Attachment 1

Doors to be adjusted to allow for easy open/close



Attachment 2

Wooden wall plaque to be installed on wall

Attachment 3

Recently stripped floor to be sealed



Attachment 4

Doors to be rubbed down and re varnished



Attachment 5

Drop bolts to be installed on doors to hold doors in place & to remove health and safety concerns with current system

**Attachment 6**

Pews to be treated with a preservative wax/oil after previous treatment



Attachment 7

Complete redecoration of all walls and made good where necessary.



Attachment 8

Removal of cobwebs from chapel eaves

