



Health & Safety Policy

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Approved By: Robert Pearson

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This policy is fully endorsed by the Directors' and is publicly available.

Robert Pearson

Managing Director

Signed:

Date: 10/04/2025

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Section 1- Statement of Intent

1. Health and Safety Policy Statement

The Health and Safety at Work Act etc 1974 Section 2 (3) requires an Employer to prepare, and as often as may be appropriate, revise a written statement of his general policy, with respect to Health and Safety at work of his employees and the organisation and arrangements for the time being in force for carrying out that policy, and to bring the statement and any revision to the notice of all his employees.

The Directors of the Company accept their role, collectively and individually, in providing Health and Safety leadership to ensure their decisions reflect the Company Health and Safety Policy Statement, and to engage the active participation of workers in improving "Health and Safety".

It is the Company's policy to take all reasonable measures, in fulfilment of its moral, legal and economic responsibilities to ensure the safety, health and welfare of its employees and those persons directly or indirectly involved with Company business.

Each individual is required, by law, to take reasonable care for Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.

Non-contract staff, the general public, young persons and the inexperienced, require special attention. This will be considered and controlled via suitable and sufficient risk assessment.

Self-employed operatives and subcontractors are included in the above.

The Directors and all management generally, within the scope of their individual responsibilities shall ensure the policy is implemented throughout the business.

Key Commitments:

- **Engage and Consult:** Actively involve employees and stakeholders in health and safety discussions to ensure practical and effective management measures.
- **Risk Control:** Identify and control risks effectively through collaboration with employees, contractors, and clients.
- **Prevention Focus:** Prioritise the prevention of accidents, ill health, and injuries by implementing robust safety measures.
- **Safe Systems:** Provide and maintain safe equipment, materials, and working environments that comply with legal standards.
- **Training and Supervision:** Deliver comprehensive training and adequate supervision to ensure competence and safety awareness at all levels.
- **Resource Allocation:** Allocate sufficient resources, including finance and expertise, to achieve health and safety objectives.
- **Continuous Improvement:** Regularly review and update policies, systems, and practices to adapt to changes and enhance safety performance.

REVIEW AND ENDORSEMENT

This policy will be reviewed regularly and the Director responsible for Health and Safety will ensure it is updated as required. The Company Health and Safety Policy as set out in this document and accompanying procedures is endorsed by the Managing Director, who is ultimately responsible for its implementation.

Signed _____

Date _____

Rob Pearson

Managing Director

2. Organisational Roles and Responsibilities

Introduction:

Clear roles and responsibilities are fundamental to ensuring accountability and effective management of health and safety tasks. This approach supports compliance with the Health and Safety at Work etc. Act 1974 and promotes a proactive safety culture across all levels of the organisation.

Establishing organisational roles and responsibilities is key to ensuring a safe workplace. Clearly defined roles and responsibilities ensure that health and safety tasks are effectively managed, preventing accidents and injuries. It ensures accountability, as each individual knows their specific duties, from risk assessment to implementing safety measures. This clarity supports compliance with the Health and Safety at Work etc. Act 1974 which requires employers to provide a safe working environment. It promotes a safety culture, improves communication, and enhances the organisation's ability to effectively manage health and safety risks

Responsibilities and Actions Table:

Statement of General Policy	Responsibility of: Name/Title	Action/Arrangements (What are you going to do?)
Consult on health and safety matters with employees and others under the company's control.	Managing Director (MD)	MD to liaise with H&S Advisor and Site Managers. Reference: HSP 5.3, HSP 5.5
Fully and effectively control health and safety risks arising from company work activities.	MD; Site Managers/Supervisors	MD to liaise with H&S Advisor and Site Managers. Reference: HSP 5.3
Ensure accident and ill health prevention is a priority across all operations.	MD; Site Managers/Supervisors	MD to liaise with H&S Advisor and Site Managers. Reference: HSP 5.3, HSP 5.6
Investigate lapses in health and/or safety performance and implement remedial actions.	MD; Site Managers/Supervisors	MD to liaise with H&S Advisor and Site Managers. Reference: HSP 9
Provide and maintain appropriate, safe equipment and ensure proper maintenance.	MD; Site Managers/Supervisors	MD to liaise with H&S Advisor and Site Managers. Reference: HSP 7.2

Ensure materials and substances are used, handled, and stored safely.	MD; Site Managers/Supervisors	MD to liaise with H&S Advisor and Site Managers. Reference: HSP 6.4
Provide adequate supervisory training, information, and instructions for employees.	MD; Site Managers/Supervisors	MD to liaise with H&S Advisor and Site Managers. Reference: HSP 5.5
Maintain safe and healthy working conditions.	MD; Site Managers/Supervisors	MD to liaise with H&S Advisor and Site Managers. Reference: HSP 5.2, HSP 5.3, HSP 5.4, HSP 5.7
Review and revise the health and safety policy regularly or when activities change.	MD	MD to liaise with H&S Advisor and Site Managers. Reference: HSP 10

Additional Requirements for Employees:

- Co-operate with supervisors and managers on health, safety, and welfare matters.
- Avoid damaging or interfering with safety equipment or welfare facilities.
- Understand and follow the company's health and safety policy.
- Take reasonable care for their own health and safety and that of others.
- Report all accidents, hazards, and safety concerns promptly.

Appointments to Support Implementation:

Appointed Person	Location / Area of Responsibility
Health & Safety Advisor (General/Office)	Office
Health & Safety Advisor (Construction)	Site
Fire Responsible Person	Office and Site
First Aid Appointed Person/First Aider	Office and Site
Electrical Safety / PAT Tester	Office and Site
Temporary Works Coordinator	Site as required
Lifting Operations Appointed Person	Site as required
Persons Authorised to Issue Permits	Site as required

3. Health and Safety Legislation

Introduction:

Compliance with laws such as the Health and Safety at Work etc. Act 1974 and the Management of Health and Safety at Work Regulations 1999 ensures workplace safety and avoids legal consequences.

Health and safety legislation aims to protect the well-being of workers and the public by ensuring work is conducted safely and without health risks. Fundamental laws include the Health and Safety at Work etc. Act 1974 and the Management of Health and Safety at Work Regulations 1999 which require employers to assess and manage workplace risks. A range of secondary legislation, approved codes of practice, and legal guidance address particular hazards and risks. Compliance prevents accidents and illnesses, fosters a safety culture, and enhances productivity by demonstrating a commitment to health and safety.

Key Actions:

- Stay informed about legislative updates.
- Integrate requirements into organisational policies.
- Train employees on their legal obligations.

Reference: GMS 1.03

4. Statutory Forms, Notices, and Registers

Introduction:

Maintaining statutory records and documentation demonstrates due diligence and ensures compliance with regulations such as LOLER and PUWER.

Maintaining statutory and non-statutory forms, notices, signs, and registers is essential for compliance with health and safety regulations. Employers must keep these documents up-to-date and accessible on-site. Regular statutory inspections and examinations must be conducted as required under relevant legislation, such as Lifting Operations and Lifting Equipment Regulations 1998 (LOLER) and Provision and Use of Work Equipment Regulations 1998 (PUWER). This includes daily user checks, weekly inspections, and specific equipment inspections for plant, electrical equipment (including RCDs), lifting equipment, access equipment, and portable firefighting equipment. Ensuring these practices are followed helps avoid penalties, enhances workplace safety, and promotes a safe working environment.

A statutory requirement means legally it must be carried out!

Key Actions:

- Conduct statutory inspections regularly.
- Maintain registers for equipment and records of inspections.

- Display required notices prominently on-site.

Reference: GMS 1.04

5. Management and General Arrangements

5.1 CDM Management Arrangements

Introduction:

Adherence to CDM Regulations ensures safety during all phases of construction.

Adherence to the Construction (Design and Management) Regulations (CDM) is essential for managing health, safety, and welfare on construction projects. CDM applies to all building and construction work, including new builds, demolition, refurbishment, and maintenance. These regulations ensure proper planning and coordination to prevent accidents and create a safer working environment. Compliance with CDM is crucial for protecting workers and the public, reducing risks throughout the project lifecycle. Adhering to CDM requirements enhances project safety, minimises accidents and ill health, and ensures the well-being of everyone involved in construction activities and others impacted by the works.

Actions:

1. Check CDM capability of appointees.
2. Develop and maintain a suitable Construction Phase Plan.
3. Ensure arrangements are maintained and reviewed.

Reference: GMS 2.01

5.2 Construction Site Set-Up

Introduction:

Proper site setup establishes a safe and efficient working environment.

The provision, location, and maintenance of welfare facilities must be planned before construction begins to ensure workers' well-being. Schedule 2 of the Construction (Design and Management) Regulations (CDM) specifies minimum welfare facility standards for all sites. Compliance with these regulations is essential to provide adequate facilities such as toilets, washing areas, and rest areas. Planning welfare facilities from the outset promotes a safer and healthier working environment for construction workers and others visiting the site.

Actions:

1. Secure site boundaries.
2. Provide welfare facilities per CDM standards.
3. Establish traffic management plans.

Reference: GMS 2.02

5.3 Risk Assessments and Permits to Work

Introduction:

Risk assessments and permits to work ensure safe execution of tasks and high-risk activities.

Risk assessments are essential for reducing workplace accidents and ill health, as required by the Management of Health and Safety at Work Regulations 1999. These assessments and method statements must be suitable and proportionate to the specific site and task risks and must be fully understood by the workforce. Effective risk assessments should be concise, clear, and reflect actual work practices, avoiding lengthy and generic information. Additionally, permits to work are crucial for high-risk activities, ensuring that necessary safety precautions are in place and adhered to. This comprehensive approach ensures practical and effective safeguards for worker health and safety.

Actions:

1. Conduct site-specific risk assessments.
2. Use permits for confined spaces, hot works, etc.
3. Train workers on safety measures.

Reference: GMS 2.03

5.4 Fire Safety and Emergency Arrangements

Introduction:

Preventive measures and preparedness minimise harm during emergencies.

To prevent fire risks on site, identify potential fire sources and implement preventive measures in accordance with the Regulatory Reform (Fire Safety) Order 2005, HSE guidance HSG168: Fire Safety in Construction, the Joint Code of Practice on the Protection from Fire of Construction Sites and Buildings Undergoing Renovation, and the CDM (Construction Design and Management) Regulations 2015. Pay particular attention to hot works during maintenance and refurbishment. Ensure all personnel can escape safely and be accounted for in case of fire, as required by CDM for emergency procedures. Basic measures include maintaining clean work areas, proper storage of flammable materials, and ensuring fire extinguishers and alarms are accessible. Conduct regular fire drills and establish clear evacuation routes. Implementing and maintaining these measures can significantly reduce the risk of fires.

Actions:

1. Conduct fire risk assessments.
2. Develop emergency plans and conduct drills.
3. Provide adequate firefighting equipment.

Reference: GMS 2.04

5.5 Induction, Training, and Worker Engagement

Introduction:

Training ensures that all personnel understand site-specific risks and safety procedures.

It is a legal requirement to provide everyone on site, including visitors, with basic safety information via a site induction. This induction must be site-specific and easily understood by all attendees. Effective communication is crucial for managing health and safety on construction sites, as stipulated by the Health and Safety at Work etc. Act 1974. Special consideration should be given to workers with limited or no understanding of English, ensuring they comprehend the safety information during the site induction, as required by the Construction (Design and Management) Regulations 2015 (CDM 2015).

Actions:

1. Provide comprehensive site inductions.
2. Conduct regular toolbox talks.
3. Encourage workforce engagement in safety discussions.

Reference: GMS 2.05

5.6 Accident and Incident Investigation

Introduction:

Investigating incidents helps identify root causes and implement corrective actions to prevent recurrence.

Accidents in construction result from various factors, making the investigation of incidents and near misses crucial for identifying causes and implementing preventative measures.

Specific incidents, injuries, diseases, and dangerous occurrences must be reported to the HSE under the Reporting of Injuries, Diseases, and Dangerous Occurrences Regulations (RIDDOR).

Investigations require a structured approach to gathering and analysing information. The findings form the basis of an action plan to prevent reoccurrences and improve risk management systems. These investigations are legally tied to risk assessments, highlighting areas needing review and adjustment.

Actions:

1. Report and investigate all incidents promptly.
2. Implement corrective and preventive measures.
3. Share lessons learned across the organisation.

Reference: GMS 2.06

5.7 Workstations

Introduction:

Ergonomic workstations reduce the risk of musculoskeletal disorders and improve productivity.

As an employer, you must protect workers from health risks associated with display screen equipment (DSE), such as PCs, laptops, tablets, and smartphones, in accordance with the Health and Safety (Display Screen Equipment) Regulations. These regulations apply to workers who use DSE daily for continuous periods of an hour or more, known as 'DSE users.' The regulations do not apply to those who use DSE infrequently or for short periods. Employers must ensure appropriate measures are in place to safeguard the health of DSE users.

Actions:

1. Conduct DSE (Display Screen Equipment) assessments.
2. Provide ergonomic furniture and tools.
3. Train employees on proper workstation setup.

Reference: GMS 2.07

5.8 Worker and Visitor Support and Supervision

Introduction:

Proper support and supervision ensure compliance with safety procedures and provide assistance when needed.

UK construction safety legislation places a significant emphasis on the importance of induction training for both workers and visitors. This training, which includes safety procedures and emergency protocols, serves as the foundation for safety awareness and adherence. Workers must be supervised to ensure compliance with these safety measures. Similarly, visitors must receive safety briefings and be accompanied by trained personnel. Access to hazardous areas should be restricted, and visitors should wear appropriate PPE. Regular supervision reinforces adherence to safety regulations, reduces accidents, and promotes a safer working environment. Therefore, it is essential to prioritise support, training, and supervision to protect everyone on-site.

Actions:

1. Assign supervisors to oversee worker safety.
2. Provide site-specific safety briefings to visitors.
3. Restrict access to hazardous areas.

Reference: GMS 2.08

5.9 Site Visits, Travel, and Lone Working

Introduction:

Ensuring safety during site visits, travel, and lone working protects individuals from potential risks.

Ensuring safety during site visits, travel, and lone working is of utmost importance. Site visitors must undergo safety inductions, wear appropriate PPE, and be accompanied by trained personnel. Workers travelling to and from sites should follow safe travel procedures, including road safety measures. Lone workers require risk assessments, communication devices, and regular check-ins. Employers must ensure lone workers have the necessary training and support.

Actions:

1. Conduct risk assessments for lone workers.
2. Provide communication devices and regular check-ins.
3. Implement travel safety protocols.

Reference: GMS 2.09

5.10 Sub-Contracting and Consulting

Introduction:

Engaging qualified subcontractors and consultants ensures compliance with safety standards and legal requirements.

When appointing designers (including principal designers) or contractors (including principal contractors) for a project, you must ensure they possess the skills, knowledge, and experience necessary to secure health and safety, in accordance with the UK Construction (Design and Management) Regulations 2015 (CDM 2015).

Organisations must also have the appropriate organisational capability. It is crucial to verify these qualities before making appointments. Similarly, designers or contractors seeking appointments must ensure they have the required skills, knowledge, and experience. Ensuring these standards helps maintain a safe working environment and compliance with relevant health and safety legislation.

Actions:

1. Assess subcontractors' health and safety capabilities.
2. Include safety requirements in contracts.
3. Monitor subcontractor compliance.

Reference: GMS 2.10

6. Health and Wellbeing

6.1 Health and Wellbeing

Introduction:

Promoting health and wellbeing in the workplace enhances employee satisfaction, reduces absenteeism, and fosters a productive workforce. The company is committed to supporting the physical and mental health of all employees.

Managing construction health and well-being risks is crucial for ensuring safety, reducing accidents, and preventing injuries and illnesses. Your active participation in this process enhances productivity and work quality by fostering a healthy, motivated workforce. It mitigates legal and regulatory consequences, such as fines and compliance issues, and improves team morale and job satisfaction.

Addressing physical and mental health risks can lower absenteeism, retain skilled workers, and create a positive safety culture. Overall, prioritising health and wellbeing, with your involvement, leads to safer construction sites, improved project outcomes, and a more robust, more resilient workforce.

Actions:

1. Conduct regular health surveillance for at-risk employees, including those exposed to hazardous substances or high noise levels.
2. Implement initiatives to promote mental health awareness, such as stress management workshops, employee assistance programs, and mental health first aid training.
3. Provide access to occupational health services and wellness programs to address health concerns and ensure fitness for work.

Reference: GMS 3.01

6.2 Drugs and Alcohol

Introduction:

Substance abuse poses significant risks to workplace safety. CONTRACTOR Ltd enforces a strict drugs and alcohol policy to ensure a safe and productive working environment.

Drugs and alcohol significantly impair judgment, coordination, and decision-making, leading to increased accidents, injuries, and fatalities on construction sites. Substance use reduces productivity, compromises work quality, and poses serious health risks, both immediate and long-term. Legal and regulatory consequences include fines and non-compliance penalties, while workplace morale and safety culture suffer. Effective mitigation strategies involve implementing strict policies, providing education and support programmes, and ensuring

regular monitoring and supervision. Addressing these risks is crucial for improving construction workers' safety, productivity, and health.

Actions:

1. Implement a zero-tolerance drugs and alcohol policy, ensuring employees understand its scope and consequences.
2. Conduct regular awareness training on the risks and impacts of substance abuse.
3. Perform random and for-cause drug and alcohol testing to uphold safety standards.

Reference: [GMS 3.02](#)

6.3 Personal Protective Equipment (PPE)

Introduction:

PPE serves as a critical line of defence against workplace hazards that cannot be mitigated through other means.

Personal protective equipment (PPE) is vital for safeguarding you against hazards such as falls, flying debris, and harmful substances. Wearing PPE significantly reduces the risk of injuries and fatalities, ensuring we all comply with safety regulations and standards. Properly selecting and using PPE, including hard hats, safety gloves, safety eyewear, and safety boots, enhance overall site safety and productivity. It also fosters a safety-conscious culture, showing our commitment to your well-being. By minimising accident rates and health risks, your use of PPE helps create a more efficient, compliant, and safe construction environment, ultimately protecting you and the project's success.

Actions:

1. Supply suitable PPE free of charge and ensure it meets or exceeds regulatory standards (e.g., CE or UKCA marking).
2. Train employees on the correct use, maintenance, and storage of PPE, including site-specific requirements for hard hats, gloves, boots, and respiratory protection.
3. Regularly inspect PPE to ensure it remains in good condition and fit for purpose.

Reference: [GMS 3.03](#)

6.4 Control of Substances Hazardous to Health (COSHH)

Introduction:

The safe management of hazardous substances ensures compliance with the Control of Substances Hazardous to Health Regulations 2002 (COSHH) and protects workers from harm.

Managing substances hazardous to health is crucial to protect you from health risks like respiratory issues, skin conditions, and long-term illnesses. By adhering to the Control of Substances Hazardous to Health Regulations 2002 (COSHH), we ensure compliance with legislation, avoiding legal and financial penalties.

Effective management safeguards your health, reducing absenteeism and boosting productivity. It promotes a safety-conscious culture, enhancing overall site safety and morale. Controlling exposure to hazardous substances demonstrates our commitment to your well-being, ensuring a safer, healthier, and more efficient workplace for everyone.

Actions:

1. Maintain an up-to-date COSHH register and carry out detailed risk assessments for hazardous substances.
2. Ensure safe storage, handling, and disposal of hazardous substances with appropriate containment and labelling.
3. Provide comprehensive training on COSHH requirements, including the use of safety data sheets and emergency response measures.

Reference: GMS 3.04

6.5 Asbestos and Lead

Introduction:

Asbestos and lead present serious health risks. Compliance with relevant regulations ensures the safety of workers and others on site.

Asbestos and lead present significant health risks in construction, leading to conditions like lung cancer, mesothelioma, and lead poisoning. UK legislation, including the Control of Asbestos Regulations 2012 and the Control of Lead at Work Regulations 2002, requires strict measures to manage these hazards. Failure to comply can result in severe penalties, fines, and legal action.

Proper identification, removal, and disposal of asbestos and controlling lead exposure are vital to protect your health, reduce long-term medical costs, and maintain a safe working environment. Adhering to these regulations also helps prevent legal and financial consequences for employers. Stay informed and follow the correct safe working procedures.

Actions:

1. Conduct asbestos surveys for buildings constructed before the year 2000 and maintain an asbestos register on site.
2. Train employees on asbestos and lead awareness, including recognizing potential hazards and safe work practices.

3. Engage licensed contractors for asbestos removal, ensure clearance certificates are obtained, and adhere to lead management best practices.

Reference: GMS 3.05

6.6 Dust and Fumes

Introduction:

Exposure to dust and fumes can result in respiratory and other health issues. Effective controls ensure compliance with COSHH regulations and protect workers.

Dust and fumes in construction pose serious health risks, including respiratory diseases like silicosis and occupational asthma. The Control of Substances Hazardous to Health Regulations 2002 (COSHH), addresses these hazards. Failure to comply can lead to fines and legal action. Proper control measures, including ventilation, respiratory protection, and dust suppression, are essential to mitigate risks.

Adhering to regulations like COSHH protects workers' health, reduces absenteeism, and ensures a safer workplace. Stay vigilant and follow safety guidelines to prevent long-term health problems.

Actions:

1. Use dust suppression techniques, extraction systems, and proper ventilation in work areas.
2. Provide respiratory protective equipment (RPE) where necessary and ensure its correct usage.
3. Conduct regular air quality monitoring to maintain safe levels of dust and fumes.

Reference: GMS 3.06

6.7 Noise and Vibration

Introduction:

Prolonged exposure to excessive noise and vibration can cause hearing loss and musculoskeletal disorders. Effective controls mitigate these risks.

Noise and vibration present significant risks, including the risk of permanent hearing damage and musculoskeletal disorders. The Control of Noise at Work Regulations 2005 and the Control of Vibration at Work Regulations 2005 address these risks. Non-compliance may result in fines and legal consequences. Proper control measures, like engineering controls and personal protective equipment (PPE), are crucial to reducing risks. Adhering to regulations protects your health, reduces absenteeism, and ensures legal compliance. Stay informed and follow safety procedures and guidance to prevent long-term health issues related to noise and vibration exposure.

Actions:

1. Conduct noise and vibration risk assessments for equipment and activities.
2. Provide hearing protection, low-vibration tools, and implement job rotation to limit exposure.
3. Monitor exposure levels and maintain a log of assessments and control measures.

Reference: GMS 3.07

6.8 Manual Handling

Introduction:

Manual handling tasks are a common source of workplace injuries. Proper training and mechanical aids can reduce these risks.

Manual handling in construction poses risks like musculoskeletal injuries, strains, and sprains. The Manual Handling Operations Regulations 1992 outline duties regarding these risks, with legal penalties for non-compliance. Proper training in lifting techniques, mechanical aids, and ergonomics is essential to mitigate risks. Adhering to regulations protects workers, reduces absenteeism, and ensures legal compliance. Follow the correct, safe working procedures and carry out risk assessments prior to manual handling activities to prevent long-term health issues.

Actions:

1. Provide training on safe manual handling techniques, focusing on posture and lifting strategies.
2. Use mechanical aids like trolleys and hoists wherever possible to minimize manual lifting.
3. Conduct risk assessments for manual handling tasks and ensure they are adequately controlled.

Reference: GMS 3.08

7. General Site Safety

7.1 Electrical Safety

Introduction:

Electrical safety is paramount to preventing accidents such as electric shock and fire.

Electrical safety is vital to prevent injuries, fatalities, and property damage caused by electrical hazards. Compliance with regulations such as the Electricity at Work Regulations 1989 ensures that electrical systems are safe to use. Proper training, use of personal protective equipment (PPE), regular inspections, and maintenance of electrical installations are essential practices. These measures protect workers from electric shock, electrocution, and fires, enhancing overall site safety. Prioritising electrical safety reduces accident rates, ensures legal compliance, and

fosters a culture of safety and responsibility, contributing to a safer and more efficient construction environment.

Actions:

1. Use only approved electrical equipment and conduct regular PAT (Portable Appliance Testing).
2. Ensure all site electrical systems are protected by Residual Current Devices (RCDs).
3. Train employees on electrical safety protocols and inspect systems periodically.

Reference: GMS 4.01

7.2 Plant and Equipment

Introduction:

The safe operation of plant and equipment is critical for reducing risks on construction sites.

Ensuring plant and equipment safety is critical to prevent accidents, injuries, and fatalities. Proper maintenance, regular inspections, and safe operation are essential practices. Compliance with regulations such as the Provision and Use of Work Equipment Regulations 1998 (PUWER) and the Lifting Operations and Lifting Equipment Regulations 1998 (LOLER) ensures that equipment is safe to use and fit for purpose. Adhering to these regulations reduces the risk of mechanical failures, enhances worker safety, and promotes a culture of responsibility, ultimately leading to a more efficient and safe construction environment.

Actions:

1. Conduct regular statutory inspections of plant and equipment.
2. Train and authorise operators for the safe use of equipment.
3. Maintain records of equipment maintenance, repairs, and inspections.

Reference: GMS 4.02

7.3 Temporary Works

Introduction:

Temporary works such as scaffolding and shoring require precise planning and execution to ensure safety.

Proper coordination and risk management of temporary works will help ensure structural stability and safety. Temporary works, such as scaffolding and formwork, require detailed planning, execution, and supervision to prevent accidents. Compliance with BS 5975:2019 and the Construction (Design and Management) Regulations 2015 is essential. These regulations mandate appointing a competent Temporary Works Coordinator (TWC) to oversee design, implementation, and dismantling. Effective risk management minimises hazards, ensures

worker safety, and promotes a culture of responsibility and compliance, ultimately leading to safer construction sites.

Actions:

1. Appoint a Temporary Works Coordinator (TWC) to oversee all temporary works.
2. Maintain a detailed temporary works register and conduct pre-installation inspections.
3. Verify compliance with BS 5975:2019 standards and ensure designs are followed.

Reference: GMS 4.03

7.4 Lifting Operations

Introduction:

Lifting operations must be properly planned and executed to prevent accidents.

Ensuring lifting operations on site are carried out safely is critical to prevent accidents, injuries, and fatalities. The Lifting Operations and Lifting Equipment Regulations 1998 (LOLER) mandate the safe use of lifting equipment, ensuring that all lifting operations are properly planned, supervised, and executed by competent personnel. Compliance with LOLER reduces the risk of mechanical failures, enhances worker safety, and promotes a culture of responsibility. Properly maintained lifting equipment and thorough risk assessments ensure safe lifting practices, which are essential for the efficient and secure handling of materials on construction sites, ultimately leading to a safer working environment.

Actions:

1. Develop detailed lift plans and conduct risk assessments for lifting activities.
2. Ensure lifting equipment undergoes thorough examinations as required by LOLER.
3. Assign competent personnel to oversee all lifting operations.

Reference: GMS 4.04

7.5 Frame Erection

Introduction:

Frame erection is a high-risk activity requiring stringent safety measures.

The safety of frame erection on construction sites demands stringent safety measures to prevent accidents and ensure structural stability. Compliance with the Construction (Design and Management) Regulations 2015 (CDM 2015) is essential. Key requirements include thorough risk assessments, method statements, and the appointment of a competent person to supervise the work. Proper use of personal protective equipment (PPE), safe access systems, and secure handling of materials are mandatory. Regular inspections and adherence to the Health and Safety Executive (HSE) guidelines are crucial. Effective communication and coordination among workers further enhance safety during frame erection, promoting a secure working environment.

Actions:

1. Develop and communicate detailed RAMS (Risk Assessment Method Statements) for frame erection activities.
2. Ensure the use of appropriate PPE and equipment.
3. Supervise operations to maintain compliance with safety protocols.

Reference: GMS 4.05

8. High Risk and Specialist Activities

8.1 Working at Height

Introduction:

Falls from height are a leading cause of workplace injuries. Effective controls are critical.

Work at height poses significant risks in the construction industry, including falls, which are the leading cause of workplace fatalities and serious injuries. The Work at Height Regulations 2005 mandate that employers must ensure all work at height is properly planned, supervised, and carried out by competent persons.

Adequate risk assessments, suitable equipment, and safety measures such as guardrails, harnesses, and netting are essential to mitigate these risks. Compliance with these regulations reduces the likelihood of accidents, protects workers' lives, and fosters a culture of safety on construction sites. Regular training and inspections are crucial for maintaining safety standards.

Actions:

1. Conduct risk assessments for all work at height.
2. Use collective fall prevention measures such as guardrails, nets, and scaffolding.
3. Provide comprehensive training on working at height safety.

Reference: GMS 5.01

8.2 Access Equipment

Introduction:

Safe use of access equipment ensures worker safety during elevated tasks.

Access equipment, such as scaffolding, ladders, and mobile elevated work platforms (MEWPs), presents significant safety risks if not managed properly. The Work at Height Regulations 2005 require that access equipment is suitable, inspected, and maintained to prevent falls. It mandates that all work at height should be appropriately planned, supervised, and carried out by competent personnel. Compliance ensures that access equipment meets safety standards, reducing the risk of accidents and injuries. Regular inspections, adequate training, and adherence to safety procedures are crucial to mitigating these risks and fostering a safe working environment on construction sites.

Actions:

1. Inspect and maintain access equipment regularly.
2. Provide training on proper usage, including ladders and mobile elevated work platforms (MEWPs).
3. Ensure equipment is suitable and correctly installed for each task.

Reference: GMS 5.02

8.3 Scaffolding

Introduction:

Scaffolding must be safely erected, used, and dismantled to prevent accidents.

Scaffolding poses inherent risks, primarily related to falls and structural instability. Compliance with the Work at Height Regulations 2005 mandates that competent personnel must erect, use, and dismantle scaffolding following strict safety protocols. Risks include inadequate assembly, unstable foundations, and insufficient guardrails. Regular inspections, proper maintenance, and adherence to safety guidelines mitigate these risks, ensuring scaffolding integrity and worker safety. Training for scaffold users and supervisors is essential to maintain compliance with safety legislation and prevent accidents on construction sites.

Actions:

1. Engage competent personnel for scaffold erection and inspection.
2. Conduct regular scaffolding inspections and maintain detailed records.
3. Use guardrails, toe boards, and netting as necessary for additional safety.

Reference: GMS 5.03

8.4 Excavations

Introduction:

Excavation work carries significant risks, including collapse and exposure to hazardous materials.

Excavation work on construction sites presents significant risks such as collapse, struck-by incidents, and exposure to hazardous materials. Compliance with the Construction (Design and Management) Regulations 2015 and the Health and Safety at Work Act 1974 mandates safe excavation practices. These include thorough risk assessments, the use of protective systems like shoring and trench boxes, and adequate training for workers. Failure to implement safety measures can lead to injuries, fatalities, and legal liabilities. Adherence to regulations ensures worker safety, prevents accidents, and promotes efficient excavation operations in construction, emphasising the critical need for proper planning, supervision, and protective measures at excavation sites.

Actions:

1. Conduct daily inspections and risk assessments for excavations.
2. Use protective systems like trench boxes or shoring.
3. Clearly mark and secure excavation sites to prevent unauthorised access.

Reference: GMS 5.04

8.5 Underground and Overhead Services

Introduction:

Underground and overhead services pose risks of electrocution and damage. Proper controls are essential.

Underground and overhead services pose significant risks on construction sites, including electrocution, gas leaks, and structural collapses. Compliance with the Health and Safety at Work Act 1974 and Construction (Design and Management) Regulations 2015 is essential. Risk assessments, utility mapping, and safe digging practices are critical to prevent accidents and service disruptions. Proper training and supervision ensure workers are aware of hazards and use equipment safely. Adherence to safety legislation minimises risks, enhances site safety, and promotes efficient construction operations, emphasising the importance of identifying and managing underground and overhead services to protect personnel and infrastructure integrity.

Actions:

1. Use cable locators to identify underground utilities.
2. Maintain safe distances from overhead lines and implement permit-to-dig systems.
3. Provide training on utility avoidance techniques.

Reference: GMS 5.05

8.6 Confined Spaces

Introduction:

Confined spaces present significant risks such as asphyxiation and toxic exposure.

Confined spaces pose serious risks like asphyxiation, engulfment, and toxic exposure. Legislation such as the Health and Safety at Work Act 1974 and Confined Spaces Regulations 1997 mandates safe practices. Risk assessments, entry permits, and continuous atmospheric monitoring are crucial to mitigate dangers. Proper training ensures workers understand hazards and use safety equipment like harnesses and gas detectors. Compliance with regulations ensures confined space work is planned, supervised, and executed safely, reducing accidents and fatalities. Regular audits and emergency procedures enhance site safety, emphasising the importance of stringent protocols to protect workers in confined spaces.

Actions:

1. Conduct confined space risk assessments and develop permit-to-work systems.
2. Train employees on confined space entry, including emergency procedures.
3. Use appropriate safety equipment like gas detectors and harnesses.

Reference: GMS 5.06

8.7 Dangerous Substances

Introduction:

Dangerous substances require strict controls to prevent fires, explosions, and health risks.

Dangerous substances pose risks such as fire, explosion, and health hazards from exposure. Legislation like the Control of Substances Hazardous to Health (COSHH) Regulations 2002 and the Dangerous Substances and Explosive Atmospheres Regulations (DSEAR) 2002 set out the legal requirements for thorough risk assessment, control measures, and training. Employers must identify hazardous substances, assess risks, and implement controls to minimise exposure. Safety data sheets and labelling ensure proper handling and storage. Workers require training on safe handling procedures and emergency responses. Compliance with COSHH and DSEAR reduces health risks like respiratory problems and chemical burns, emphasising the importance of stringent safety protocols to protect workers from dangerous substances on construction sites.

Actions:

1. Maintain accurate risk assessments and safety data sheets.
2. Ensure appropriate storage and labelling of substances.
3. Train employees on handling procedures and emergency responses.

Reference: GMS 5.07

8.8 Demolition

Introduction:

Demolition work is inherently high-risk and requires comprehensive planning.

Demolition works carry significant risks, including structural collapse, exposure to hazardous materials like asbestos, and debris hazards. Legislation such as the Construction (Design and Management) Regulations 2015 requires thorough planning, risk assessment, and management of demolition activities. Properly identifying and removing hazardous materials before demolition is crucial to prevent health risks. Safety measures like site exclusion zones, protective equipment, and secure methods for structural dismantling are mandated. Compliance with these regulations ensures worker safety, prevents environmental contamination, and mitigates risks associated with demolition operations on construction sites.

Actions:

1. Develop detailed RAMS for demolition activities.
2. Establish exclusion zones and use appropriate protective measures.
3. Conduct daily safety briefings and hazard assessments.

Reference: GMS 5.08

9. Monitoring, Audit, and Review

9.1 Monitoring and Continuous Improvement

Introduction:

The organisation reviews this policy annually or following significant incidents, regulatory updates, or procedural changes. Findings from internal and external audits, inspections, and worker feedback drive continuous improvements to the Safety Management System (SMS).

Actions:

1. Ensure compliance with legal and regulatory obligations.
 2. Foster a proactive and accountable safety culture.
 3. Identify and mitigate health and safety risks.
 4. Use audit findings to enhance the SMS.
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9.2 Daily and Weekly Inspections

Conducted by: Site Managers and Supervisors.

Frequency:

- **Daily safety checks** to identify and resolve immediate hazards.
- **Weekly inspections** to review site conditions and compliance.

Key Outputs: Immediate corrective actions and updates to safety logs.

9.3 Periodic External Audits and Inspections

Conducted by: External Health and Safety Advisor (e.g., Safer Sphere).

Frequency: Monthly or as required by project-specific risks.

Focus Areas:

- Compliance with construction phase health and safety plans.
- Assessment of welfare provisions, risk assessments, and high-risk activities.
- Evaluation of worker engagement and emergency arrangements.

Specialised Inspections by Safer Sphere:

1. **CDM Management Audits:** Review construction phase plans and welfare arrangements.
 2. **Construction Site Inspections:** Assess site safety management during construction phases.
 3. **Topic Inspections:** Focus on high-risk areas with opportunities for improvement.
 4. **“Safer” Tours:** Visual reviews with actionable insights.
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