

## **RE:SILIENT Health, Safety & Environmental Policy**

### **HEALTH AND SAFETY STATEMENT OF INTENT**

The objective of this policy is to attain and maintain high standards of health and safety performance throughout RE:SILIENT. All persons conducting activities under the name of RE:SILIENT will adhere to this Policy.

RE:SILIENT will comply with the Health and Safety at Work Act 1974 and Regulations subsequently laid under it and meet the standards required therein.

Hazards will be identified and the risk of injury, disease or dangerous occurrence will be minimised by the achievement and maintenance of high standards of health and safety. These standards will be achieved, so far as is reasonably practicable, by:

- Demonstrating a visible management commitment to high standards of health and safety performance and the promotion of a positive health and safety culture throughout RE:SILIENT;
- Providing and maintaining a safe working environment that is without undue risk to health, together with adequate facilities and arrangements for the welfare of employees and volunteers;
- Providing and maintaining plant, equipment and systems of work that are safe and without undue risk to health;
- Providing and maintaining means of access to and egress from the workplace that are safe and without undue risk;
- Having in place adequate arrangements for the regular assessment of work activities in order to identify related hazards and to control associated risk;
- Having in place effective systems to protect employees and other persons affected by RE:SILIENT activities;
- Having in place adequate arrangements to ensure safety and the absence of risks to health in connection with the use, handling, storage and transport of articles and substances and;
- Obtaining the co-operation of employees and volunteers in enabling statutory obligations under health and safety legislation to be met.

### **ENVIRONMENTAL POLICY & STATEMENT OF INTENT**

RE:SILIENT considers environmental management to be of prime importance and is fully committed to fulfilling all environmental responsibilities as well as continuous improvement of environmental performance. As such, RE:SILIENT will work with employees, volunteers, contractors and suppliers towards achieving this goal.

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The objective of this policy is to attain and maintain high standards of environmental performance throughout RE:SILIENT. All persons conducting activities under the name of RE:SILIENT will adhere to this Environmental Policy.

It is the policy of RE:SILIENT to:

- Understand and comply with all legal requirements, codes of practice and regulations;
- Organise operations in order to minimise pollution and disturbance to neighbours and the general public;
- Provide assistance, training and information that may be necessary to personnel at all levels;
- Use materials and resources with regard to long-term sustainability;
- Employ a consistent framework for the management of environmental issues across all its operations;
- Audit environmental performance.

The successful management of environmental issues will be achieved by:

- Identification and management of environmental risks and aspects;
- Prevention of pollution;
- Minimisation of waste;
- Provision of prompt response to incidents and emergencies;
- Promotion of environmental issues and good practice; and
- Reviewing and reporting on the content and implementation of this policy.

## **ROLES & RESPONSIBILITIES**

### **Introduction**

Health, safety and environmental (HSE) management is the responsibility of all members of RE:SILIENT (employees and volunteers) and is a joint responsibility with contractors and suppliers. It is ultimately the responsibility of the Managing Director to ensure that all members and contractors are properly equipped, trained and motivated in order to ensure high HSE standards at work.

### **MANAGING DIRECTOR**

The Managing Director has overall responsibility for the health, safety and welfare of all RE:SILIENT members (staff, interns and volunteers), and for the environmental impact of RE:SILIENT activities including fulfilment of all legal duties imposed on them, as the Employer, by relevant legislation.

In recognition of the legal duties imposed upon them, the Managing Director will:

- Understand the main requirements of the Health and Safety at Work Act 1974.

- Ensure that every aspect of health, safety and the environment and its implications is given due consideration in all executive decisions.
- Set, monitor and review the effectiveness of the RE:SILIENT HSE Policy, ensuring that it meets current legislative requirements and accurately reflects RE:SILIENT activities.
- Ensure adequate resources are available to implement the RE:SILIENT HSE Policy and to enable legal and moral obligations to be met.
- Seek advice, as and when appropriate, on HSE issues.
- Ensure that all new members receive adequate induction training as soon as is reasonably practicable after joining RE:SILIENT and on starting at a new site.
- Ensure all contractors receive suitable information, instruction, training and, where appropriate, supervision to assure their competence for the work they are to undertake.
- Monitor the performance of contractors who undertake work on behalf of RE:SILIENT.
- Ensure that all plant, equipment and materials are safe and suitable for the work for which they are to be used.
- Ensure that suitable and sufficient risk assessments of RE:SILIENT activities are undertaken to identify and implement effective control measures required to eliminate, reduce or control the risk of harm occurring to employees or others who may be affected by the activity.
- Ensure that the results of the risk assessments are effectively communicated throughout RE:SILIENT and to others who may be affected by the activity.
- Provide, maintain and instruct members in the use of personal protective equipment as identified by risk assessment.
- In respect of hazardous substances, ensure that appropriate information is available to enable suitable assessment of the process to be conducted.
- Ensure that accidents and near misses are recorded.
- Ensure that all injuries, diseases and dangerous occurrences involving RE:SILIENT members are investigated and, where appropriate, reported as required under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013.
- Maintain effective communication routes throughout RE:SILIENT and ensure members are aware of RE:SILIENT HSE Policy and other HSE matters as they arise.
- Take immediate action in respect of:
  - Prohibition and improvement notices;
  - Matters of complaint by Health and Safety Executive Inspectors;
  - Concerns by members or others, of HSE standards; and
  - Accidents, incidents and near misses involving RE:SILIENT members.
- Ensure maintenance of registers and records as required by current legislation.
- Ensure that HSE management within RE:SILIENT is periodically audited to ensure that high standards of HSE performance are being maintained and to

- identify areas where improvements are to be made.
- Ensure that HSE performance is regularly reviewed.

## **MANAGERS**

RE:SILIENT Managers are responsible for ensuring that the provisions of the Health and Safety at Work Act 1974, associated regulations and RE:SILIENT policies are observed within their area of responsibility. Authority is delegated to RE:SILIENT Managers to oversee and enforce the implementation of the RE:SILIENT HSE Policy throughout RE:SILIENT operations and on site. Managers report to the Managing Director.

Managers will:

- Understand the RE:SILIENT HSE Policy.
- Ensure that the RE:SILIENT HSE Policy is effectively communicated to the personnel under their control.
- Ensure that members comply with RE:SILIENT HSE Policy.
- Establish and maintain high standards of HSE performance on site.
- Foster a positive health and safety culture amongst all members.
- Ensure a safe working environment with safe access and egress at all times.
- Ensure safe working practices are observed.
- Develop, implement, record, communicate and monitor the effectiveness of site-specific arrangements for HSE.
- Allocate necessary resources for HSE management on site.
- Ensure that suitable and sufficient risk assessments have been undertaken for specific work activities.
- Ensure that members under their control are adequately inducted, trained, instructed and informed.
- Ensure that appropriate equipment is available and maintained in a safe condition.
- Ensure that accidents and near misses are recorded and investigated.
- Maintain all registers and records on site, as required by current legislation.
- Carry out routine documented inspections (minimum monthly) of sites, facilities, plant and equipment so as to maintain HSE standards.
- Immediately bring to the attention of the Managing Director matters relating to HSE standards or performance.
- Advise and support clients, contractors, etc. and their safety officers on matters relating to RE:SILIENT HSE Policy and all prevailing legislation.
- Ensure personnel at all work sites are fully aware of potential hazards as identified by reports, inspections, safety audits, accident reports and near misses.

## **Staff**

All staff are responsible for ensuring that the provisions of the Health and Safety at Work Act 1974, associated regulations and RE:SILIENT policies are observed within their area of responsibility. Authority is delegated to Staff to oversee and enforce the implementation of RE:SILIENT HSE Policy on site

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in the workplace. Staff report to Managers. There is a legal duty under health, safety and welfare legislation while at work to ensure their personal safety and that of others who may be affected by their acts or omissions.

Staff will:

- Understand the RE:SILIENT HSE Policy.
- Ensure that members comply with RE:SILIENT HSE Policy.
- Ensure high standards of HSE performance are maintained on site.
- Foster a positive health and safety culture amongst all members.
- Ensure a safe working environment with safe access and egress at all times.
- Ensure safe working practices are observed at all times.
- Assist Directors in the risk assessment process.
- Maintain all registers and records on site, as required by current legislation.
- Carry out routine documented inspections (minimum monthly) of sites, facilities, plant and equipment so as to maintain HSE standards.
- Immediately bring to the attention of Directors and the CEO matters relating to HSE standards or performance.
- Advise and support members, contractors, etc. and their safety officers on matters relating to RE:SILIENT HSE Policy and all prevailing legislation.
- Ensure members and contractors at all work sites are fully aware of potential hazards as identified by staff reports, inspections, safety audits, accident reports and near misses.
- Ensure that accidents and near misses are reported to Directors as soon as practicable.
- Communicate HSE matters to members and contractors via induction training or toolbox talks.
- Actively promote a positive health and safety culture throughout RE:SILIENT.
- Only undertake work for which they have been trained and are authorised, qualified and competent to undertake.
- Not undertake an activity until a suitable and sufficient risk assessment has been conducted by a competent person and the results communicated to them and others who may be affected by the activity.
- When on site, follow all site safety rules and procedures.
- Use and maintain in a serviceable condition all plant and equipment in accordance with the training provided.
- Use and maintain in accordance with instructions and training given, and report the loss or defect of all personal protective equipment provided by RE:SILIENT.
- Make themselves aware of all site and workplace first aid, fire and emergency procedures.
- Raise all matters of concern relating to HSE as they arise to the appropriate responsible person.
- Ensure all accidents are entered in the Accident Book.
- Ensure all accidents and incidents, including near misses, are reported to the appropriate responsible person on site to ensure appropriate investigation

can be undertaken.

All employees are to ensure that RE:SILIENT as their employer is made aware of any form of disablement that is likely to affect their ability to undertake the work they are assigned.

### **Volunteers**

All volunteers undertaking voluntary work for and on behalf of RE:SILIENT are expected to:

- Co-operate with the Managing Director, Managers and employees to enable legal duties to be met.
- Comply with all requirements of the RE:SILIENT HSE Policy and associated procedures.
- Not intentionally or recklessly interfere with, or misuse anything, provided by RE:SILIENT in the interests of HSE.
- Actively promote a positive health and safety culture throughout RE:SILIENT.
- Only undertake work for which they have been trained and are authorised, qualified and competent to undertake.
- Not undertake an activity until a suitable and sufficient risk assessment has been conducted by a competent person and the results communicated to them and others who may be affected by the activity.
- When on site, follow all site safety rules and procedures.
- Use and maintain in accordance with instructions and training given, and report the loss or defect of all personal protective equipment provided by RE:SILIENT.
- Make themselves aware of all site and workplace first aid, fire and emergency procedures.
- Raise all matters of concern relating to HSE as they arise to the appropriate responsible person.
- Ensure all accidents and incidents, including near misses, are reported to the appropriate responsible person on site to ensure appropriate investigation can be undertaken.

All volunteers are to ensure that RE:SILIENT is made aware of any form of disablement that is likely to affect their ability to undertake the work they are assigned.

### **GENERAL ARRANGEMENTS FOR HEALTH, SAFETY & THE ENVIRONMENT**

The attainment and maintenance of high standards of HSE within RE:SILIENT will be achieved by the identification of hazards associated with the activities undertaken by RE:SILIENT. Effective precautions and control measures to eliminate, reduce or control the risk of harm to all persons exposed to the hazards will be identified and implemented.

## **Communication and Consultation**

- HSE information, where it relates to RE:SILIENT activities will be communicated throughout RE:SILIENT as it becomes available by the quickest possible means.
- Concerns over the standards of HSE within RE:SILIENT or issues relating to HSE are to be brought immediately to the attention of management.
- RE:SILIENT consults with its members on HSE matters in accordance with the Health and Safety (Consultation with Employees) Regulations 1996.
- In the absence of elected health and safety representatives, RE:SILIENT will consult staff individually or in groups on matters of health and safety.

## **Training and Competence**

- Training needs and competence requirements will be analysed to ensure the provision of appropriate training.
- Members shall only carry out work for which they hold the appropriate competences.
- Further training shall be given:
  - For periodic refresher training;
  - When required by current best practice;
  - When being exposed to new or increased risks;
  - When being transferred or given a change in responsibility; and/or
  - When there is a change in work methods, technology, equipment or practices.
- A training record will be maintained for all members.
- All induction training records and, where issued, certificates of training, qualifications and competence will be held electronically.
- Training standards will be kept under review to ensure that the requirements of current legislation and risk assessments are met.

## **Risk Assessments, Method Statements and Safe Systems of Work**

RE:SILIENT will ensure:

- Where significant hazards are evident and there is a risk of harm or injury from a work activity, an appropriate risk assessment will be undertaken and communicated to all those at risk, in accordance with the Management of Health and Safety at Work Regulations 1999. Risk Assessments will follow a standard format.
- Safety method statements or written procedures detailing safe systems of work are produced as and when required based on the findings of the risk assessments.
- That all risk assessments, safe systems of work and safety method statements are communicated to all who may be affected by the activity.
- That all personnel who may be affected by the activity are made aware, that if any aspect of the activity or the environment in which it is conducted alters

then a review of the risk assessment must be undertaken and appropriate changes to the safe system of work or safety method statement effected before the work is continued;

- That master copies of all assessments, safe systems of work and method statements are held in the main office with copies of relevant assessments available on site.

RE:SILIENT will also ensure that safe systems of work and risk assessments of contractors are approved prior to work commencing on sites under the control of RE:SILIENT.

### **Personal Protective Equipment**

RE:SILIENT management will ensure that:

- Personal Protective Equipment (PPE) is provided and used at work wherever risks to health and safety cannot be adequately controlled in other ways, in accordance with the Personal Protective Equipment Regulations 2002.
- PPE is provided to members as required by current legislation and as identified by risk assessment to supplement existing control measures.
- PPE provided is fit for purpose and appropriate to the risk involved.
- Suitable facilities for the storage of PPE are provided and used.
- Contractors provide and wear PPE to required standards.
- Information, instruction and training will be given to all members on the safe use and maintenance of PPE.
- Members and contractors will, in accordance with instructions given, make full use of all PPE provided and maintain it in a serviceable condition and report its loss or defect immediately.

### **Employment of New and Expectant Mothers**

- Risk assessments of the activities undertaken by RE:SILIENT will take into account the needs of pregnant employees and new mothers, in accordance with the Management of Health and Safety at Work Regulations 1999. The assessment will identify and address the risks to the unborn child, a child of a woman who is still breastfeeding and to the mother and will determine which tasks the employee can perform.
- The assessment will ensure that adequate steps are taken to avoid the risk to new and expectant mothers arising from exposure to physical, biological and chemical agents and from working conditions.
- Where the risk cannot be avoided then working hours may be temporarily adjusted or suitable alternative work will be offered. If this is not viable then suspension on full pay will be exercised for as long as is necessary to protect the health and safety of the mother and that of her child.



## **Employment of Persons with Disabilities**

- RE:SILIENT risk assessments take into account the needs of members with disabilities, in accordance with the Disability Discrimination Act 1995.
- Members are to ensure that RE:SILIENT is made aware of any form of disablement that is likely to affect their ability to undertake the work they are assigned.
- Where appropriate, employees with disabilities will be monitored at regular intervals (e.g. by routine medical examination) to ensure their suitability for the work on which they are employed.

## **Health Monitoring and Surveillance**

- RE:SILIENT members are to declare any aspect relating to their health that may put them at risk while undertaking the work for which they are engaged or that may be affected by the environment in which it is to be undertaken.
- Members will be provided with health surveillance appropriate to the risks to health and safety resulting from their participation, as identified by risk assessment or legal statute, in accordance with the Management of Health and Safety at Work Regulations 1999 and the Control of Substances Hazardous to Health (CoSHH) Regulations 2002 (as amended).
- RE:SILIENT is committed to preventing members from being subject to undue stress whilst at work.

## **First Aid Provision**

- RE:SILIENT will provide adequate and appropriate equipment, facilities and personnel to ensure their members receive immediate attention if they are injured or taken ill at work, in accordance with the Health and Safety (First-Aid) Regulations 1981.
- Suitably trained persons will be nominated as qualified First Aiders or Emergency First Aiders to ensure adequate provision of first aid at RE:SILIENT premises. These details will be prominently displayed in offices and, where practicable and will be communicated through induction training.
- Personnel undertaking short-term projects will be briefed, with regard to first aid provisions, prior to undertaking work.
- All injuries occurring on work premises, no matter how trivial, are to be recorded in the Accident Book held by RE:SILIENT.

Where outside events or training are being undertaken an appropriate first aid needs assessment will be undertaken and adequate provision of first aid facilities provided.

## **Injuries, Diseases and Dangerous Occurrences**

- All accidents, near misses and dangerous occurrences involving RE:SILIENT members will be thoroughly investigated.

- In the event of major injury or fatality occurring to a RE:SILIENT member statutory reporting requirements under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 will be met.
- All accidents, dangerous occurrences and near misses occurring on RE:SILIENT premises are to be reported to the Managing Director so that an investigation can be conducted.
- Reports of accidents involving contractors will be forwarded to their Employer to enable statutory reporting requirements under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 to be met.

### **Fire Precautions and Prevention**

- Fire precautions and prevention measures will be taken appropriate to the level of risk throughout premises and property under the control of RE:SILIENT.
- An adequate Fire Plan is in place and prominently displayed in offices and throughout the workplace, and communicated to all members, contractors and visitors.
- In the event of a fire in offices or on site, the priority will be to raise the alarm and ensure all personnel are evacuated safely. The alarm is to be raised and the local fire authorities summoned.
- The maintenance of the fire alarm system will be conducted by a competent, specialist authority under contract.
- The person discovering the fire may attempt to extinguish the fire using portable appliances if the fire is of a small nature and personnel are not put at risk and is to remain available to brief the fire authorities on arrival.
- Stores or materials shall not be left in access or egress routes where they may hinder escape in an emergency.
- Consideration will be given to neighbours who may be affected by a fire to ensure that they are made aware of the fire and evacuated safely.
- Whilst carrying out works within other's premises or premises under the control of other organisations, the fire arrangements of the others are to be adhered to and communicated to RE:SILIENT members by site-specific induction training prior to commencement of any work.

### **Smoking**

- In compliance with the Smoke-free Regulations 2006/7, RE:SILIENT premises are smoke-free. Disciplinary action will be exercised if members or contractors smoke whilst on RE:SILIENT premises.
- Smoking is only permitted in those external areas designated by management.
- Smoking is strictly prohibited in areas where flammable liquids are stored or used.
- Whilst working on premises owned or controlled by other companies or organisations, the smoking policy of that organisation will be adopted and, as

such, all members who undertake work on behalf of RE:SILIENT are to adhere to that policy.

### **Alcohol and Controlled Substances**

- RE:SILIENT members and contractors shall not be under the influence of or have alcohol (except at specified events) or controlled substances in their possession whilst working on RE:SILIENT premises, on sites under the control of the RE:SILIENT or driving RE:SILIENT vehicles.
- Any person known or strongly suspected of being under the influence of alcohol or controlled substances will be removed from the workplace / work site immediately.

### **Violence towards members**

- In the event that RE:SILIENT members are faced with aggression or threat of violence, a non-confrontational position is to be adopted.
- Where appropriate members will be provided with training and instruction to enable them to safely deal with violent situations.
- All incidents of violent or aggressive behaviour will be recorded and investigated.

### **Lone Workers**

- Wherever practicable, RE:SILIENT members are not to work alone in high-risk activities or areas.
- Where it is unavoidable, the lone worker will ensure that management is aware of their whereabouts and the nature of the work being undertaken. The lone worker will make contact with nominated personnel at pre-arranged times throughout, and on completion of, the activity.
- Lone workers are included in RE:SILIENT Liability insurance cover, in accordance with the Employer's' Liability (Compulsory Insurance) Act 1969.

### **Spontaneous Volunteers**

- Spontaneous Volunteers undertaking activities in connection with RE:SILIENT are to be provided with health and safety information that is comprehensible and relevant to their activities.
- Spontaneous Volunteers are to be provided with adequate training and instruction to enable them to undertake their assigned activities safely.

### **Mobile Phones**

- It is an offence under the Road Vehicles (Construction and Use) Regulations 2003 (as amended) to use a hand-held phone or similar device when driving.
- No calls are to be made or received by the driver of a moving RE:SILIENT vehicle unless the vehicle is fitted with a working 'hands free' kit and it is

considered that it is safe to do so.

- Calls dealt with in this way are to be short duration calls only. Longer duration calls are to be dealt with by pulling over to the side of the road into a suitable parking area when it is safe to do so to continue the conversation.
- No calls are to be made / received on mobile phones while operating any plant or equipment unless the plant or equipment has been stopped in a safe place for that purpose, switched off or made safe.
- Mobile phones must not be used whilst members carry out hazardous work activities.
- Mobile phones must not be used in the vicinity of gas storage areas, chemical and oil storage areas or in the vicinity of other flammable substances.

## **Waste**

- RE:SILIENT has adopted an Environmental Policy Statement of Intent, for the management of environmental issues that includes waste. Waste will be managed in accordance with the Hazardous Waste Regulations 2005.
- An assessment of the potential harm from exposure to waste materials will be undertaken to identify appropriate control measures to reduce the risk of harm occurring to personnel involved in handling waste materials.
- Waste management procedures will be communicated to all employees during induction training.
- Where practicable, work will be planned and managed so as to minimise waste production. Recycling of waste will be encouraged wherever possible.
- All waste shall be disposed of via an authorised disposal route. Routes exist for the legal disposal of waste arising from all materials in use by RE:SILIENT, in accordance with current legislation and best practice.
- Waste shall not be illegally deposited, disposed of or treated by any person where that waste has been, or will be, under the control of RE:SILIENT.
- Fluid and solid waste will be managed to ensure the protection of personnel who may be exposed to such materials and to minimise any potential harm to the environment.
- Waste materials will be removed under contract by a licensed operator, and where appropriate, in accordance with the Hazardous Waste Regulations 2005.

## **Environmental Management**

- Management is responsible for the implementation and monitoring of this Environmental Policy and for dealing with any complaints in connection with environmental issues which may arise in the course of RE:SILIENT work activities.
- Current environmental legislation will be regarded as setting the minimum standards of environmental performance for RE:SILIENT.
- RE:SILIENT will implement measures to ensure that the business makes the most economic use of transport. Sharing of RE:SILIENT vehicles will be

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optimised and travel to the RE:SILIENT premises will be minimised to reduce the use of fuel.

- Waste will be minimised through careful planning of design and use of materials. RE:SILIENT will comply with the Duty of Care Regulations at all times and all services used for the disposal of waste will be checked to ensure that the appropriate licences are held.
- RE:SILIENT will attempt through its purchasing policies to eliminate or reduce the use of ozone depleting chemicals and timber sourced from forests that have not been independently certified as sustainable.
- RE:SILIENT wherever possible will attempt to use suppliers who are willing to take away packaging for re-use or recycling.
- RE:SILIENT will attempt to reduce energy and water consumption and to minimise carbon dioxide emissions. RE:SILIENT will also promote the use of energy efficient products and source its energy from safe and sustainable sources.
- RE:SILIENT will ensure that its operations do not cause a nuisance to the community through the generation of dust, noise or odour.
- In the office environment paper will be used sensibly with increased use of electronic communication to reduce the need for paper use. Paper and cardboard will be recycled whenever possible.
- RE:SILIENT will check areas in which work takes place for endangered species, protected plant species, trees subject to a tree preservation order and protected archaeology before work takes place. Control measures will be introduced to reduce the environmental impact of RE:SILIENT work activities to a minimum and to comply with all environmental safeguards required.

### **Access and Egress**

- All workplace access and egress routes are kept clear at all times.
- Vehicular and pedestrian access and egress routes shall be maintained at all times, both internally and external to buildings. Routes are to be kept clear for emergency purposes.
- Emergency escape routes are unobstructed. Stores or materials shall not be left in access or egress routes where they may hinder escape in an emergency.
- If members are unable to access their working area safely, they must inform their Team Leader/Manager and not take personal risks.

### **Housekeeping**

- In order to promote a safe working environment and good hygiene standards, high standards of housekeeping will be maintained at all times throughout RE:SILIENT premises.
- All materials will be stored to reduce the risk injury to personnel and to minimise fire risk.
- Combustible materials will not be stored adjacent to heat sources.

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- Rubbish will not be allowed to accumulate and will be safely disposed of regularly.
- All spillages will be cleared up immediately.

## **Welfare**

- RE:SILIENT is committed to providing a safe and healthy work environment that takes into account the welfare needs of all its members, including those with disabilities.
- Welfare provision will be in accordance with the Workplace (Health, Safety and Welfare) Regulations 1992.
- Where reasonably practicable, the following facilities will be provided for members and contractors of RE:SILIENT:
  - Washing facilities
  - Rest facilities
  - Sanitary facilities
  - Methods for heating food and boiling water
- Where RE:SILIENT is working at a outside agencies premises negotiations will be conducted to enable members and contractors of RE:SILIENT to share the facilities provided.

## **Stress and stress related illness**

- Where identified potentially stressful situations and incidents will be assessed.
- Members will be provided with training and instruction to enable them to identify potentially stressful situations.
- Managers/Team Leaders will be trained and instructed to enable them to recognise symptoms of stress and the appropriate actions to take.
- Members will be encouraged to report any stress related symptoms.
- Occupational health professionals will be provided as necessary.

## **WORKPLACE ARRANGEMENTS FOR HEALTH, SAFETY & THE ENVIRONMENT**

The following topics have been identified as significant in terms of workplace hazards in respect to the work undertaken by RE:SILIENT, and detail the RE:SILIENT policy on how the risk to personnel exposed to them will be reduced or controlled.

### **Asbestos and Asbestos Containing Materials (ACMs)**

RE:SILIENT members shall not generally conduct work involving exposure to asbestos / ACMs.

In compliance with the Control of Asbestos Regulations 2012, training is

mandatory for anyone liable to be exposed to asbestos fibres at work. As a minimum, a half day asbestos awareness course will be undertaken, supplemented by annual refresher training.

Any work undertaken on licensed asbestos products will be undertaken by a specialist licensed contractor. Work on non-licensed asbestos products will be undertaken by a company with the appropriate training and competence to undertake the work.

## **Chemicals / Hazardous Substances**

All hazardous substances / chemicals used or generated by RE:SILIENT will be subject to a CoSHH assessment to identify the measures required to reduce the risk of harm occurring to employees as a result of exposure, in accordance with the Control of Substances Hazardous to Health (CoSHH) Regulations 2002 (as amended). Master copies of all assessments are held in the main office with copies held on site.

RE:SILIENT management will ensure that:

- All hazardous substances / chemicals used by RE:SILIENT are identified and inventoried including those used in relatively small quantities such as printing inks, photocopier toners, cleaning chemicals and correction fluids.
- REACH Safety Data Sheets for all hazardous substances used by RE:SILIENT will be obtained from suppliers. Copies are to be available in the main office and at the relevant workplace.
- Where necessary, information relating to new or existing substances is obtained from the supplier.
- A comprehensive assessment of the processes involving the use of hazardous substances or those generating hazardous by-products such as dust and fumes is carried out.
- Regular reviews of assessments of processes involving the use of, or contact with, hazardous substances are undertaken.
- Appropriate control measures are put into place to prevent, reduce or control the exposure of all personnel to the harmful effects of hazardous substances and by products of processes.
- Suitable and sufficient personal protection equipment is provided to employees exposed to hazardous substances and materials. Employees are adequately trained in the use of specialist personal protection equipment.
- Appropriate information, instruction and training will be given to employees exposed to hazardous substances and materials.

## **Display Screen Equipment**

- All RE:SILIENT workstations consisting of Display Screen Equipment (DSE) will be set up in accordance with the measures required to reduce the risk of harm occurring to the operators/users of such workstations, in accordance with the Health and Safety (Display Screen Equipment) Regulations 1992.

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- Employees whose work requires them to be at their DSE workstation for a significant part of their working day are to vary their work routine such that they perform other work activities away from their display screen equipment for approximately 10-15 minutes per hour.

### **Driving on RE:SILIENT Business**

- All members driving on RE:SILIENT business must be qualified and medically fit to drive the vehicle and hold adequate insurance. Members must inform RE:SILIENT of any disqualifications or other reasons such as medical conditions that may affect their ability to drive or operate vehicles or plant.
- Where considered necessary members will be provided with RE:SILIENT vehicles to allow them to travel to and from locations where they are required to undertake work on behalf of RE:SILIENT and where agreed for their private use.
- RE:SILIENT will provide vehicles for use that are in roadworthy condition, meet all current legislative requirements and are fit for their intended use. Vehicles will be insured, taxed, serviced and maintained in a roadworthy condition at no expense to the individual user.
- Members provided with a RE:SILIENT vehicle will ensure the vehicle remains in a safe and roadworthy condition and servicing schedules, as recommended by the manufacturer, are adhered to. Defects are to be immediately reported to RE:SILIENT and remedial action taken at the earliest opportunity.
- Members provided with a RE:SILIENT vehicle will at all times meet the requirements of the Road Traffic Act and follow the guidance detailed in the Highway Code.
- Members will at all times drive courteously and in a non-aggressive manner.
- Members will always plan their journeys to ensure that sufficient time is allowed for the journey taking into account prevailing weather and road conditions.
- Penalties incurred for breaches of the Road Traffic Act and other relevant legislation will be met by the individual member.

### **Electricity and Portable Electrical Appliances**

RE:SILIENT recognises the need to ensure that all electrical equipment shall be safe at all times. This will be achieved by:

- The use of battery operated tools or 110 volts within the workplace wherever practicable;
- Wherever practicable, circuits will be protected by residual current devices (RCD) where mains voltage is to be used. Where fitted, residual current devices will be tested regularly by operation of the test button;
- Sufficient socket outlets will be provided and the use of adaptors and extension leads is to be discouraged. Sockets are not to be overloaded.



- All equipment is to be switched off before unplugging or cleaning;
- All electrical equipment shall be switched off and unplugged when not required for use;
- Ensuring all electrical appliances and equipment are periodically examined and tested at a frequency in accordance with current HSE guidance;
- Maintaining a record of all inspections / tests of electrical equipment and appliances;
- Ensuring that equipment operators regularly carry out a visual inspection of equipment and associated cables and plugs for signs of obvious damage;
- Ensuring that all safety devices and guards are serviceable and in place prior to the use of equipment;
- Immediately reporting and prohibiting the use of defective equipment, including leads and plugs;
- Only authorised and competent persons will be permitted to repair or alter electrical equipment. Temporary or makeshift repairs are not to be undertaken.
- Portable petrol fuelled generators are not to be used in enclosed or partially enclosed spaces due to the risk of carbon monoxide poisoning.

### **Flammable Liquids / Fuels**

Management will ensure that:

- Only the required quantity of flammable liquids / fuels is stored on RE:SILIENT premises for immediate use.
- All flammable liquids / fuels shall be stored in accordance with the Dangerous Substances and Explosive Atmospheres Regulations 2002 (DSEAR).
- All flammable liquids / fuels shall be kept in approved containments and in an approved stowage. Each storage area shall be designated as a 'No Smoking Area'.
- The storage and use of flammable liquids / fuels are subject to a risk assessment to ensure adequate control and mitigation measures are in place to protect against foreseeable incidents.
- All persons involved in the storage, handling, use and transport of flammable liquids / fuels will be supplied with suitable information, instruction and training on the precautions and actions to take to safeguard themselves and others.
- When not in use, containers of flammable liquids / fuels are kept closed and stored in suitable cabinets or bins of fire-resisting construction, which are designed to retain spills (110% capacity volume).
- Containers are located in designated areas away from the immediate work process area and do not jeopardise the means of escape from the area.
- Flammable liquids / fuels are stored separately from other dangerous substances that may enhance the risk of fire or compromise the integrity of the container (e.g. energetic substances, oxidizers and corrosive materials).
- No more than 50 litres of highly flammable liquids or 250 litres of flammable liquids with a higher flashpoint of up to 55°C will be stored on site.

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- The carriage of fuels will satisfy The Carriage of Dangerous Goods by Road Regulations 1996.

### **Gases, LPG**

- Compressed gas cylinders shall be stored in a designated, secure stowage when not in use, observing segregation rules at all times.
- If LPG is present on RE:SILIENT premises, LPG cylinders shall be stored in a designated stowage in the open air, which shall satisfy the requirements of current legislation and best practice when not in use. LPG cylinders shall not be stored within 3 metres of any other compressed gas cylinders, including acetylene. Empty cylinders and cylinders not in use shall be removed to the storage area as soon as practicable. Only those LPG cylinders in use or connected to equipment may be kept in work areas.

### **Manual Handling Operations**

RE:SILIENT recognises the need to ensure that all manual handling operations shall be as safe as reasonably practicable at all times, in accordance with the Manual Handling Operations Regulations 1992 (as amended). This will be achieved by:

- Wherever possible, the requirement to conduct manual handling operations will be avoided by use of a fork lift truck or other suitable mechanical means. Where manual-handling operations cannot be avoided then mechanical aids will be utilised, or the load split to reduce the risk of harm, or group-handling techniques will be used.
- An assessment of manual handling operations will be conducted to identify control measures required to protect those at risk from the manual handling operation.
- The results of the manual handling operations risk assessment will be communicated to all members.
- Members will be adequately trained in correct manual handling techniques.
- Appropriate information relating to the weight, centre of gravity or the heaviest side of the load will be provided to those personnel involved in the manual handling of the load.
- Where vehicles are used to eliminate or reduce manual handling operations, loads shall be checked as secure by the driver prior to moving the vehicle.

### **Hand / Small Tools**

- All hand / small tools are of a suitable quality and are used only for their intended purpose and in the correct manner.
- All hand / small tools are kept clean, well maintained and are stored in a safe manner and condition so as not to cause an obstruction or danger to others when not in use.

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- Site operatives are adequately trained in the use of hand / small tools.

### **Slips, Trips and Falls**

- Trailing leads and hoses are laid to minimise the risk of trips. Cable protection is fitted when possible to reduce the risk of tripping.
- Floor coverings will be sound and in good state of repair. All spillages will be cleared away immediately.
- All corridors, accesses, egresses and stairwells will be adequately lit and kept clear of obstacles and rubbish.
- Offices and working areas will be kept tidy at all times and all rubbish will be removed at the end of each day.

### **Storage Racking, Materials Storage and Handling**

- All racking designed for the storage of materials will be fit for purpose and capable of supporting the required loads.
- Safe working loads will be marked on all racks.
- Materials will be stored and stacked to reduce the risk of manual handling injuries.
- All storage racking will be regularly inspected by a competent person to ensure stability and integrity. Inspections will be recorded.

### **Working at Height**

- RE:SILIENT's overriding principle is to do all that is reasonably practicable to avoid working at height.
- Before carrying out any work at height, including the use of ladders, a risk assessment of the work to be undertaken will be conducted. The risk assessment will take into account weather conditions and other aspects of the environment to ensure the safety of personnel at height and identify the measures required to protect persons working at height.
- All equipment identified by the risk assessment and provided for working at height will be sound and fit for purpose and will be the subject of regular inspection and testing to ensure its continued suitability for the job.
- RE:SILIENT shall:
  - Where they cannot avoid working at height, use work equipment or other measures to prevent falls;
  - Where they cannot eliminate the risk of a fall, use work equipment or other measures to minimise the distances and consequences of a fall should one occur.
- All persons using ladders and stepladders will be fully trained and aware of the hazards and risks.
- Ladders, including stepladders, used by RE:SILIENT will be of the correct type and in good condition. Measures must be taken to ensure that ladders and stepladders are secure, on a solid footing and, in the case of access

ladders, are effectively secured to prevent movement.

- Ladders will be the subject of regular inspection by a competent person and defective ladders will be taken out of service immediately and reported to line management.
- It is prohibited to drop or throw anything from a height unless sufficient and adequate controls have been identified via risk assessment and implemented.
- It is prohibited to drop or throw anything from a height of more than one story. Members and Contractors are to lower items down using ropes or via chutes into skips if necessary. Lowering materials must be conducted in a controlled manner.

## **Policy Review**

This policy will be reviewed annually, or sooner if there has been a breach. The review will ensure the policy remains up-to-date in line with UK legislation and best practice, as well as assessing the effectiveness of how the policy is working in practice and taking action to address any identified issues.