



Health and Safety Policy

Pavilion Construction Ltd

**Unit 1
Ciderhouse
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Staverton
Totnes
TQ9 6AR**

Revision Date: June 2011

Revision Status

Revision	Date Issued	Approved by	Signature
001	August 2007	M.Fice	
002	June 2009	M.Fice	
003	June 2010	M Fice	
004	June 2011	M Fice	

On receipt of this document/revision, please destroy all previous and now obsolete copies.
The next review is due: **June 2012.**

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Section 1.0
Statements of Intent

HEALTH AND SAFETY POLICY STATEMENT OF INTENT

The objective of this policy is to attain and maintain high standards of health and safety performance throughout Pavilion Construction Ltd.

All persons conducting activities under the name of Pavilion Construction Ltd will adhere to this Health and Safety Policy.

Pavilion Construction Ltd will comply with the Health and Safety at Work etc. 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 the Company;
- Providing and maintaining a safe working environment that is without risk to health, together with adequate facilities and arrangements for the welfare of employees;
- Providing and maintaining plant, equipment and systems of work that are safe and without risk to health;
- Providing and maintaining means of access to and egress from the workplace that are safe and without 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 Company 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;
- Providing such information, instruction, training and supervision as is necessary to ensure the health and safety of employees of the Company; and
- Obtaining the co-operation of employees in enabling statutory obligations under health and safety legislation to be met.

Signed



Date
01/06/2011

Matt Fice
Director Responsible for Health, Safety
and the Environment

ENVIRONMENTAL POLICY AND STATEMENT OF INTENT

Pavilion Construction Ltd is fully committed to fulfilling all environmental responsibilities as well as continuous improvement of environmental performance. As such Pavilion Construction Ltd will work with clients, sub-contractors, suppliers and the workforce towards achieving this goal.

The objective of this policy is to attain and maintain high standards of environmental performance throughout Pavilion Construction Ltd.

All persons conducting activities under the name of Pavilion Construction Ltd will adhere to this Environmental Policy.


It is the Policy of the Company 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.

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.

Signed



Date
01/06/2011

Matt Fice
Director Responsible for Health, Safety
and the Environment

Section 2.0

Health and Safety Roles and Responsibilities

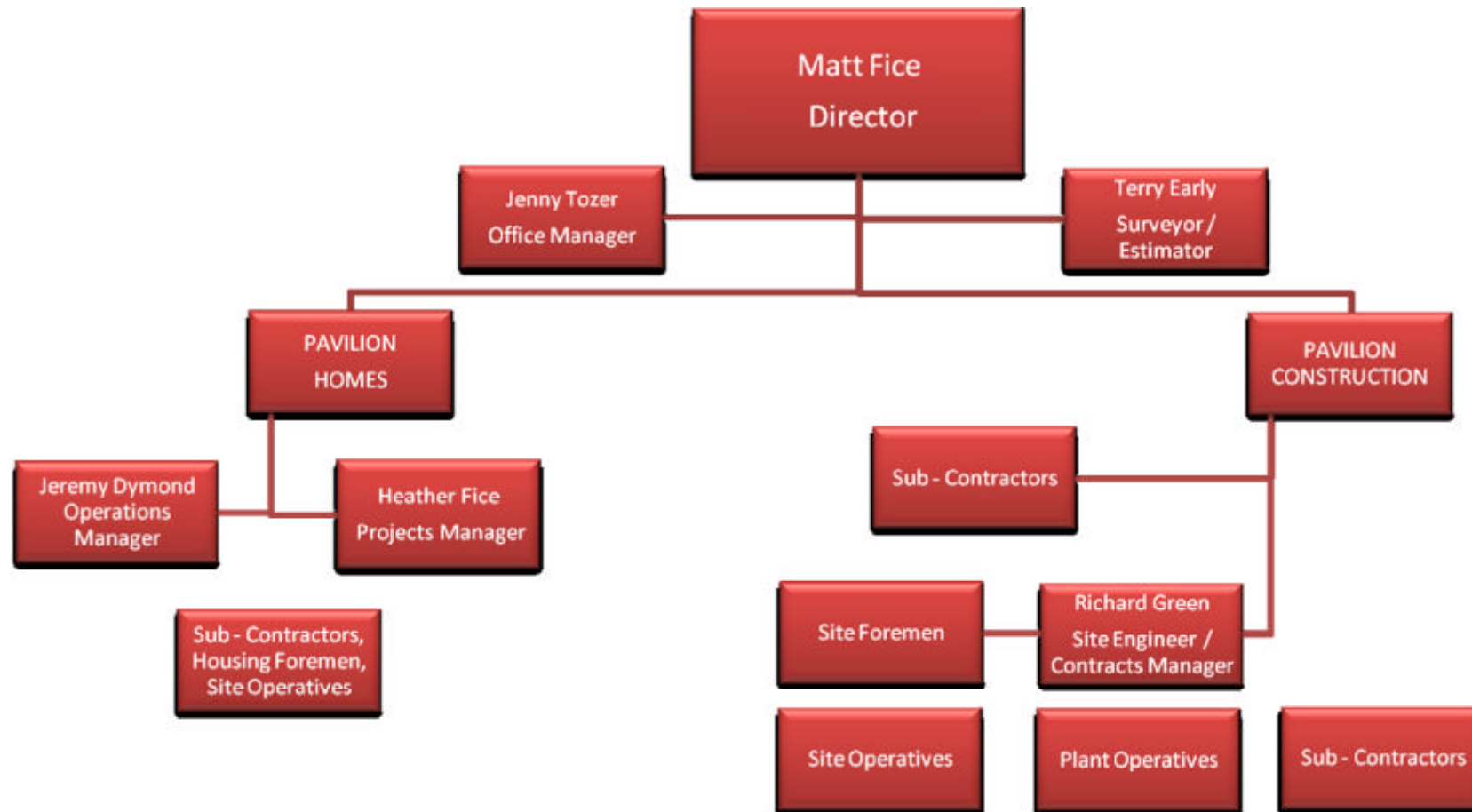
HEALTH AND SAFETY ROLES AND RESPONSIBILITIES

Introduction

Health and Safety management is the responsibility of all personnel of Pavilion Construction Ltd and is a joint responsibility with contractors. It is the responsibility of the Director responsible for health, safety and the environment to ensure that all personnel and contractors are properly equipped, trained and motivated in order to ensure high health and safety standards at work.

- Employees are deemed to be those persons directly employed, either on a full-time or part-time basis, by Pavilion Construction Ltd and those self-employed persons who undertake work on behalf of Pavilion Construction Ltd.
- Sub-contractors are deemed to be those persons who are sub-contracted to work for Pavilion Construction Ltd in its capacity as a contractor, but who are not direct employees.
- Suppliers are deemed to be those persons who supply goods and/or services.

COMPANY HEALTH AND SAFETY ORGANISATION CHART



2.1 Director Responsible for Health, Safety and the Environment

The Director Responsible for Health, Safety and the Environment has overall responsibility for the health and safety and welfare of all employees of Pavilion Construction Ltd, for the environmental impact of company activities and fulfilment of all legal duties imposed on him, as the Employer, by relevant legislation.

In recognition of the legal duties imposed upon him, the Director Responsible for Health, Safety and the Environment will:

- Understand the main requirements of the Health and Safety at Work etc. Act 1974;
- Ensure that every aspect of health and safety and its implications is given due consideration in all executive decisions;
- Set, monitor and review the effectiveness of the Company Health and Safety Policy, ensuring that it meets current legislative requirements and accurately reflects Company activities;
- Ensure adequate resources are available to implement the Company Health and Safety Policy and to enable legal and moral obligations to be met;
- Seek advice, as and when appropriate, on health and safety issues;
- Ensure that all new employees receive adequate induction training as soon as is reasonably practicable after joining the Company and on starting at a new site;
- Ensure all employees and sub-contractors receive suitable information, instruction, training and where appropriate, supervision to assure their competence for the work they are to undertake;
- Ensure that all contractors and sub-contractors are competent to conduct the work they undertake by compiling and maintaining a list of approved contractors (and their sub-contractors) authorised to work for the company;
- Monitor the performance of contractors who undertake work on behalf of Pavilion Construction Ltd;
- 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 the activities of Pavilion Construction Ltd 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 the Company and to others who may be affected by the activity;
- Provide, maintain and instruct employees 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 Pavilion Construction Ltd employees are investigated and, where appropriate, reported as required under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995;
- Maintain effective communication routes throughout the Company and ensure employees are aware of the Company Health and Safety Policy and other health and safety matters as they arise;
- Take immediate action in respect of:
 - Prohibition and improvement notices;
 - Matters of complaint by HSE Inspectors;
 - Concerns by employees or others, of health, safety and environmental standards;
 - Accidents, incidents and near misses involving employees of Pavilion Construction Ltd;
- Maintenance of registers and records as required by current legislation;
- Ensure that the management of health and safety within the Company is periodically audited to ensure that high standards of health and safety performance are being maintained and to identify areas where improvements are to be made; and
- Ensure that health, safety and environmental performance is regularly reviewed.

2.2 Duties under The Construction (Design and Management) Regulations 2007

In recognition of the legal duties imposed under the Construction (Design and Management) Regulations 2007, for projects where the Company is the Client, the Director Responsible for Health, Safety and the Environment will ensure that:

- Designers, contractors and other team members that are appointed are competent, adequately resourced and appointed early enough for the work they have to do;
- Sufficient time is allowed for each stage of the project;
- All parties involved with the project cooperate with one another;
- Work is coordinated with other parties to ensure the safety of those carrying out construction work and those who may be affected by it;
- Reasonable management arrangements are in place throughout the project to ensure that construction work can be carried out safely and without risk to health;
- Contractors have made arrangements for suitable welfare facilities to be provided from the beginning and throughout the construction phase;
- Any fixed workplaces that are to be constructed will comply, in respect of their design and the materials used, with any requirements of the Workplace (Health Safety and Welfare) Regulations 1992; and
- Relevant information likely to be needed by designers, contractors or others to plan and manage their work is passed to them in order to comply with the CDM regulations.

In addition, for works that are notifiable the Company will:

- Appoint a competent and adequately resourced CDM Co-ordinator;
- Appoint a Principal Contractor to plan and manage construction work;
- Ensure that construction work does not start until the Principal Contractor has prepared a suitable Health and Safety Plan and made arrangements for suitable welfare facilities to be present from the start of work; and
- Make sure that the Health and Safety file is prepared, reviewed and updated ready for handover at the end of the construction work.

In recognition of the legal duties imposed under the Construction (Design and Management) Regulations 2007, for projects where the Company is the Principal Contractor, the Director Responsible for Health, Safety and the Environment will:

- Ensure that the Client is aware of their duties, that a CDM Co-ordinator has been appointed and that the HSE has been notified;
- Ensure that the Company is competent to address the health and safety issues likely to be involved in the management of the construction phase;
- Ensure that the construction phase is properly planned, managed and monitored, with adequately resourced, competent site management appropriate to the level of risk and activity;
- Ensure that all contractors are informed of the minimum amount of time that they will be allowed for planning and preparation before they begin work on site;
- Ensure that all contractors are provided with all relevant information pertaining to the project to enable them to carry out their work safely and without risk to health;
- Ensure that information requests from contractors are met promptly;
- Ensure effective co-ordination and co-operation between contractors and safe working;
- Ensure that a suitable Construction Phase Health and Safety Plan is prepared before construction work begins and is implemented and kept up to date as the project progresses. The Construction Phase Health and Safety Plan is developed in conjunction with, and is communicated to, involved contractors;
- Ensure that any designer or contractor engaged on the project is competent and adequately resourced;
- Ensure suitable welfare facilities are provided from the start of the construction phase;
- Take reasonable steps to secure the site;

- Prepare and enforce any necessary site rules;
- Provide relevant parts of the Construction Phase Health and Safety Plan and other information to contractors in time for them to plan their work;
- Liaise with the CDM Co-ordinator on design carried out during the construction phase;
- Promptly provide the CDM Co-ordinator with any information relevant to the health and safety file;
- Ensure that all workers have been provided with suitable health and safety induction, information and training;
- Ensure that the workforce is consulted about health and safety matters; and
- Display the project notification.

In recognition of the legal duties imposed under the Construction (Design and Management) Regulations 2007, for projects where the Company is a Contractor, the Director Responsible for Health, Safety and the Environment will:

- Check that clients are aware of their duties;
- Ensure that the Company and anyone that it employs is competent and adequately resourced;
- Plan, manage and monitor the work to ensure that workers under Company control are safe;
- Ensure that any contractor the Company appoints is informed of the minimum amount of time that will be allowed for them to plan and prepare the work before starting on site;
- Provide workers under Company control with any necessary information that they need to work safely, to report problems and to respond appropriately in an emergency;
- Ensure that any design work performed by the Company complies with the CDM regulations;
- Comply with any requirements listed in the Schedule 2 or Part 4 of the CDM Regulations;
- Co-operate with others working on the project;
- Ensure the Company workforce is properly consulted on matters affecting health and safety; and
- Obtain specialist advice where necessary when planning high-risk work.

In addition on notifiable projects we will:

- Check that a CDM Co-ordinator has been appointed and that the HSE has been notified before starting work;
- Co-operate with the Principal Contractor, CDM Co-ordinator and others working on the project or on adjacent sites;
- Inform the Principal Contractor of any risks to others created by work performed by Company personnel;
- Provide details to the Principal Contractor of any contractors we engage in connection with carrying out the work;
- Comply with any reasonable directions from the Principal Contractor and with any relevant rules in the Health and Safety Plan;
- Inform the Principal Contractor of any problems with the Health and Safety Plan or risks identified during work that have significant implications for the management of the project;
- Inform the Principal Contractor of any accidents or dangerous occurrences;
- Provide relevant information for the Health and Safety file;
- Co-operate with the Principal Contractor and assist in the development of the Construction Phase Health and Safety Plan and its implementation;
- Inform the Principal Contractor of any identified shortcomings in the Construction Phase Health and Safety Plan; and
- Promptly inform the Principal Contractor of any risks to others on site or members of the public.

2.3 Site Foremen

Authority is delegated to the Site Foremen to oversee and enforce the implementation of the Company Health and Safety Policy on site. The Site Foremen reports to the Director responsible for health, safety and the environment.

Site Foremen will:

- Understand the Pavilion Construction Ltd Health and Safety Policy;
- Ensure that employees and sub-contractors comply with the Company Health and Safety Policy;
- Ensure high standards of health, safety and environmental performance are maintained on site;
- Foster a positive health and safety culture amongst all employees;
- Ensure a safe working environment with safe access and egress at all times;
- Ensure safe working practices are observed at all times;
- Maintain all registers and records on site, as required by current legislation;
- Carry out routine inspections of sites, facilities, plant and equipment so as to maintain health and safety standards;
- Immediately bring to the attention of the Director Responsible for Safety matters relating to health and safety standards or performance;
- Advise and support clients, contractors, etc. and their safety officers on matters relating to the Company Health and Safety Policy and all prevailing legislation;
- Ensure personnel 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 the Director responsible for health, safety and the environment as soon as practicable; and

With specific respect to contractor management, Site foremen will:

- Ensure only sub-contractors who are on the Approved Contractor List are used on site;
- Ensure that all sub-contractors receive induction training on arrival at premises and that the training is recorded and repeated at appropriate intervals;
- Ensure all sub-contractors have received suitable information, instruction and training to ensure their competence for the work they are to undertake;
- Provide an appropriate level of supervision to sub-contractors engaged in Company business;
- Monitor the quality of sub-contractor's work and ensure that it is being conducted safely;
- Ensure that all electrical appliances used by sub-contractors have been tested and are safe to use; and
- Ensure that all sub-contractors on premises or sites under the control of Pavilion Construction Ltd are accounted for.

2.4 Employees

All employees of Pavilion Construction Ltd have legal duties under health and safety legislation while at work to ensure the health and safety of themselves and others that may be affected by their acts or omissions.

In recognition of the legal duties imposed upon them, all employees of Pavilion Construction Ltd will:

- Co-operate with the Director Responsible for Health, Safety and the Environment to enable legal duties to be met;
- Comply with ALL requirements of the Pavilion Construction Ltd Health and Safety Policy and associated procedures;
- Not intentionally or recklessly interfere with, or misuse anything, provided by Pavilion Construction Ltd in the interests of health and safety;

- Actively promote a positive health and safety culture throughout the Company;
- 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 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 Pavilion Construction Ltd;
- Make themselves aware of all site first aid, fire and emergency procedures;
- Raise all matters of concern relating to health and safety as they arise to the appropriate responsible person;
- Ensure all accidents are entered in the Accident Book held on site; and
- Ensure all accidents and incidents, including near misses, are reported to the responsible person on site to ensure appropriate investigation can be undertaken.

All employees are to ensure that Pavilion Construction Ltd 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.

2.5 Sub-Contractors

All sub-contractors who undertake work on behalf of Pavilion Construction Ltd have legal duties under health and safety legislation while at work to ensure the health and safety of themselves and others that may be affected by their acts or omissions.

In recognition of the legal duties imposed upon them, all sub-contractors who undertake work on behalf of Pavilion Construction Ltd will:

- Co-operate with the Director Responsible for Health, Safety and the Environment and their own Employer to enable them to comply with their legal duties;
- Comply with ALL requirements of the Pavilion Construction Ltd Health and Safety Policy and other rules and procedures in place and notified to them;
- Not intentionally or recklessly interfere with or misuse anything provided by the Company or their Employer in the interests of health and safety;
- Actively promote a positive health and safety culture on site;
- Only undertake work for which they have been trained and are qualified and competent to undertake;
- Ensure that risk assessments and method statements relating to their work are presented to the Director Responsible for Health, Safety and the Environment prior to commencement of work, if they are not following the Safe System of Work provided by Pavilion Construction Ltd;
- Not undertake an activity until a suitable and sufficient 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;
- Use and maintain in accordance with instructions and training given, and report the loss or defect of all personal protective equipment provided by Pavilion Construction Ltd and their own Employer;
- Make themselves aware of all site first aid, fire and emergency procedures;
- Raise all matters of concern relating to health and safety as they arise to the appropriate responsible person;
- Ensure all accidents are entered in the Company Accident Book held on site and in their Employers Accident Book; and

- Ensure all accidents and incidents, including near misses, are reported to the responsible person on site to ensure appropriate investigation can be undertaken.

2.6 Health and Safety Advisor

The Health and Safety Advisor is the appointed Competent Person under the Management of Health and Safety at Work Regulations, responsible for advising the Director Responsible for Health, Safety and the Environment and other Company personnel and sub-contractors on matters of health and safety policy, management, good practice and legislation.

Pavilion Construction Ltd utilises the services of an external company to fulfil the role of Health and Safety Advisor.

SSG Training and Consultancy is appointed as Competent Persons under the Management of Health and Safety at Work Regulations to advise the Director Responsible for Health, Safety and the Environment and other Company personnel and sub-contractors on matters of health and safety policy, management, good practice and legislation.

SSG Training and Consultancy is contracted to provide the following services according to requirements:

- Monitor the Pavilion Construction Ltd Health and Safety Policy and associated procedures pertaining to health and safety and advise on updates as required by legislation and good practice;
- Provide guidance notes and health and safety briefings to the Director Responsible for Health, Safety and the Environment and other Company personnel and sub-contractors;
- Provide appropriate support for health and safety matters to the Director Responsible for Health, Safety and the Environment and other Company personnel and sub-contractors;
- Advise on health and safety training needs and assist in identifying appropriate training (in-house or external);
- Undertake other such related duties as may be directed.

Section 3.0

General Health and Safety Arrangements

GENERAL HEALTH AND SAFETY ARRANGEMENTS

The attainment and maintenance of high standards of health and safety within Pavilion Construction Ltd will be achieved by the identification of hazards associated with the activities undertaken by the Company. 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.

3.1 Health and Safety Advice and Guidance

The Health and Safety Adviser to Pavilion Construction Ltd is **SSG Training and Consultancy** of Plymouth who are available on 01752 201616.

3.2 Policy Update and Review

- The Company's Health and Safety Policy and performance will be reviewed when legislation or internal health and safety arrangements change and any necessary updates will be made.
- No alterations will be made to Company's Health and Safety Policy, including the organisational structure and associated arrangements, without the prior consent of the Director Responsible for Health, Safety and the Environment

3.3 Communication of Health and Safety Matters

- Health and safety information, where it relates to the activities of Pavilion Construction Ltd will be communicated throughout the Company as it becomes available by the quickest possible means.
- Concerns over the standards of health and safety within the Company or issues relating to health and safety are to be brought immediately to the attention of the Director Responsible for Health, Safety and the Environment, the Director Responsible for Health, Safety and the Environment.
- Communication will take the form of:
 1. Toolbox Talks with opportunity for employee feedback;
 2. Posters and information displayed in site accommodation;
 3. Risk assessment briefings;
 4. Health and safety policy briefings;
 5. New employee inductions;
 6. Site inductions;
 7. SSG Health and Safety e-bulletins.

3.4 Training and Competence

- All new employees of the Company will receive induction training as soon as reasonably practicable.
- Site-specific induction training will be given to employees and sub-contractors whenever work commences on a new site. A copy of the site-specific induction training record will be maintained in the Site Office.
- All Company employees are to be qualified and competent to undertake the work they are engaged in.
- Employees shall only carry out work for which they hold the appropriate competences.
- Occupational competence will be maintained via continued membership of appropriate trade associations.
- 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 employees.
- All induction and training records and, where issued, certificates of training, qualifications and competence will be held in the Main Office.
- Training standards will be kept under review to ensure that the requirements of current legislation and risk assessments are met.

3.5 Risk Assessments, Method Statements and Safe Systems of Work

The Director Responsible for Health, Safety and the Environment will ensure:

- Where significant hazards are evident, an appropriate risk assessment will be undertaken and communicated to all those at risk;
- Safety method statements or written procedures detailing safe systems of work are produced 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; and
- Systems of work are presented to Principal Contractors prior to work commencing, when requested.

The Director Responsible for Health, Safety and the Environment will also ensure that safe systems of work and risk assessments of sub-contractors to Pavilion Construction Ltd are approved prior to work commencing on sites under the control of Pavilion Construction Ltd.

3.6 Personal Protective Equipment

The Director Responsible for Health, Safety and the Environment will ensure that:

- Personal Protective Equipment (PPE) is provided to employees of Pavilion Construction Ltd where it is required by current legislation and as identified by risk assessment;
- PPE will be provided in circumstances where exposure to hazards cannot be affected by other means or to supplement existing control measures identified by a risk assessment. An assessment will be made to ensure that the PPE is suitable for purpose and is appropriate to the risk involved;
- Safety footwear and hi-visibility jackets to the appropriate standard shall be worn at all times whilst work is being conducted on behalf of Pavilion Construction Ltd without exception;
- Gloves and protective goggles are worn when using cutting, drilling or grinding equipment;
- Suitable facilities for the storage of PPE are provided and used on site;
- Sub-contractors provide and wear PPE to the required standards;
- PPE is provided and worn as required by the Principal Contractor;
- Information, instruction and training will be given to all employees on the safe use and maintenance of PPE; and
- Employees 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.

3.7 Employment of Young Persons

- Risk assessments will be carried out, or reviewed, to identify and address the risks to young persons (i.e. those under the age of 18), when employed by the Company.

- Protection will be provided from any risks to the health and safety of young persons associated with their lack of experience, lack of awareness of existing risks or immaturity.
- Unless as part of their training, or where the work is carried out under the supervision of a competent person and where the risk has been reduced to the lowest reasonably practicable level, young persons will not be employed where the work:
 - Is beyond their physical or psychological capability;
 - Involves exposure to toxic or carcinogenic substances or substances which cause heritable genetic damage, harm to unborn children or cause any other chronic health effect;
 - Involves an accident risk which they may not reasonably recognise due to their insufficient attention to safety or lack of experience or training; and/or
 - Involves a risk to health from extreme temperatures (hot or cold), noise or vibration.

3.8 Employment of New and Expectant Mothers

- The Director Responsible for Health, Safety and the Environment will ensure that risk assessments of the activities undertaken by Pavilion Construction Ltd take into account the needs of pregnant employees and new mothers. 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.
- 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.

3.9 Employment of Persons with Disabilities

- The Director Responsible for Health, Safety and the Environment will ensure that any existing employee disabilities are identified at induction
- Risk assessments of the activities undertaken by Pavilion Construction Ltd will take into account the needs of employees with disabilities.
- Employees are to ensure that Pavilion Construction Ltd, 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.
- 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.

3.10 Health Monitoring and Surveillance

- Employees of Pavilion Construction Ltd are to declare any aspect relating to their health that may put them at risk while undertaking the work for which they are employed or that may be affected by the environment in which it is to be undertaken.
- Employees will be provided with health surveillance appropriate to the risks to health and safety resulting from their employment, as identified by risk assessment or legal statute.

3.11 First Aid Provision

- The Director Responsible for Health, Safety and the Environment will nominate suitably trained persons as qualified First Aiders or Appointed Persons to ensure adequate provision of first aid. These details will be prominently displayed in offices and, where practicable, on site and will be communicated through induction training.
- A qualified First Aider or Appointed Person shall be on site at all times whilst routine work is being undertaken.

- In the absence of the nominated First Aider, the Appointed Person or other qualified first aid personnel will be available on site at all times whilst routine work is being conducted. The name of this person shall be communicated to all persons affected.
- Whilst employees of Pavilion Construction Ltd are employed as sub-contractors of a Principal Contractor, employees are to familiarise themselves with the first aid facilities on that site.
- All injuries occurring on site, no matter how trivial, are to be recorded in the Accident Book held on site while at work.
- First Aid kits shall be held in all company vehicles with the contents checked on a regular basis, and restocked if necessary, by the person in charge of the vehicle.

3.12 Injuries, Diseases and Dangerous Occurrences

- The Director Responsible for Health, Safety and the Environment will ensure that all accidents, near misses and dangerous occurrences involving employees of Pavilion Construction Ltd are thoroughly investigated.
- In the event of major injury or fatality occurring to an employee of Pavilion Construction Ltd, the Director Responsible for Health, Safety and the Environment will ensure statutory reporting requirements under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 are met.
- All accidents, dangerous occurrences and near misses occurring on site are to be reported to the Director Responsible for Health, Safety and the Environment so that an investigation can be conducted.
- Reports of accidents involving sub-contractors of Pavilion Construction Ltd will be forwarded to their Employer to enable statutory reporting requirements under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 to be met.
- While working as sub-contractors on the site of a Principal Contractor, reports of incidents involving employees of Pavilion Construction Ltd are to be forwarded to the Principal Contractor.

3.13 Fire Precautions and Prevention

- A Fire Risk Assessment to identify the fire risk for sites and offices under the control of Pavilion Construction Ltd will be undertaken prior to commencement of work.
- Based on the results of the risk assessment, adequate means of raising the alarm, fighting the fire and means of escape will be provided to ensure the safe evacuation of personnel in the event that a fire occurs within the office.
- All employees of Pavilion Construction Ltd will be instructed in the use of portable fire fighting appliances as found on premises and in vehicles under the control of Pavilion Construction Ltd. Emergency procedures and evacuation routes will be communicated to all employees as part of their induction training.
- The Director Responsible for Health, Safety and the Environment will ensure that an adequate Fire Plan is in place and prominently displayed in offices and on site and communicated to all employees, sub-contractors and visitors through induction training.
- 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 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 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.

3.14 Smoking Policy

- The Company has adopted a No-Smoking Policy. Disciplinary action will be exercised if employees or Contractors smoke whilst in any enclosed part of Company premises or in Company vehicles.
- Smoking is only permitted in those external areas designated by site management.
- Smoking is strictly prohibited in areas where flammable liquids are stored or used.
- Whilst working at the premises owned by the Client, or on the site of a Principal Contractor, the smoking policy of that Client or Principal Contractor will be adopted and, as such, all employees and sub-contractors who undertake work on behalf of Pavilion Construction Ltd are to adhere to that policy.

3.15 Alcohol and Controlled Substances

- The Company has adopted a No Alcohol and Substance Misuse Policy. Disciplinary action will be exercised if, while under the influence of alcohol or controlled substances (drugs), employees or sub-contractors enter a site under the control of the Company or drive Company vehicles.
- Employees and sub-contractors of Pavilion Construction Ltd shall not have alcohol or controlled substances in their possession whilst working on sites under the control of the Company or driving Company vehicles.

3.16 Violence towards Employees

- The Company has adopted a No Violence Policy. Incidents of violence, threatening and/or abusive behaviour by employees whilst at work will result in disciplinary action.
- In the event that employees of Pavilion Construction Ltd are faced with aggression or threat of violence, a non-confrontational attitude is to be adopted.

3.17 Lone Workers

- Wherever practicable, employees of Pavilion Construction Ltd are not to work alone in high-risk activities or areas.

3.18 Mobile Phones

- No calls are to be made or received by the driver of a moving vehicle unless the vehicle is fitted with a working 'hands free' kit and it is considered that it is safe to do so at the time.
- Mobile phone use during should be restricted to break times unless required due to emergency.
- All mobile phone use must be carried out in a designated safe area.

3.19 Waste Policy

- The Company has adopted an Environmental Policy Statement of Intent, for the management of environmental issues that includes waste.
- The Director Responsible for Health, Safety and the Environment shall ensure that routes exist for the legal disposal of waste arising from all materials in use by the Company, in accordance with current legislation and best practice.
- Where practicable, work will be planned and managed so as to minimise waste production.
- All waste shall be disposed of via an authorised disposal route.
- 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 the Company.
- Recycling of waste will be encouraged wherever possible.

3.20 Welfare

- The Company is committed to providing a safe and healthy work environment that takes into account the welfare needs of all its employees, including those with disabilities.
- On sites the Company will comply with the requirements of Schedule 2 of The Construction (Design and Management) Regulations 2007.
- At company premises ventilation will be adequate to ensure the comfort of employees.
- Temperature will be maintained not less than 16°C but whenever practicable will be maintained in the range 19°C – 22°C. Windows, skylights or glass partitions will not allow excessive temperatures to be reached in the offices during hot weather.
- Lighting will be suitable and sufficient and, so far as is reasonably practicable be from natural light to enable people to work, use facilities and move from place to place safely and without experiencing eye strain.
- Eating facilities with adequate access to boiling water will be provided.
- Welfare facilities will be adequate with sufficient toilets, hand washing and drying facilities. A wholesome supply of drinking water will be available.
- Workstations will be comfortable with safe and suitable chairs and sufficient space.

Section 4.0

Site Health and Safety Arrangements

SITE HEALTH AND SAFETY ARRANGEMENTS

The following topics have been identified as significant in terms of hazards on site and detail the Company's policy on how the risk to personnel exposed to them will be reduced or controlled.

4.1 Abrasive Wheels

- Only trained personnel who have been appointed by the Director Responsible for Health, Safety and the Environment are permitted to change any class of abrasive wheel.
- The Company will ensure that suitable storage facilities are available to keep wheels clean and free from damage and that a sufficient quantity of suitable eye protection to BSEN 166B is available when required.
- Guards or shields supplied by the manufacturer are correctly fitted to all machines while in use and are not altered in any way.
- Defective abrasive wheel machines are taken out of use immediately.

4.2 Asbestos

Company employees shall not generally conduct work involving exposure to asbestos. If asbestos is discovered, or suspected, during demolition, refurbishment or any other activity, the following action is to be taken:

- Work is stopped, the area is secured and measures are put in place to ensure that the asbestos remains undisturbed; and
- The Director Responsible for Health, Safety and the Environment is to be informed in order to ensure that an assessment is undertaken and an action plan developed before work is allowed to continue.

4.3 Cartridge Operated Tools

- Only low velocity, indirect-type, cartridge-operated tools will be used on site.
- Only trained personnel who have been authorised by the Director Responsible for Health, Safety and the Environment may operate cartridge-operated tools.
- Suitable ear protection and eye protection to BSEN 166B must be worn when operating these tools.
- Explosive charges shall be stored in a secure stowage separate to the tool.
- Operators must ensure that the work area is clear of other persons and flammable vapours prior to using these tools.

4.4 Compressors and Compressed Air Tools

- Compressors owned by the Company or under contract of hire will have a current Certificate of Thorough Examination.
- All safety valves and gauges will be functioning correctly with the safe working pressure clearly marked on the air receiver.
- Compressors and compressed air tools are only to be operated by trained and competent persons.
- Defective compressors, hoses or tools are to be removed from service immediately to a place where they cannot be introduced back into service until a repair has been effected by a competent person.
- Only trained personnel who have been authorised by the Director Responsible for Health, Safety and the Environment may operate gas cartridge-operated and portable compressed air tools, i.e. nail guns, etc.
- Operators must ensure that the work area is clear of other persons, all guards are fitted and interlocks checked and in a serviceable condition prior to using these tools.

4.5 Confined Spaces

- Where work in a confined space is unavoidable it is conducted in accordance with a Safe System of Work as required under the Confined Spaces Regulations 1997.
- Activities conducted within the confined space are the subject of a risk assessment to ensure adequate control measures are in place to protect personnel involved or affected by the activity. Where a significant risk is identified a formal Permit to Work system will be in operation.
- No person shall work alone when working in a confined space. All persons will be trained for confined space work and a trained competent 'Topman' will always be in attendance when confined space work is being undertaken.
- Sub-contractors who undertake work on behalf of Pavilion Construction Ltd are to comply with this policy and follow site procedures when working in confined spaces.

4.6 Contaminated Ground

- Prior to any works being carried out on contaminated land, a full assessment will be undertaken by a competent person to determine the type and levels of contaminant present.
- An assessment of the risks from identified contaminants will be undertaken and operatives issued with appropriate Personal Protective Equipment (PPE). All operatives will receive suitable training and information in the use of the PPE provided.
- All operatives undertaking works will be trained, competent and authorised.
- Where appropriate, health surveillance measures will be introduced and records kept. Decontamination and hygiene facilities will be appropriate for the identified contaminants.
- Where possible, waste hauliers and receivers from Pavilion Construction Ltd approved sub-contractors list will be used. All hauliers and disposal points will be licensed.

4.7 Demolition

- All demolition work will be planned prior to commencement on site and the plan will include a thorough survey and inspection of the structure to determine the nature of the original construction, the potential effects on adjoining properties and scaffolding requirements.
- The survey will identify structural problems and the risks associated with any flammable or hazardous substances. The survey will also take into account confined spaces, overhead or underground services, health hazards, access, environmental impact and waste removal.
- All demolition work will only be undertaken by a competent person in accordance with a written Safety Method Statement.

4.8 Driving Company Vehicles

- Where considered necessary employees will be provided with Company vehicles to allow them to travel to and from locations where they are required to undertake work on behalf of the Company and where agreed for their private use.
- The Company 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
- Employees provided with a Company 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 the Company office and remedial action taken at the earliest opportunity.
- Employees will at all times drive courteously and in a non-aggressive manner.
- Employees 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 employee. Disciplinary action may be taken against employees who frequently or excessively incur penalties for breaches of road traffic legislation.

4.9 Dust and Fumes

- All processes conducted by Pavilion Construction Ltd employees and sub-contractors that result in the generation of dust or fumes will be subject to an assessment under the Control of Substances Hazardous to Health Regulations.
- Control measures to protect personnel exposed to dust or fumes will be identified and put in place. All personnel likely to be exposed to the dust are to be informed of the harmful effects and of the precautions and control measures to be implemented to prevent, reduce or control exposure to the dust or fumes.
- Where identified by the risk assessment, suitable personal protective equipment will be provided to supplement other control measures. Personal protective equipment is to be worn by all personnel identified in the assessment in accordance with the training and instruction provided.

4.10 Electricity and Portable Electrical Appliances

All work involving potential contact with overhead or underground electrical cables or services will be properly planned and will be subject to a detailed risk assessment in order to identify and implement appropriate control measures to ensure the safety of all personnel associated with the work.

The Company 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 on site 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;
- Tools used on site will be in good condition and double insulated;
- All equipment is to be switched off before unplugging or cleaning;
- Undertaking assessments to identify hazards associated with each individual item of machinery and implement specific safety rules and procedures for the authorised operative to follow;
- 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 using the Electrical Safety Equipment Inspection and PAT Test Record;
- Ensuring that equipment operators regularly carry out a visual inspection of equipment 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; and
- Only authorised and competent persons will be permitted to repair or alter electrical equipment. Temporary or makeshift repairs are not to be undertaken.

4.11 Excavations

- Activities to be conducted within or adjacent to excavations are to be the subject of a risk assessment to ensure adequate control measures are in place to protect personnel involved or affected by the activity.
- The control measures introduced will take into account the depth of the excavation, the nature of the strata and any other factors relevant to the stability of the excavation.
- Excavations shall be inspected by a competent person:
 - Before any person carries out any work;

- At the start of every shift;
- After any event likely to have affected the strength and stability of the excavation, or any part of it; and
- After accidental fall of rock, earth or other material.
- Records and reports shall be kept of inspections in accordance with legislative requirements.
- When employed on a site under the control of Pavilion Construction Ltd or the site of a Principal Contractor, employees and sub-contractors are to follow site procedures when working in or adjacent to excavations.

4.12 Fire

- A site-specific Fire Risk Assessment to identify the fire risk for sites under the control of Pavilion Construction Ltd will be undertaken prior to commencement of work, using the template provided.
- Based on the results of the risk assessment, adequate means of raising the alarm, fighting the fire and means of escape will be provided on site to ensure the safe evacuation of personnel in the event of fire.
- The Director responsible for health, safety and the environment will ensure that an adequate Fire Plan is in place and prominently displayed on site and communicated to all employees, sub-contractors and visitors through induction training.
- In the event of a fire 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 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 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 working on sites as sub-contractor, the fire arrangements of the Principal Contractor are to be adhered to and communicated to employees of Pavilion Construction Ltd by site-specific induction training prior to commencement of any work.
- When employed as a sub-contractor on the site of a Principal Contractor, all employees and sub-contractors of Pavilion Construction Ltd are to familiarise themselves with the Fire Plan on site.

4.13 Gases, Fuels and LPG

- All fuels shall be kept in approved containments and stored in accordance with current legislation. Each storage area shall be designated as a 'No Smoking Area'.
- Only the required quantity of petrol shall be stored on site for immediate use in approved containers, in an approved stowage.
- The carriage of fuels will satisfy The Carriage of Dangerous Goods by Road Regulations 1996.
- 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 Company 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.

4.14 Hazardous Substances

- All hazardous substances used on site 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.
- Master copies of all assessments are held in the Main Office with copies held on site.

The Director Responsible for Health, Safety and the Environment will ensure that:

- A comprehensive task based assessment programme of the processes involving the use of hazardous substances or those generating hazardous by-products such as dust and fume, is carried out;
- Where necessary, information relating to new or existing substances is obtained from the supplier;
- 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;
- Material Safety Data Sheets for all hazardous substances used on site will be obtained from suppliers. Copies are to be available in the Main Office and at the relevant work site;
- 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; and
- Appropriate information, instruction and training will be given to employees exposed to hazardous substances and materials.

4.15 Hot Work

Hot work results from equipment utilising a naked flame or generating heat and sparks and includes the following:

- Soldering and brazing;
- Welding and cutting; and
- Use of blow lamps

All hot work will be the subject of an assessment and if it is considered foreseeable that accidental injury or damage is likely to occur as a result of the hot work, a Hot Work Permit system will be employed.

When conducting hot work:

- Appropriate fire fighting provisions shall be available;
- All sources of fuel shall be removed prior to work commencing;
- The area of the work shall be monitored on completion of the work until the risk of fire has been removed; and
- No hot work shall be conducted within 30 minutes of the end of the working day.

All hot work conducted by sub-contractors shall be subject to a Safe System of Work approved by management prior to work commencing.

4.16 Housekeeping

- In order to promote a safe working environment and good hygiene standards, high standards of housekeeping will be maintained at all times throughout the site.
- 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.

- Rubbish will not be allowed to accumulate and will be safely disposed of regularly.
- All spillages will be cleared up immediately.
- Vehicular and pedestrian access and egress routes shall be maintained at all times. Routes are to be kept clear for emergency purposes.

4.17 Lifting Operations and Lifting Equipment

The Company recognises the need to ensure that all lifting equipment and lifting operations shall be safe at all times. When the company carries out lifting operations it will do so by:

- Hiring in suitable equipment, together with operators and banksmen, where necessary;
- Ensuring all lifting operations and lifting equipment conform to the Lifting Operations and Lifting Equipment Regulations 1998;
- Ensuring that all wire ropes and chains are fitted to crane hooks correctly; that they are inspected and tested, and that the results are recorded as necessary;
- Ensuring that all lifting gear is fit for purpose and capable of safely carrying out the work it is employed to do;
- Performing a risk assessment prior to any lift to identify the measures required to protect those involved with the lift;
- Effectively communicating to all personnel involved with the lift the established Safe System of Work which includes:
 - Thorough planning of the operation, along with the selection, provision and use of suitable lifting devices and equipment;
 - The maintenance, testing and examination of all equipment;
 - Supervision by a trained and competent person/banksman with the necessary authority to progress or stop a job as is necessary;
 - The prevention of unauthorised use or movement of equipment by any unauthorised person; and
 - The safety of all personnel involved in the lift as well as those not involved in the lift but who may be affected by the lifting operation; and
- Marking all lifting gear and equipment with a means of identification to show its safe working load.

4.18 Manual Handling Operations

The Company recognises the need to ensure that all manual handling operations shall be as safe as reasonably practicable at all times. 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;
- The results of the Manual Handling Operations Risk Assessment will be communicated to all employees;
- 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; and
- 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.

4.19 Noise

- The Company will seek to ensure, so far as is reasonably practicable, that all equipment used, hired or purchased will only generate noise levels below those recommended by applicable approved codes of practice and official guidance notes.

- Where noise levels are likely to exceed the Lower Exposure Action Value perceived at the operator's ear an assessment will be conducted and control measures identified and implemented to reduce or control personal exposure.
- Suitable ear defenders providing adequate attenuation will be provided where appropriate to all affected personnel, at no cost to them, together with appropriate instructions on their use.
- Where noise levels are likely to exceed the Upper Exposure Action Value perceived at the operator's ear the wearing of hearing protection will be enforced.
- All employees will use hearing protection provided for their protection.

4.20 Plant and Work Equipment

- Where appropriate, a Work Equipment and Machinery Assessment will be conducted for plant and work equipment.
- Pavilion Construction Ltd employees will only use work equipment that is correct and suitable for the job and will ensure that the equipment is maintained in an effective state, in efficient working order and in good repair.
- Sufficient clear and unobstructed working space will be provided around work equipment to allow persons to work without the risk of injury.
- Adequate lighting and ventilation will be provided to allow personnel to operate work equipment safely.
- When plant and equipment is hired in for use by the Company, suitable instruction and demonstration of its safe use is to be provided by the Hire Company before it is operated by employees.
- If employees are not deemed competent to operate the hired plant or equipment, a competent operator will be obtained to operate that equipment.
- Plant and equipment will be regularly inspected and tested as required by current legislation and defects or loss reported immediately. Records of inspection and maintenance will be held in the Main Office.
- Defective equipment will be taken out of service immediately to a place where it cannot be brought back into use until it has been repaired by a competent person.
- Only authorised and competent persons will undertake maintenance, repairs, testing, installation or alterations of any nature to any plant or equipment.
- Where required all safety devices and guards will be operable and in use.
- Where the use of the equipment involves a specific risk to the health and safety, the use of the equipment will be restricted to personnel who are trained, competent and authorised in its use.
- All employees will receive adequate training and instruction in the use and safe operation of all plant and equipment that they are required to use or operate.
- Plant and equipment must not be used when unprotected members of the public are present.

4.21 Pressure Cleaners

- Pressure cleaners will be installed, maintained, tested and repaired by a competent person, and records of maintenance and tests kept.
- Equipment is to be operated by trained, authorised and competent personnel and eye protection is to be worn at all times by operators to protect from flying debris.

4.22 Roadworks

- Where roadworks are being undertaken, or there is a risk that affects other road users a risk assessment will be conducted.
- All roadworks and warnings shall be in accordance with the provisions laid out in the New Roads and Street Works Act 1991, The Highways Act and the accompanying Approved Codes of Practice.
- Where works affect other road users appropriate traffic signs and barriers shall be erected to guide and warn traffic and pedestrians.

- Roadworks shall be suitably lighted and guarded in hours of darkness.
- All traffic signs and barriers shall be removed immediately on completion of their requirement.
- Signing, lighting and guarding will be carried out by a competent person.

4.23 Storage Racking

- 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.
- Company personnel will be trained in safe methods of stacking materials on the racking and removing materials from the racking.
- All storage racking will be regularly inspected by a competent person to ensure stability and integrity. Inspections will be recorded.

4.24 Vibration

Hand Arm Vibration and Whole Body Vibration can occur from regular and frequent use of:

- Hand held power tools;
- Hand guided power equipment;
- Powered machines which process hand held materials; and
- Plant and vehicles.

In accordance with the Control of Vibration at Work Regulations 2005 management will:

- Conduct assessments to determine the risks from vibration to employees;
- Decide if employees are likely to be exposed above the daily exposure action value (EAV) and if they are:
 - Introduce a programme of controls to eliminate risk, or reduce exposure to as low a level as is reasonably practicable; and
 - Provide health surveillance (regular health checks) to those employees who continue to be regularly exposed above the action value or otherwise continue to be at risk;
- Decide if employees are likely to be exposed above the daily exposure limit value (ELV) and if they are:
 - Take immediate action to reduce their exposure below the limit value;
- Vibration levels shall be a consideration when purchasing or hiring equipment used by the Company.

4.25 Waste Management

- Waste will be managed in accordance with the Hazardous Waste Regulations.
- 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.
- For projects in excess of £300,000 a Site Waste Management Plan will be produced and implemented in accordance with the Site Waste Management Plan Regulations.
- 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 management procedures will be communicated to all employees during induction training.
- Tanks and drums provided to hold waste oils and other fluids will be bunded and all spillage immediately cleared away.
- Waste materials will be removed under contract by a licensed operator, and where appropriate, in accordance with the Hazardous Waste Regulations.

4.26 Welding and Burning

- The hazards associated with welding operations are burns, damage to the eyes from ultra-violet radiation, electric shock, possible explosion, noise, fumes and gases. Welding operations are therefore only to be undertaken by trained and competent personnel.
- Adequate ventilation is to be provided to remove the various gases and fumes emitted during welding processes. Where adequate ventilation cannot be achieved suitable respiratory protection will be provided to protect personnel from the harmful effects of exposure to gas and fumes.
- All welding operations are to be screened to protect persons working nearby. The use of portable screens will be utilised at all times.
- Welding and burning operations are only to be conducted in areas where there is no risk of fire due to the proximity of combustible materials, flammable liquids or flammable gases. An appropriate fire extinguisher is to be available prior to commencing the hot work and an inspection of the working area is to be conducted on completion to ascertain that no fire risk exists.

4.27 Welfare Facilities

Where reasonably practicable, the following facilities will be provided for employees and sub-contractors of Pavilion Construction Ltd:

- Washing facilities;
- Rest facilities;
- Sanitary facilities;
- Methods for heating food and boiling water; and
- Storage and drying facilities for clothing.

Where the company is working as a sub-contractor, negotiations will be conducted to enable employees and Contractors of Pavilion Construction Ltd to share the facilities provided by the Principal Contractor. In which case the Director Responsible for Health, Safety and the Environment must ensure that a Certificate of Shared Welfare Facilities (F2202) has been received from the Principal Contractor.

4.28 Working at Height / Scaffolding Operations

General

- Pavilion Construction Ltd overriding principle is to do all that is reasonably practicable to prevent anyone from falling.
- The Company shall:
 - Avoid work at height where they can
 - Use work equipment or other measures to prevent falls where they cannot avoid working at height
 - 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.
- The Company will ensure:
 - All work is properly planned and organised;
 - All work at height takes account of weather conditions that could endanger health and safety;
 - Those involved in work at height are trained and competent;
 - The place where work at height is done is safe;
 - Equipment for work at height is appropriately inspected;
 - The risks from fragile surfaces are properly controlled;
 - The risks from falling objects are properly controlled.

Risk Assessment

- 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

Scaffolding

- All scaffolds erected shall be erected in accordance with current legislation, British Standards, approved Codes of Practice, company procedure and Industry standards.
- 'Designed' scaffolds will be designed by a competent person in accordance with current standards, guidance and Codes of Practice.
- Scaffolds will be erected by appropriately trained, competent employees in accordance with industry standards and design specifications.
- All scaffolds will be inspected by a trained and competent person, and records of such inspections kept:
 - Prior to use;
 - After any substantial addition or dismantling;
 - After alteration;
 - After any event likely to affect its strength or stability; and
 - Weekly.
- Where practicable, hand-over certificates will be issued to the Company and a joint inspection carried out.
- Employees of Pavilion Construction Ltd shall not use any scaffold unless it has been erected and inspected as above.
- During erection, unauthorised access to scaffolds will be prevented by the use of appropriate barriers and signage.
- Where Pavilion Construction Ltd use portable tower scaffolding the person responsible for erecting, dismantling and using the equipment will be trained and competent.

PPE and Safety Harnesses

- All employees will wear PPE identified through assessment. Appropriate training will be given in its use and maintenance.
- Where practicable, safety harnesses/man anchor systems shall be worn whilst working at height and attached to suitable anchor points. All safety harnesses/man anchor systems shall be tested, certified and checked 'in date' for test prior to use.

Safety Netting

- All safety netting shall be manufactured and erected in accordance with EN 1263 by a suitable, competent contractor. Hand over certification and test certification shall be received from the erecting contractor prior to inclusion as a risk control measure.

General

- 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 storey. Employees and Contractors are to lower items down using ropes or via chutes into skips. If necessary, smaller items shall be lowered down in a bucket. Lowering materials must be conducted in a controlled manner.

Ladders and Stepladders

- Ladders, including stepladders, used by the Company 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 the Proprietor.

MEWPS

- Mobile Elevated Work Platforms and Scissor Lifts shall only be operated by trained, competent operators. Safety Harnesses will be worn at all times whilst work is being conducted from MEWPs.

4.29 Working Near or Over Water

Hazardous areas include: docks, locks, canals, wharves, lakes, ponds (natural and artificial), reservoirs, water-filled pits, sewage ponds, slurry ponds, rivers, streams, swimming pools, water-holding tanks and the sea.

- All operatives will have suitable training and instruction before working near or over water.
- Before carrying out any work near or over water 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 and identify the measures required to protect persons working at height, including a safe system of work.
- Appropriate rescue equipment must be provided for the location, taking into account any reasonably foreseeable changes that may occur (e.g. tides or spate rivers).
- Whenever possible, entry into the water shall be prevented by physical barriers.
- Where practicable, safety harnesses/man anchor systems shall be worn whilst working near or over water and attached to suitable anchor points. All safety harnesses/man anchor systems shall be tested, certified and checked 'in date' for test prior to use.
- All employees will wear PPE identified through assessment, including high-visibility clothing. Appropriate training will be given in its use and maintenance.
- All life jackets and buoyancy aids provided conform to the appropriate BS EN standard (393, 395, 396 or 399).
- Lifebuoys and or throw lines will be available where there is a possibility of operatives being carried away by the water.
- A rescue boat manned by competent operatives will be available whenever work is undertaken over or adjacent to deep, tidal or fast flowing water and when identified in the risk assessment.
- A means of raising the alarm will be provided.
- Where necessary, the surface of water will be illuminated at night.
- All personnel will be accounted for at all times.

Section 5.0

Office Health and Safety Arrangements

OFFICE HEALTH AND SAFETY ARRANGEMENTS

The following topics have been identified as significant in terms of office related hazards and detail the Company's policy for health, safety and welfare in Company offices.

5.1 Chemicals

- Hazards exist from small quantities of chemicals present in offices such as printing inks, photocopier toners, cleaning chemicals and correction fluids.
- Material Safety Data Sheets for such hazardous substances will be obtained from the supplier to enable an assessment of potential exposure to be made and the identification and implementation of suitable precautions to be taken to reduce the risk of harm occurring.

5.2 Display Screen Equipment

- All workstations under the control of Pavilion Construction Ltd consisting of Display Screen Equipment (DSE) will be the subject of an ergonomic assessment to identify the measures required to reduce the risk of harm occurring to the operators/users of such workstations, in accordance with the Guidance for DSE Risk Assessment.
- Risk assessments will be carried out using the templates provided.
- Employees whose work requires them to operate their DSE workstation daily for a significant part of the day will be entitled to a free vision screening or eye test on request. Where such examinations identify the requirement, the Company will provide, free of charge, corrective appliances required specifically for DSE work.
- 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.

5.3 Electricity and Portable Electrical Appliances

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

- Sufficient socket outlets will be provided and the use of adaptors and extension leads is to be discouraged. Sockets are not to be overloaded;
- Residual current devices, if fitted, will be tested regularly by operation of the test button.
- 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 and as specified in the Electrical Safety Procedure;
- Maintaining a record of all inspections / tests of electrical equipment and appliances using the Electrical Safety Equipment Inspection and PAT Test Record;
- Ensuring that equipment operators regularly carry out a visual inspection of equipment and associated cables and plugs for signs of obvious damage;
- Immediately reporting and prohibiting the use of defective equipment, including leads and plugs; and
- Only authorised and competent persons will be permitted to repair or alter electrical equipment. Temporary or makeshift repairs are not to be undertaken.

5.4 Fire

- An office Fire Risk Assessment to identify the fire risk for offices under the control of Pavilion Construction Ltd will be undertaken prior to commencement of work, using the template provided.

- Based on the results of the risk assessment, adequate means of raising the alarm, fighting the fire and means of escape will be provided to ensure the safe evacuation of personnel in the event of a fire within an office.
- The Director responsible for health, safety and the environment will ensure that an adequate Fire Plan is in place and prominently displayed in offices and communicated to all employees, sub-contractors and visitors through induction training.
- In the event of a fire 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 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.
- The maintenance of the fire alarm system will be conducted by a competent, specialist authority under contract.
- Stores or materials shall not be left in access or egress routes where they may hinder escape in emergency.

5.5 Manual Handling Operations

The Company recognises the need to ensure that all manual handling operations shall be as safe as reasonably practicable at all times. This will be achieved by:

- Wherever possible, the requirement to conduct manual handling operations will be avoided. 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 employees; and
- 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.

5.6 Slips, Trips and Falls

- Trailing leads are not permitted unless they are fitted with adequate cable protection 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 accesses and egresses will be adequately lit and kept clear of obstacles and rubbish.
- Offices will be kept tidy at all times.

5.7 Work Equipment

- Pavilion Construction Ltd employees will only use work equipment that is correct and suitable for the job and will ensure that the equipment is maintained in an effective state, in efficient working order and in good repair.
- Work equipment will be regularly inspected and tested as required by current legislation and defects or loss reported immediately. Records of inspection and maintenance will be held in the Main Office.
- Defective equipment will be taken out of service immediately to a place where it cannot be brought back into use until it has been repaired by a competent person.
- Only authorised and competent persons will undertake maintenance, repairs, testing, installation or alterations of any nature to any plant or equipment.
- Where required all safety devices and guards will be operable and in use.
- Where the use of the equipment involves a specific risk to the health and safety, the use of the equipment will be restricted to personnel who are trained, competent and authorised in its use.