

Health and Safety policy of Taylor Hopkinson

1. Purpose

The purpose of this policy is to set out the responsibilities of both the employer and the employee in relation to health and safety.

2. Responsibility for health and safety

The General Manager is responsible for the health and safety in this organisation. Supported by the Head of Business Operations. However, everyone in the organisation has responsibilities in relation to health and safety, as set out in this policy.

3. Responsibilities of the employer

The employer is responsible for ensuring that the employee's health and safety is protected in all activities at work. In particular, the employer is responsible for:

Ensuring that there is safe and adequate plant and equipment

The employer will ensure that all plant and equipment is regularly inspected and maintained, in accordance with a maintenance schedule. All repairs will be carried out at the earliest opportunity. If any plant or equipment is judged to be damaged or unsuitable for use for any reason it will be put out of action, with clear signage.

Safe premises and place of work

The employer will ensure that the premises are safe, and that all hazards are removed where possible. If it is not possible to remove a hazard clear signage will be displayed advising employees and any other visitors to the premises of the nature of the hazard and the precautions that should be taken.

Competent and safe fellow employees

The employer will ensure that all employees receive the appropriate training so that they are competent in all their work duties. If any employee acts in a manner that is likely to put others in danger appropriate disciplinary action will be taken.

A safe system of work

The employer will ensure that all processes of work are safe. If there are any hazards the employer will endeavour to remove them. If that is not possible appropriate signage will be displayed advising employees and any other visitors to the premises of the nature of the hazard and the precautions that should be taken.

4. Responsibilities of the employee

The employee is responsible for ensuring that his/her actions do not cause danger to themselves or to anyone else. The primary responsibilities of the employee are to:

Not tamper with any equipment

Employees should not carry out any alterations to equipment which might compromise health and safety. Employees who do tamper with equipment are likely to face disciplinary action, which could include summary dismissal.

Not use any equipment without receiving appropriate training

No employee should use any equipment without having the appropriate training. The employee is responsible for attending any training that is arranged and completing any assessments that are required.

Take reasonable care of their own health and safety

Employees are expected to act responsibly and to take care of their own health and safety. This includes wearing any necessary protective clothing and not acting in a dangerous manner. All employees must take care that their actions do not endanger any other employees or visitors to the company.

Use equipment appropriately

Employees should use equipment for the purpose for which it is provided, and no other purpose. If any equipment is damaged or unfit for purpose in any way the employee is required to inform the employer immediately.

Follow appropriate systems of work

All employees should follow the systems of work that have been specified by the employer. There should be no deviation from these systems without prior permission from the employer.

5. Personal Protective Equipment

The employer is responsible for supplying employees with any personal protective equipment (PPE) that is required.

If an employee does not have the appropriate PPE for a specific task then the employee should inform the employer immediately and not perform that task until the PPE is available.

The employee is responsible for taking care of the PPE that has been issued. If any PPE is damaged the employer should be informed immediately.

An employee is required to return all PPE that has been issued on leaving the organisation.

6. Risk assessment

All Line Managers are required to carry out regular risk assessments of the area and activities under their management. These risk assessments should be carried out annually at least, and some risk assessments will require more regular completion.

The risk assessments should be recorded in writing, with an agreed target date for any actions that have been identified.

If there are any risks that cannot be eliminated all employees working in that area must be made aware.

7. Manual handling

All employees who are involved in any lifting or carrying must attend training in relation to manual handling. This training must be renewed every two years. The Line Manager is responsible for ensuring that all employees requiring this training attend the training course at the appropriate time.

8. Accidents

Although every effort will be made to ensure a safe environment it is accepted that accidents can occur.

If an accident does occur this must be reported immediately to an appointed First Aider, Line Manager or Senior Member of Staff. It must also be recorded in the accident book.

If any of the following occur they must be reported to the Health and Safety Executive under the RIDDOR procedures (see www.riddor.gov.uk):

- Fatal accidents
- Major injuries
- Accidents resulting in a period of absence of more than 3 days
- Injuries to the public where they have to be taken to hospital

In addition, some work-related diseases and dangerous occurrences must be reported to the Health and Safety Executive.

Following any accident the situation will be investigated to determine whether changes need to be made to equipment, training or systems to work so that a similar situation can be prevented in the future.

9. Health and Safety Representatives

The Representatives will be responsible for:

- reviewing all accidents and other incidents relating to health and safety
- reviewing health and safety training
- addressing any other incidents that have been brought to their attention

This Health & Safety policy provides a framework for setting, monitoring, reviewing and achieving our objectives, programmes and targets.

Health & Safety of our staff members and contractors is an essential part of business process and to ensure this is fulfilled, all employees receive training to ensure awareness and understanding of the responsibility they hold within their role to uphold our standards.

To ensure the company maintains its awareness for continuous improvement, the Health & Safety system is reviewed by "Top Management" to ensure it remains appropriate and suitable to our business. The Health & Safety System is subject to both internal and external annual audits.

Authorised Signature of Taylor Hopkinson



Fiona McRae
General Manager