

1.1 General Statement

J Sanders and Son is fully committed to meeting its responsibilities under the Health and Safety at Work Act 1974, the Management of Health and Safety at Work Regulations 1999 and associated legislation. The Partners regard health and safety at work, and care of the environment as a matter of prime importance and all reasonably practicable measures will be taken to provide for the health, safety and welfare of employees and others who may be affected by our operations. To achieve those objectives it has appointed designated members of staff to be responsible for:

1. The provision of financial and human resources in order to provide and maintain our health & safety systems;
2. The implementation and management of health and safety procedures;
3. Ensuring workplace health, safety and welfare procedures are under constant review;
4. Liaison with both our Health & Safety Officer and the Health and Safety Executive wherever necessary;
5. Keeping the Partners abreast of new legislation, EU Directives, Regulations and British Standards, in order to ensure ongoing compliance with the law.

The overall responsibility for health and safety lies with the Partners. The Company is bound by any acts and/or omissions of the Partners or manager, giving rise to legal liability, provided only that such acts and/or omissions arise out of and in the course of their employment.

To comply with its statutory and common law duties, the company has arranged insurance against liability for death, injury and/or disease suffered by any of its employees arising out of and in the course of employment, if caused by negligence and/or breach of statutory duty on the part of the company.

In accordance with the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995, the Company has implemented a system for reporting accidents, diseases and dangerous occurrences to the Health and Safety Executive, in addition to its statutory duty to provide an accident book.

The Company will comply with its duties towards employees under the Health & Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999, so far as is reasonably practicable. In order to achieve this it will:

1. Provide and maintain plant and systems of work that are safe and without risks to health;
2. Provide a suitable and safe place of work;
3. Carry out regular risk assessments to identify foreseeable hazards and take reasonable control measures to reduce the risk to health and safety of employees and other persons not in the employment of J Sanders and Son who may be affected by its activities;
4. Document all health & safety procedures, risk assessments and systems of work;

5. Ensure the safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances;
6. Consult with employees on matters affecting their health and safety;
7. Provide information, instruction, training and supervision for employees to ensure that all tasks are undertaken in a safe manner and that employees understand the company's safety standards and their role in achieving them;
8. Investigate and record all accidents and near misses occurring at work and take reasonable action to prevent re-occurrence, and analyse recorded accidents and near misses so that areas where safety is lacking can be identified;
9. Investigate and take remedial action in relation to any health and safety problems identified;
10. Provide employees with health surveillance where necessary;
11. Carry out regular site safety inspections;
12. Call upon external help and advice on Health and Safety matters when appropriate;
13. Review the systems periodically to ensure that they remain relevant and appropriate to the organisation;
14. Appoint competent personnel to secure compliance with statutory duties and to undertake reviews of the policy as necessary;
15. Make the Health and Safety Policy available to interested parties;
16. Review and revise the Health and Safety Policy at regular intervals, at least every two years, or more frequently if a change in circumstance or legislation makes a review appropriate.

1.2 Employees

All employees have personal responsibilities both legally and as a condition of their contract of employment. They will co-operate with the Partners and the Manager to enable them to carry out their duties under the Health & Safety at Work Act 1974 and the implementation of this policy. Employees are responsible for taking due care of their own health and safety, and that of other persons who may be affected by their acts or omissions. Failure to comply with health and safety duties, regulations, work rules or procedures, on the part of any employee irrespective of their position within the company, may lead to disciplinary action. In the case of serious or repeated breaches this may lead to instant dismissal from employment.

1.3 Obligations to the general public and clients

In order to meet its obligations towards the general public, all lawful visitors and clients, the company will pay strict attention to its duties under the Health & Safety at Work Act 1974 and the Occupiers' Liability Acts 1957 and 1984.

1.4 Summary

This policy has been prepared in compliance with Section 2(3) of the Health and Safety at Work etc. Act 1974 and establishes clearly our intention to ensure that all Directors, Managers, Supervisors and Employees fulfil their responsibilities to ensure that health & safety procedures are implemented and maintained.

Signed:



H Sanders

**Partner
J. Sanders and Son.**

Dated:

30.01.19.