



**COLORARE**  
COLLABORATIVE CONTRACTING

**Colorare Ltd**

# Health & Safety Policy

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July 2019

## **Introduction**

Colorare Ltd are fully committed to providing the highest standards of health and safety and have adopted the Safety Management System provided by our Health and Safety Consultants, HCS Safety Ltd, to ensure this is achieved.

This policy has been prepared as required by Section 2(3) of the Health and Safety at Work etc. Act 1974 and is in three parts. Part 1 (General Statement) affirms the Director's commitment to the prevention of both accidents and ill-health to employees, non-employees and members of the public and Part 2 (Organisation & Responsibilities) and Part 3 (Arrangements) describe how this is to be achieved.

This policy is published for the benefit of all our Company employees, who should ensure they are familiar with the contents. With all employees committed to health and safety, this will ensure that all Company work locations provide a safe and healthy working environment.

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## Policy Amendment History

Version	Date	Amendment Details
1.0	April 2019	Initial review and issue
1.1	June 2019	Update of policy following email from Kathryn.
1.2	July 2019	Update of policy following email from Kathryn.

Version	Author	Date	Checked by	Date
1.2	Lauren Mayhew	03/07/2019	Dave Hilton v1.0	15/04/19

Compiled and Updated by



HCS Safety Ltd

# Part 1 – General Statement

Colorare Ltd is fully committed to encouraging a culture of openness within our workforce in regard to health and safety. Not just as a matter of importance, but also as an essential part of our responsibilities. Furthermore, we regard the promotion of health and safety matters as a mutual objective of both management and employees to ensure that practical, achievable safety standards are agreed and maintained by everyone within our organisation.

It is, therefore, the Company's policy to do all that is reasonably practicable to prevent personal injury and damage to property and to protect everyone from foreseeable risks, including the general public, insofar as they interface with the Company or our activities.


The Company will:

- provide and maintain a safe and healthy working environment at each of our locations, in accordance with the relevant statutory requirements.
- provide sufficient information, instruction and training for all our employees, as is necessary for them to conduct their work activities in a safe manner.
- provide and maintain machinery, equipment etc. and systems of work that are safe and without risks to health.
- provide and maintain means of access to and from the workplace that are safe and without risks to health.
- provide and maintain adequate facilities and arrangements for the welfare of our employees whilst at work.
- arrange safe and healthy systems for use, handling, storage and transport of hazardous materials.

Good safety management begins with the commitment of senior management to ensure that the responsibilities and arrangements detailed within this document are carried out fully.

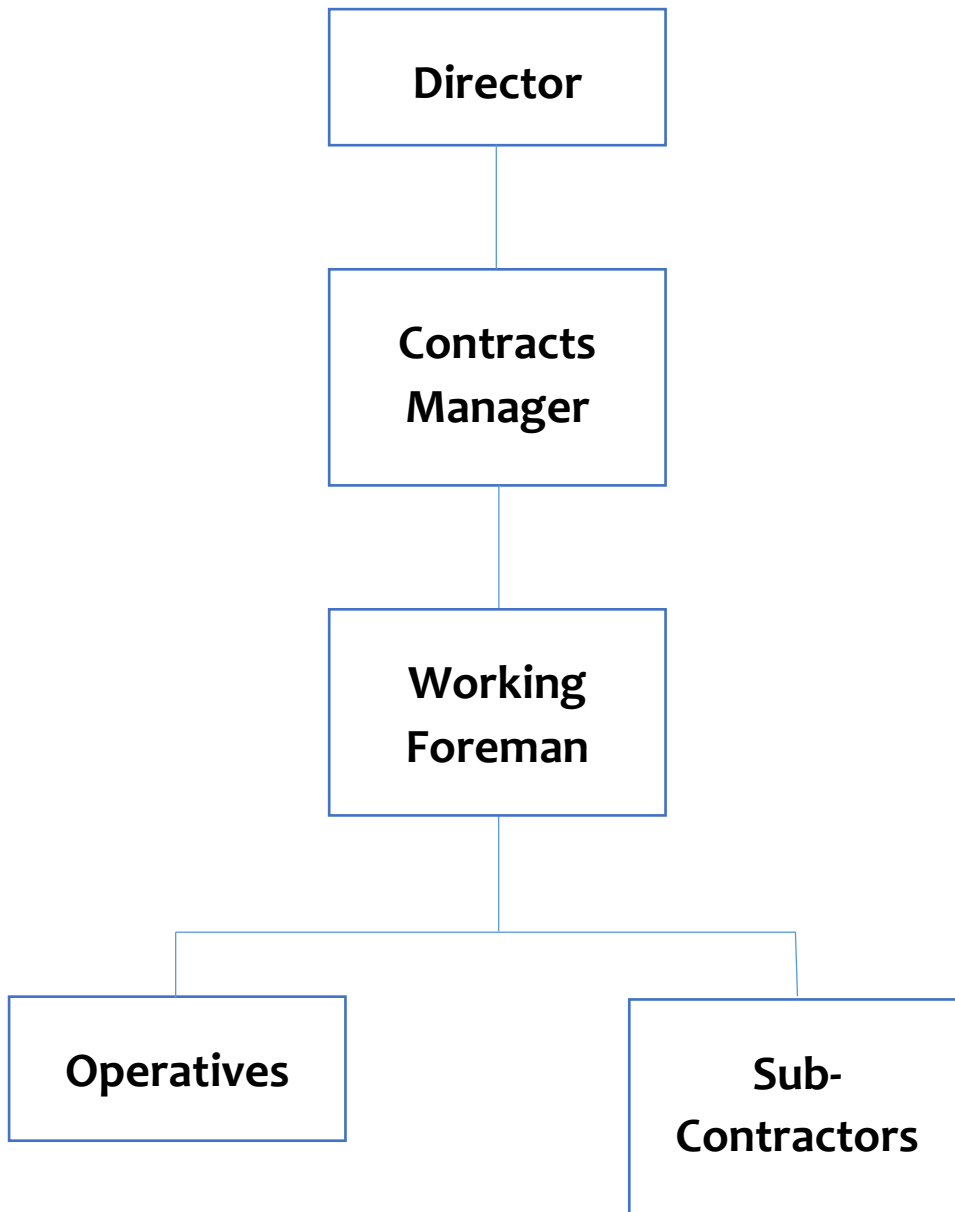
Steven Thorne is appointed as the Director responsible for health and safety. He puts in place arrangements for the effective implementation of the Company's health and safety policy.

This policy is reviewed at least annually and revised as often as may be appropriate.

Name	Signature	Position	Date
Steven Thorne		Director	24/06/19

# Part 2 – Organisation & Responsibilities

## Organisation Chart



# Health & Safety Responsibilities

These responsibilities within this policy describe the Company's organisation for health and safety, which aims to ensure management control over health and safety.

Ultimate responsibility for health and safety rests with the Director. Organisation charts demonstrate the unbroken and logical delegation of duties through line management to the working foreman who operate where the hazards arise.

Everyone within our organisation has a significant contribution to make towards accident prevention and are assigned responsibilities as follows:

## Director

The Director is responsible for health and safety and ensures the effectiveness of this policy.

In particular, they will:

- have full knowledge of all parts of this policy and how it relates to the health and safety management system.
- authorise health and safety expenditure.
- implement required training for staff at all levels.
- ensure that all employees have knowledge of this policy and that they are updated when any changes are made.
- seek the advice of the safety consultants whenever needed and heed the advice given.
- inform the consultants in good time of work that they are required to do.
- consult with the workforce over any changes that may affect health or safety.
- ensure that any contractor appointed or self-employed person working on behalf of the Company, is competent to do the work.
- ensure that risk assessments for all work activities under their control are carried out and where appropriate, ensure that method statements are prepared detailing how the work is to be done safely.
- review contractor's risk assessments and method statements, to ensure they are suitable and sufficient for the work activities for which they are written.
- ensure that plant and machinery used by the Company is to a suitable standard.
- keep records as required by legislation and retain documents for the appropriate time periods.
- liaise with the Principal Designer, Principal Contractor and other contractors as required for effective project management and under the requirements of the Construction (Design and Management) Regulations 2015.
- sign and date the general statement and ensure that this policy is reviewed at least annually.
- give support and encouragement to all managers for whom they are responsible.
- initiate disciplinary action against staff who do not comply with their duties under this policy or statutory requirements.
- set a personal example of safe behaviour and acknowledge suggestions for improvement.



## Contracts Manager

The Contracts Manager is accountable to the Director for implementing the relevant requirements of the Company's health and safety policy within the areas and disciplines for which they are responsible.

In particular, they will:

- ensure compliance with this policy in all activities for which they are responsible.
- ensure that adequate resources are made available for the safe conduct of every contract under their control.
- ensure the provision of adequately trained and competent management and supervision for all work activities.
- monitor the site management team to ensure they are fulfilling their health and safety responsibilities and that standards on site are maintained at the high level expected by the Company.
- respond to correspondence from the Health and Safety Executive (HSE) in respect of contracts.
- establish and maintain procedures to ensure that all work spaces, equipment and systems of work are safe and without risks to the health of employees or others who may be affected.
- identify health and safety training needs in conjunction with the directors and site managers.
- give support and encouragement to all site managers for whom they are responsible.
- take note of any comments on health and safety matters raised by site personnel and pass these on to the directors as appropriate.
- liaise with the Principal Designer, Principal Contractor and other contractors as required for effective project management and under the requirements of the Construction (Design and Management) Regulations 2015.
- set a personal example of safe behaviour.

## Working Foreman

Working Foreman are accountable to the Contracts Manager for the implementation of the Company's health and safety policy and site-specific methods of work.

In particular, they will:

- ensure that all operatives have signed in to the daily site register and have received a site induction.
- ensure that operatives are familiar with method statements and risk assessments, carrying out toolbox talks to ensure full understanding if necessary.
- ensure that subcontractors and self-employed personnel conduct their activities in a safe manner and comply with safety rules, their method statements and procedures.
- encourage operatives to report any hazards observed and any defects in plant, tools or equipment.
- address any hazards reported or observed and take out of service any defective plant, tools or equipment.

- ensure that all plant, tools and equipment used are safe, free from defect and has the required statutory certification, where appropriate.
- ensure that all plant operators possess a valid certificate of training for the class of plant to be operated.
- ensure that operatives tidy away any debris, packaging materials, off cuts etc., that could cause a slipping or tripping hazard to themselves or other trades.
- ensure that personal protective equipment (PPE) is provided and used as required by the Company rules and procedures.
- use the Company disciplinary procedures when appropriate to ensure compliance with health and safety law.
- co-operate with the health and safety advisor in all health and safety matters.
- set a personal example of safe behaviour.

## **All Employees including Sub-Contractors**

All employees including Sub-Contractors must also comply with the requirements of the Company's health and safety policy and cooperate with the Company in our efforts to prevent accidents and ill health.

In particular, they will:

- take reasonable care for the safety of themselves and of any other persons who may be affected by what they do or fail to do at work.
- co-operate with their employers or any other persons in the performance of their statutory duties.
- not misuse or interfere with anything provided in the interests of health, safety or welfare.
- read and comply with the Company's health and safety rules.
- behave in a responsible manner at all times.
- develop and demonstrate a personal concern for the health and safety of themselves and others.
- report damage to plant, tools or equipment to the Working Foreman.
- use only plant, tools and equipment for which they have received training and authorisation.
- use and look after the protective equipment provided and report to the Working Foreman when it becomes worn or defective.
- ensure that any personal injuries are recorded in the accident book.
- inform the Working Foreman and Director of any near miss incidents.
- propose to the Working Foreman and Director ways of eliminating hazards and improving safety at their workplace.

# Part 3 – Health & Safety Arrangements

## Health & Safety Assistance

Colorare Ltd has formally appointed HCS Safety Ltd as their competent advisors on matters of Health and Safety under Regulation 7 of the Management of Health and Safety at Work Regulations 1999.

### Safety Management System (SMS)

HCS Safety Ltd have provided a safety management system (SMS) which consists of a folder containing the elements as listed below.



The SMS is based on HSE guidance document HS(G) 65 – Managing for Health and Safety and is used to manage and store all health and safety documentation. This is further supported by our members area of the HCS Safety website that provides the majority of forms required to maintain our safety management system.

## Reviews & Updates

Colorare Ltd will undertake an Annual Safety Review with the consultants. The review will be attended by the consultants and at least one member of senior management. The review will involve discussion of the previous year's safety performance, including a check on compliance with the management system, any updates needed for this policy, future training requirements and any other safety or health needs that are relevant.

The policy will be updated within two weeks of the Annual Safety Review taking place.

**Date of last annual review:** 8<sup>th</sup> April 2019

**Date of last policy update:** 3<sup>rd</sup> July 2019

A copy of the Annual Safety Review report will be stored in section 1e of the SMS.

Personnel within the Company will stay up to date on matters of health and safety by receiving a monthly newsletter from the consultants and attending an Annual Safety Forum with other member clients. In addition to these mandatory updates, seminars will be available to our Company personnel throughout the year as well as any other training. A suitable member of staff will attend the seminars as appropriate.

Newsletters will either be distributed to the Company personnel or displayed on noticeboards. They can also be stored in section 1c of the SMS and dates for the seminars and Annual Safety Forum can be stored in section 1d of the SMS.

## Risk Assessments & Method Statements

The Company ensures that risk assessments are carried out for tasks that involve significant risks to employees or others. Any self-employed personnel working on the Company's behalf will be required to work in accordance with these risk assessments. Subcontractors are responsible for carrying out their own risk assessments, and these will be reviewed and approved prior to them being permitted to start work.

The person within Colorare Ltd responsible for ensuring that risk assessments are carried out to a suitable and sufficient standard and are updated on a regular basis is Steven Thorne.

The Company requires the information in risk assessments to enable the coordination of other contractors.

The following procedure will be used to write risk assessments:

- identify hazards and who could be affected.
- evaluate risks, taking into account the likelihood and severity.
- control the risks, using the principles of prevention (see below).
- monitor the effectiveness of the control measures.

- review periodically and as necessary.

Method statements may be required in addition to risk assessments. These method statements outline the safe working procedures and will include the control measures detailed in the risk assessments.

Methods of controlling risks will follow the principles of prevention below:

- avoid risks at source.
- evaluate those risks which cannot be avoided.
- combat risks at source.
- adapt the work to the individual, especially with regard to the design of workplaces and the choice of work equipment.
- adapt to technical progress.
- replace the dangerous by the non-dangerous or less dangerous.
- develop a coherent overall prevention policy, which covers technology, organisation of work, working conditions, social relationships and the influence of factors relating to the working environment.
- give collective protective measures priority over individual protective measures.
- give appropriate instructions to employees.

Risk assessments and method statements (RAMS) will be communicated to all personnel by means of toolbox talks and by distributing copies to individuals. Each of the relevant personnel will sign to confirm that they understand the contents of the RAMS and confirm that they will be working in accordance with it.

## **Health Surveillance**

It is the aim of Colorare Ltd that all employees are able to carry out their working duties without risks to their health. In order to monitor the effectiveness of health protection systems, surveillance will be undertaken.

All employees of the Company will be provided with a questionnaire which should be completed and returned to the office.

Additional health surveillance may include:

- lung function testing

All answers provided in the questionnaire and from any other surveillance will be held in confidence under the requirements of the Data Protection Act 2018.

Any issues identified during the surveillance process will be discussed with the employee in question and Steven Thorne. Appropriate action will be taken to protect employees from further risk and where possible to arrange support services and medical care.

Completed health surveillance forms will be kept on file and stored separately for confidentiality.

# Training

The Company recognises the importance of providing all our employees with adequate health and safety training.

On recruitment, all personnel are assessed for their individual training needs. Information and certification are obtained for previous training, and any further training required is identified and recorded on the training matrix. The training matrix is maintained regularly to ensure that it is kept up to date and is stored in section 3a of the SMS along with the certificates. The training matrix is maintained by Steven Thorne.

All personnel will be required to attend a safety induction prior to starting work for or on behalf of the Company. Induction training into the Company will include:

- the Company's health and safety policy.
- procedures for reporting of accidents and near misses.
- risk assessments and safe methods of work.
- first aid arrangements.
- sources of health and safety information.
- correct use of personal protective equipment where provided.
- the role and function of the Company health and safety consultant.
- the consultation procedures.

## Safety Awareness Training

The Company has adopted the IOSH and/or CITB Site Safety Plus scheme for the provision of safety awareness training for employees at all levels:

- 1-day Health and Safety Awareness for Operatives.
- 2-day Site Supervisors Safety Training Scheme for Working Foreman.
- 5-day Site Management Safety Training Scheme for Managers.
- 1-day IOSH Leading Safely.

## Specialist Training

Specific training will be given to those who require it. This may include:

- First aid.
- Manual handling.
- Asbestos awareness (UKATA or equivalent).
- PASMA scaffold tower training.
- Work at height.
- IPAF.

## Consultation & Communication

The Company will ensure that it takes a proactive role to promote the content, guidance and benefits of this policy by communicating the contents and responsibilities at induction.

The Company will encourage feedback from our employees and third parties with regard to the measures enforced and the reasoning behind this policy and safe working practices.

Consultation with the work force is a responsibility of the Director who carries this out during their site visits. All employees are encouraged to feedback on any health and safety issues they may have and where they believe the Company can improve on the current procedures. During the communication and consultation processes, particular emphasis will be placed on:

- the Company's commitment to health and safety.
- feedback on risk assessments/method statements.
- health & safety training requirements.
- the responsibilities of employees to co-operate and work safely.
- the contents of this policy, such as safe working procedures, etc.
- any specific site-based issues.

The Director will record any issues raised on the Company inspection report form and these will be discussed during meetings and any actions taken will be relayed back to the employee.

## Management of Contractors

Colorare Ltd acknowledges our duty to control, coordinate and monitor the activities of all other contractors under our control. Specialist subcontract companies will be engaged by the Company as and when required. These organisations will be required to pass the core criteria for demonstrating competence as set out in PAS 91:2013.

The Company will satisfy ourselves that contractors are competent (sufficient skills, knowledge and experience) to do the job safely and without risks to health and safety. To achieve this the contractor will need complete a health and safety questionnaire before they are considered for work on the Company's behalf. A health and safety appraisal of the contractor's procedures and health and safety documentation will then be carried out, which in some cases may involve an audit of the contractor.

Alternatively, if the contractor can demonstrate that they hold an accreditation with a member of the Safety Schemes in Procurement Forum (SSIP), this will exempt them from the health and safety part of the questionnaire.

All contractors will attend a pre-start meeting to a prepared agenda and minutes of the meeting will be taken. Work instructions will then be issued and a plan of work detailing the frequency of co-ordination meetings, tool-box talks, etc.

All contractors are expected to cooperate fully on health and safety issues and conform to specific rules and procedures. The Director ensures the exchange of information necessary for the safe coordination of work activities.

Any designers employed by the Company, or on the Company's behalf, will be subject to the same contractor appraisal procedure as above.

## Self-Employed Labour

The Company will ensure the competence of self-employed subcontractors by ensuring the following:

- each self-employed subcontractor engaged to work on site on behalf of the Company must hold a current CSCS or an equivalent at an appropriate level and have the appropriate experience necessary to carry out the work. This will be established by the Director before allowing the worker to start on site.
- each self-employed subcontractor will be assessed by the Director during the first 2 weeks to see if they are a suitable worker. The findings will be discussed with the Working Foreman before a final decision is made as to whether to continue with the engagement.
- self-employed subcontractors will be expected to comply with all requirements of this policy when working on behalf of Company.

Self-employed subcontract labour will be expected to work to the Company's risk assessments and method statements when working on the Company's behalf.

## Accidents

Colorare Ltd aspire to maintaining a healthy and safe working environment for all our employees. All reasonable steps are taken to ensure staff are made aware of their responsibility for good working practices and accident prevention. However, the Company recognises that incidents may occur that could result in injury or material damage.

Accident reporting is not only a legal requirement but also a necessity to ensure a safer future working environment for all employees, customers and visitors to the organisation.

To this end, by enforcing the measures in this policy, the Company encourages positive participation in safe working practices in order to prevent accidents happening in the first place.

All accidents, no matter how small, will be recorded in the accident book. Steven Thorne will be informed as soon as possible after the incident.

- the office number is **07494 146999**.

Specified injuries or fatalities must be reported to the HSE immediately and should be notified by phone on 0345 300 9923.

Situations where the injured person is unable to carry out their normal work for 7 days or more must be reported to the HSE within 15 days of the injury being sustained. The HSE may be contacted via the internet at [www.hse.gov.uk](http://www.hse.gov.uk). If unsure whether the accident is reportable or not, contact HCS Safety immediately for advice.

Steven Thorne will be responsible for informing the HSE of all reportable incidents and for informing HCS Safety of any serious accidents.

Accidents that are reportable under RIDDOR will be investigated by HCS Safety and a report produced. This service forms part of the member services agreement and there is no additional charge for accident investigations that are reportable under RIDDOR.



Information on accidents that have occurred is to be found in section 5d of the SMS. This information must not contain personal details of those involved.

Accidents will be discussed at regular safety meetings and publicised to our employees if appropriate so that others can learn from these events.

On the following page is an outline of what injuries and dangerous occurrences are reportable under RIDDOR.

Reportable Injuries/Diseases	Dangerous Occurrences
<p><b>Deaths</b> All deaths to workers and non-workers must be reported if they arise from a work-related accident, including an act of physical violence to a worker. Suicides are not reportable, as the death does not result from a work-related accident.</p> <p><b>Specified injuries to workers</b></p> <ul style="list-style-type: none"> <li>▪ a fracture, other than to fingers, thumbs or toes.</li> <li>▪ amputation of an arm, hand, finger, thumb, leg, foot or toe.</li> <li>▪ permanent loss of sight or reduction of sight.</li> <li>▪ crush injuries leading to internal organ damage.</li> <li>▪ serious burns (covering more than 10% of the body, damage to the eyes, respiratory system or other vital organs).</li> <li>▪ scalping's (separation of skin from the head) which require hospital treatment).</li> <li>▪ unconsciousness caused by head injury or asphyxia.</li> <li>▪ any other injury arising from working in an enclosed space, which leads to hypothermia, heat-induced illness or requires resuscitation or admittance to hospital for more than 24 hours.</li> </ul> <p><b>Over seven-day injuries to workers</b> This is where an employee, or self-employed person, is away from work or unable to perform their normal work duties for more than seven consecutive days (not counting the day of the accident).</p> <p><b>Reportable occupational diseases</b></p> <ul style="list-style-type: none"> <li>▪ carpal tunnel syndrome.</li> <li>▪ severe cramp of the hand or forearm.</li> <li>▪ occupational dermatitis.</li> <li>▪ hand-arm vibration syndrome.</li> <li>▪ occupational asthma.</li> <li>▪ tendonitis or tenosynovitis of the hand or forearm.</li> <li>▪ any occupational cancer.</li> <li>▪ any disease attributed to an occupational exposure to a biological agent.</li> </ul>	<p>Dangerous occurrences are certain, specified 'near-miss' events (incidents with the potential to cause harm.) Not all such events require reporting. There are 27 categories of dangerous occurrences that are relevant to most workplaces. For example:</p> <ul style="list-style-type: none"> <li>▪ the collapse, overturning or failure of load-bearing parts of lifts and lifting equipment.</li> <li>▪ plant or equipment coming into contact with overhead power lines.</li> <li>▪ explosions or fires causing work to be stopped for more than 24 hours.</li> <li>▪ the complete or partial collapse (including falling, buckling or overturning) of: <ul style="list-style-type: none"> <li>a) a substantial part of any scaffold more than 5 metres in height.</li> <li>b) any supporting part of any slung or suspended scaffold which causes a working platform to fall (whether or not in use); or</li> <li>c) any part of any scaffold in circumstances such that there would be a significant risk of drowning to a person falling from the scaffold.</li> </ul> </li> <li>▪ structural collapse – The collapse or partial collapse of any building involving over 5 tonnes of material or a collapse of any false-work.</li> <li>▪ failure of a pressure vessel.</li> <li>▪ electrical incidents causing explosion or fire. Any explosion or fire caused by an electrical short circuit or overload (including those resulting from accidental damage to the electrical plant) which either: <ul style="list-style-type: none"> <li>a) results in the stoppage of the plant involved for more than 24 hours; or</li> <li>b) causes a significant risk of death.</li> </ul> </li> <li>▪ explosion or fire - any unintentional explosion or fire in any plant or premises which results in the stoppage of that plant, or the suspension of normal work in those premises for more than 24 hours.</li> </ul>

## **Fire**

Employees working on external sites will be made aware of the fire plan for that location at the time of their induction. Any work carried out that increases the risk of fire should have a fire extinguisher nearby and is likely to require a hot works permit.

All personnel working on external site locations will co-operate with the Principal Contractor/Client on all matters of fire management. These may include taking part in fire drills, signing in and out and informing the Site Manager/Client's representative if any fire exit signs need to be removed as part of preparation work.

## **Health Risk Management**

Colorare Ltd are fully aware of the responsibility for ensuring that health risks are identified and controlled to protect our employees whilst working for the Company. The policy for managing these risks are as follows:

### **Asbestos**

Asbestos is a fibrous mineral that can cause fatal lung diseases if inhaled. It was used extensively in buildings up to the early 1980's; it may have been used in buildings up to as late as 1999. The material cannot be easily identified by appearance only and is often concealed by other materials or coatings.

When working on refurbishment projects, or within buildings built prior to 2000, the Company personnel are instructed to request the asbestos register and carry out a risk assessment before work starts. It is important to be aware of the potential presence of asbestos and the Company ensures that all personnel who could carry out work where asbestos may be present, have received Asbestos Awareness training.

If asbestos is known to be present and has the potential to be disturbed by the work activity, then this will be referred back to the Principal Contractor or Client who will make arrangements to have a refurbishment/demolition survey carried out and if required, the asbestos will be removed.

Colorare Ltd will not be carrying out non-licensed work with asbestos.










### **Hazardous Substances (COSHH)**

Company employees will be required to use a wide variety of manufactured chemicals during the course of their work activities. Material safety data sheets (MSDS) will be obtained and COSHH assessments will be provided for all of these whether manufactured or created as part of a process or activity.

These COSHH assessments will be provided to all users of hazardous substances to inform them of hazards and how to use, handle and store them safely. Where information is available in the document EH40, the Workplace Exposure Limits (WEL) will be stated on the COSHH assessment. This information will be communicated to all relevant personnel, including the control measures required to use the substance safely.

COSHH assessments and material safety data sheets will be stored in section 4b of the SMS and provided to the employees as part of a safety information pack.

Hazard warning markings on containers must also be heeded. An explanation of the common warning signs follows:

	Acute toxicity, very toxic (fatal), toxic etc.		Harmful skin irritation, serious eye irritation		Harmful to the environment
	Gasses under pressure		Explosive, self-reactive, organic peroxide		Oxidising gases, oxidising liquids, oxidising solids
	Corrosive (causes severe skin burns and eye damage), serious eye damage		Respiratory sensitizer, mutagen, carcinogen, reproductive toxicity, systemic target organ toxicity, aspiration hazard		Flammable gasses, flammable liquids, flammable solids, flammable aerosols, organic peroxides, self-reactive, pyrophoric, self-heating, contact with water emits flammable gas

## Noise

Excessive noise can cause permanent damage to hearing. The damage is often gradual and is always irreversible. Even a small amount of hearing loss can have a debilitating effect on a person's quality of life.

Where noise levels exceed the exposure limits, personnel must wear their hearing protection. They will be provided with the protection that is the most comfortable to them and will be shown how they are to be worn correctly to ensure their effectiveness.

### Exposure Limit Values:

- lower exposure action values are, 80 dB(A) or peak sound pressure of 135 dB(C).
- upper exposure action values are, 85 dB(A) or peak sound pressure of 137 dB(C).
- daily/weekly exposure limit values are, 87 dB(A) or peak sound pressure of 140 dB(C).

If the noise levels are excessive and for long periods of time, then noise assessments may need to be carried out. As a guide:

- if conversation at 2 metres is possible but challenging, the noise level is probably 80dB(A) or more. Assessment will be required if noise level is like this for more than about six hours per day in total.
- if employees are exposed to noise which makes it necessary to shout to talk to someone 2 metres away, the noise level is probably 85 dB(A) or more. Assessment will be required if noise level is like this for more than about two hours per day in total.
- if employees are exposed to noise which makes it necessary to shout to talk to someone 1 metre away, the noise level is probably 90 dB(A) or more. Assessment will be required if noise level is like this for any length of time.

At 80 dB(A), employers are required to provide hearing protection and attempt to reduce noise levels.

At 85 dB(A), employers are required to provide hearing protection, train employees in their use, ensure they are used when needed and properly and attempt to reduce noise levels.

When selecting work equipment, the information on the noise (and vibration) output of the machine will be sought from the manufacturer or hire company. Quieter machines will be selected over inferior equipment.

Employees will be provided with noise awareness training and this will include:

- how the ears work and how damage occurs.
- action levels and time limits.
- choosing hearing protection.
- estimating noise levels.

## **Vibration**

Hand - Arm Vibration Syndrome (HAVS) is a disorder which affects the blood vessels, nerves, muscles and joints of the hand, wrist and arm. The syndrome can become severely disabling if ignored. A common form of HAVS is Vibration White Finger (V.W.F.) which can result from the transmission of vibration from a vibrating implement (such as impact drills) to the hands, occurring as a result of medium to long term exposure. This condition is not treatable and therefore results in a permanent potentially life changing condition.

Exposure is measured on a points system (see below). If the daily exposure exceeds 100 points (the Exposure Action value), the Company will endeavour to reduce exposure, keep records of exposure and carry out health monitoring for those affected.

Tools and machinery vary enormously in vibration magnitude, depending on the quality, design and how well maintained it is. This means that the tool will need to be assessed to give the time duration that they can be used.

If using hired equipment, information on vibration magnitude will be sought from the hire company, and the table below used to determine safe exposure times for employees.

In all cases, vibration exposure will be minimised so far as is reasonably practicable.

Vibration Magnitude m/s <sup>2</sup>	40	800										
	30	450	900									
	25	315	625	1250								
	20	200	400	800								
	19	180	360	720	1450							
	18	160	325	650	1300							
	17	145	290	580	1150							
	16	130	255	510	1000							
	15	115	225	450	900	1350						
	14	98	195	390	785	1200						
	13	85	170	340	675	1000	1350					
	12	72	145	290	575	865	1150	1450				
	11	61	120	240	485	725	970	1200	1450			
	10	50	100	200	400	600	800	1000	1200			
	9	41	81	160	325	485	650	810	970	1300		
	8	32	64	130	255	385	510	640	770	1000	1200	
	7	25	49	98	195	295	390	490	590	785	865	
	6	18	36	72	145	215	290	360	430	575	720	
	5.5	15	30	61	120	180	240	305	365	485	605	
	5	13	25	50	100	150	200	250	300	400	500	
4.5	10	20	41	81	120	160	205	245	325	405		
4	8	16	32	64	96	130	160	190	255	320		
3.5	6	12	25	49	74	98	125	145	195	245		
3	5	9	18	36	54	72	90	110	145	180		
2.5	3	6	13	25	38	50	63	75	100	125		
2	2	4	8	16	24	32	40	48	64	80		
1.5	1	2	5	9	14	18	23	27	36	45		
1	1	1	2	4	6	8	10	12	16	20		
	15m	30m	1h	2h	3h	4h	5h	6h	8h	10h		
	Daily exposure time											

## Manual Handling

All loading and unloading involves lifting and handling to some extent. Although mechanical equipment should be used whenever practicable, some of the work will inevitably continue to be carried out manually. The risk of injury can be greatly reduced by a knowledge and application of correct lifting and handling techniques.

The Company will take steps to reduce risks by carrying out the following:

- highlighting the specification of heavy items at pre-contract stage if possible.
- the provision of mechanical means will be arranged as part of the site planning process. If at all possible, materials must be loaded out to the correct floor mechanically, and trolleys provided to transport materials to their place of use.
- making maximum use of mechanical handling aids, including:
  - forklifts.
  - pallet trucks.
  - sack trucks.
  - barrow hoists.
- providing training to staff in safe handling techniques.

If manual handling cannot be avoided, an assessment must be made and included with the risk assessment for the task.

## Silica

Silica is otherwise known as quartz, the principal component of sand. It is an ingredient in many building products. The products and processes that would cause most concern for the Company's work activities, include:

- bricks – when drilling/chasing out.
- blocks – when drilling/chasing out.
- mortars – when chasing out or mixing.
- ceramic tiles – when drilling.

When these products are cut, a mixture of inhalable (larger) and respirable (smaller) particles is released. Respirable Crystalline Silica dust is responsible for causing or increasing the risk of a number of serious lung diseases including:

- silicosis.
- COPD (Chronic Obstructive Pulmonary Disease).
- tuberculosis.
- lung Cancer.

The Workplace Exposure Limit for Silica dust is 0.1mg per m<sup>3</sup> over an 8-hour period. In order to reduce exposure below this limit, the Company will ensure the following precautions are taken:

- avoid producing the dust – at design stage, consider the use of alternative or pre-cut materials.
- reduce the dust at source – by wetting down the cutting operation or by using suitable on-tool extraction equipment.
- issue the correct RPE – (Filtering Face-piece Particulate) FFP3 masks will filter out 95% of the particulate.
- make sure it is worn – by providing training and supervision.
- make sure it works properly – by fit testing individuals.

## Welfare

As an employer, Colorare Ltd is required to ensure that welfare facilities exist for the use of our employees. It is the employer's duty under both Section 2(2) e of the Health and Safety at Work etc. Act 1974 and under CDM 2015 to ensure that work is not carried out in the absence of these facilities.

The Regulations require the following facilities to be in place and maintained in a reasonable state.

- sanitary conveniences.
- chairs with backs.
- washing facilities.
- drinking water.
- facilities for rest and preparing food.

- changing rooms with lockers.

Our workers are expected to play their part in keeping the welfare facilities tidy and will report any defects with the facilities (such as malfunctioning water heaters or blocked toilets) to the Site Manager/Manager of the building and Steven Thorne as soon as possible.

For transient sites, arrangements will be made to use either the Clients facilities, or to make use of local public facilities or the facilities of local businesses. Agreement will be sought from the Client or provider of the facilities, prior to the start of the work. Notwithstanding, handwipes and sanitisers will be provided to all vans as a minimum, but this will be determined as a result of risk assessment. For personnel who work with particularly hazardous substances, then hand cleansers, soaps, water and paper towels will be provided.

## First Aid

A qualified first aider is required to be present on all sites. This would usually be an employee of the premises. If no employees of the Company are present on site who has received first aid training, then the Director must ensure that a qualified first aider is present on the site. The location of any first aid equipment should be brought to the attention of all site workers by the site manager at the time of their site induction.

Where the Company provides a first aider, it will be that individual's responsibility to ensure that first aid boxes are checked regularly and replenished as necessary.

## Stress Management

The definition of stress is an adverse reaction experienced by some people as a result of excessive pressure. Stress can occur when work demands exceed the person's capacity and capability to cope. If stress is intense and/or prolonged it can lead to poor mental and physical health (e.g. depression, nervous breakdown, heart disease).

All new starters will be required attend the Company induction during their first 2 weeks which includes how the Company manage stress. The induction reinforces the open culture that Colorare Ltd aspire to and that it is OK to raise issues or concerns with the Director if things become overwhelming. The company encourages an open culture to demonstrate that it is 'safe' for employees to communicate any concerns to the Director.

It is the Director's responsibility to design the workplace, job tasks and demands to ensure that employees are not subject to prolonged and/or excessive pressure. The Director is responsible for assessing the risks associated with stress and taking adequate steps to prevent stress occurring.

Colorare Ltd will endeavour to work to the HSE's management standards in order to reduce the risk of workplace stress. These standards aim to tackle the following primary sources of stress at work.

- **Demands** – this includes issues such as workload, work patterns and the work environment.
- **Control** – how much say the person has in the way they do their work.
- **Support** – this includes the encouragement, sponsorship and resources provided by the organisation, line management and colleagues.
- **Relationships** – this includes promoting positive working to avoid conflict and dealing with unacceptable behaviour.



- **Role** – whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles.
- **Change** – how organisational change (large or small) is managed and communicated in the organisation.

## Mental Health

Mental ill health and stress are associated with many of the leading causes of disease and disability in our society. Promoting and protecting the mental wellbeing of our workforce is important for individuals' physical health, social wellbeing and productivity.

Colorare Ltd's, vision is to normalise society's attitudes and behaviours around mental health, by developing the skills needed to look after our own and others' wellbeing.

Many factors in the workplace influence the mental wellbeing of individual employees, or the company as a whole. Understanding and addressing the factors which affect people's mental wellbeing at work have a wide range of benefits, both for individuals and the company.

Mental wellbeing in the workplace is relevant to all employees and everyone can contribute to improved mental wellbeing at work. Addressing workplace mental wellbeing can help strengthen the positive, protective factors of employment, reduce risk factors for mental ill health and improve general health.

Coping with stress in the workplace starts with being able to have a conversation with your manager, and in a mentally healthy organisation everyone should feel comfortable talking about stress.

As a company we aim to create and promote a workplace environment that supports and promotes the mental wellbeing of all our employees. We acknowledge that certain working conditions and practices can negatively affect employees' mental wellbeing, including aspects of work organisation and management, environmental and social conditions that have the potential for psychological as well as physical harm.

To achieve those aims we will endeavour to:

- give employees information on and increase their awareness of mental wellbeing.
- offer employees flexible working arrangements that promote their mental wellbeing.
- give all staff the opportunity to influence how they do their jobs, scope for varying their working conditions as far as possible, and opportunities to develop and fully utilise their skills.
- set employees realistic targets that do not require them to work unreasonable hours.
- ensure all staff have clearly defined job descriptions, objectives and responsibilities and provide them with good management support, appropriate training and adequate resources to do their job.
- manage conflict effectively and ensure the workplace is free from bullying and harassment, discrimination and racism.
- establish good two-way communication to ensure staff involvement, particularly during periods of organisational change.

## Personal Protective Equipment (PPE)

Following risk assessment there will be times where not all risks can be avoided. These are dealt with by the provision of personal protective equipment (PPE). The Company will ensure that suitable PPE is provided to their employees who may be exposed to a risk to their health and safety while at work.

PPE must be:

- of a standard that will adequately protect the person from the risks.
- replaced when worn out.
- properly looked after by the person using it.
- compatible with other PPE, if more than one item is required.
- regarded as the last resort in risk control.

Different standards of basic site PPE are required by different Principal Contractors. The Company will comply with these requirements.

## Drugs & Alcohol

The Company regards the promotion of health and safety matters as a mutual objective of both management and employees. The effective management of drug and alcohol abuse is an important part of this.

It is the policy of Colorare Ltd:

- to comply with all current legislation, in particular the Health & Safety at Work etc. Act 1974, the Misuse of Drugs Act 1971 and the Transport and Works Act 1992.
- to not knowingly permit any employee of the Company, contractors and self-employed working on the Company's behalf, to report for work or attend work premises under the influence of alcohol or drugs, nor to consume these whilst on duty or on our premises.
- to implement control measures to prevent, as far as reasonably practicable, such people reporting for work or attending work premises when affected by drugs or excess alcohol or consuming drugs or alcohol at work.

These measures may include pre-employment, post incident and unannounced random drugs and alcohol screening:

- to provide a positive approach to those persons seeking help or guidance in overcoming alcohol and/or drug related problems, but only where these problems are raised at any time prior to being selected for random testing.
- to not knowingly employ or retain any person, directly or indirectly, who has been justifiably dismissed by any employer for drug and/or alcohol related offences within the previous 12 months.
- to take suitable action, usually dismissal or termination of contract, against anyone testing positive to alcohol or drugs in breach of this policy.

Any person found to have tested positive after any drug or alcohol test will be immediately suspended from the work in which they are engaged, pending a full investigation.

Any person, testing positive for drugs or excess alcohol, or refusing to take a test, face sanctions up to and including termination of contract.

## **Lone Working**

Colorare Ltd will ensure, so far as is reasonably practicable, that employees who are required to work at home or alone or unsupervised for significant periods of time, are protected from risks to their health and safety. Measures will also be adopted to protect anyone else affected by solitary working.

Working alone can be a significant risk factor. The Company will either entirely remove the risks from these hazards or, where complete elimination is not possible, to reduce them to an acceptable level.

Risk assessments for working alone will be carried out in accordance with the Management of Health and Safety at Work Regulations 1999. This will include the identification of hazards from, for example, means of access and/or egress, plant, machinery, goods, substances, environment and atmosphere, etc.

Particular consideration will be given to:

- the remoteness or isolation of workplaces.
- any problems of communication.
- the possibility of interference, such as violence or criminal activity from other persons.
- the nature of injury or damage to health and anticipated "worst case" scenario.

All personnel will be given all necessary information, instruction, training and supervision to enable them to recognise the hazards and appreciate the risks involved with working alone. All personnel will be required to follow the safe working procedures devised which will include the provision of first aid, communication procedures and awareness of emergency procedures. All personnel are required to co-operate with these efforts to ensure safe working and to report any concerns to management.

## **Construction (Design and Management) Regulations 2015 Project Management**

Under the requirements of the Construction (Design and Management) Regulations 2015 (CDM), Colorare Ltd, will take on the duties of the Contractor. For work on Company premises, we will also take on the duties of the Client. The following summarises these duties.

### **Responsibilities as a Contractor Under CDM 2015**

When undertaking the role of Contractor under the Construction (Design and Management) Regulations 2015, will comply with their duties under Regulations 8 and 15 as follows:

#### **For all projects**

The Company will:

- only accept an appointment if they possess the necessary skills, experience, training and organisational capacity to carry out the work safely.
- only undertake construction work once they are satisfied that the client is aware of their duties.

- plan, manage and monitor their work and that of others under their control to ensure that, so far as is reasonably practicable, it is carried out without risks to health and safety.
- not appoint a designer or contractor unless they have the necessary skills, experience, training and organisational capacity to carry out work safely.
- not employ a person unless that person has, or is in the process of obtaining, the necessary skills, knowledge, training and experience to carry out tasks safely.
- provide their workforce with appropriate supervision, instructions and information. This information will include a suitable site induction, (where not already provided), procedures to be followed in the event of serious and imminent danger and any other necessary information on risks to health and safety.
- ensure that information is provided in a comprehensible form and as soon as is practicable.
- cooperate with others involved in all projects in order to promote health and safety standards.
- inform the workforce of the need to report to site management anything which is likely to endanger their own health or safety or that of others.
- not begin work unless reasonable steps have been taken to prevent access by unauthorised persons to the site.
- be satisfied that welfare facilities are provided as required under Schedule 2 of the Regulations.

**For multiple contractor projects where the Company is NOT Principal Contractor.**

The Company will:

- comply with any directions given by the Principal Designer or the Principal Contractor.
- adhere to relevant parts of the Construction Phase Plan.

## **Work Activities**

During the course of its operations, Colorare Ltd carry out various work activities which could expose Company personnel to significant risks if not controlled. The Company, as stated previously, will ensure that risk assessments are carried out for all significant risks and that, where required, method statements are prepared and communicated to all relevant personnel. The following are the more significant work activities carried out by the Company.

### **Working with Power Tools**

The person within the company with responsibility to oversee the safety of tools is the Director; however, the engineers must ensure the safe use, care and maintenance of their own equipment. Records of regular inspections of tools and other work equipment including access equipment are to be found in section 5c of the SMS.

#### Electrical Tools

Only trained and competent personnel will be permitted to operate power tools. The policy of the Company for the provision and use of power tools is to ensure:

- only battery powered or 110v electrical tools to be permitted for use on site.
- all tools will be inspected before use, and regularly whilst in use.

- all electrical tools will be tested and examined by a competent person, every 6 months, who will issue a certificate of safety.
- the Director is responsible for ensuring that portable appliance testing is carried out on a regular basis. Records of PA testing will be kept in section 5c of the SMS.

### Hand Tools

Individual engineers are responsible for ensuring that their hand tools are kept in good order. They will ensure the following:

- tools will always be kept in good working condition.
- tools will be kept clean and ready for use and stored appropriately in toolboxes or racks with cutting edges protected.
- tools will be checked frequently to ensure that handles are secure, and guards and covers are in place.

The use, suitability and condition of work equipment and tools will be regularly monitored by the Director during their site safety inspections.

Personnel are required to report any defects to the Director and not to use any items that are in poor condition.

### Use of Abrasive Wheels

Abrasive wheels are used by the Company on occasions and can be particularly hazardous. For this reason, only persons trained in the mounting and use of abrasive wheels will be permitted to use them on site. Discs will be kept in a safe place and discarded as soon as they begin to show signs of excessive wear or unevenness of edge.

PPE will be provided and worn by those using abrasive wheels. If following risk assessment, others who have to work in the vicinity may be at risk from flying debris, then screens will be considered, or PPE provided to those working in the area. Eye protection to be worn must comply with BSEN 166B.

Dust will be controlled, wherever possible, by damping down the cutting operation. Most disc cutters are fitted with hose attachments and if they are fitted, they should be used. Where water suppression is not an option, then vacuum systems will be used. Dust masks to a suitable standard (FFP3) will always be worn in order to reduce the risk of respiratory health illnesses.

## **Plant and Equipment**

The proper selection and maintenance of mechanical plant and equipment and the provision of information, instruction and training in their use are the requirements of the Provision and Use of Work Equipment Regulations 1998.

The selection of plant and machinery will be the responsibility of the Director, who will ensure that it is suitable for its purpose and that the work area, ground conditions and public safety have been considered prior to it starting work.

Only authorised persons will be permitted to operate plant. Authorisation will only be given to operatives in possession of a certificate of training achievement (CPCS) issued by the CITB or equivalent certificate issued by a recognised training authority.

The Working Foreman will ensure copies of certificates of conformity and thorough examination of all items of plant, where appropriate, and CPCS cards and certificates of competence are inspected before commencing work.

## **Work at Height**

The Work at Height Regulations 2005 require a risk assessment to be carried out prior to starting any work at height. If, as a result of the assessment, there is no alternative to working at height, then suitable work equipment will be selected, taking into account the nature of the work. The Company, therefore, may use various different methods to achieve this.

### Scaffolding

In the event scaffolding is provided for use by the Company personnel, then checks will be made to ensure the scaffold has been erected by a competent organisation and that the scaffold has been regularly inspected and that the scaffold register is up to date. Authorisation from Director must be gained before using any scaffold.

Wherever possible, scaffolds will be erected in accordance with NASC guidance TG20:13, which provide compliant scaffolds designed in accordance with BS EN 12811-1 Temporary Works Equipment – Scaffolds. Compliance sheets will be held on site, for the type of scaffold provided, to ensure a competent person can inspect the scaffold in accordance with the relevant compliance sheet.

Any scaffolds that need to be provided that cannot be erected in accordance with TG20:13, will require a bespoke design. No one will be permitted to access the scaffold, until a copy of the design is provided to site and an initial check has been made to ensure compliance.

A competent person should regularly inspect the scaffold in order to comply with the Work at Height Regulations 2005. This inspection will take place:

- following completion of any section of scaffold.
- following any event likely to have affected the stability of the scaffold structure, such as severe weather or being struck by plant.
- following any addition or adaptation.
- no more than every 7 days.

### Mobile Access Towers

For short term working at height and where scaffolding is not practicable, then mobile access towers will be considered to provide a safe place of work.

The Director will ensure that the manufacturers' instruction manual is provided which explains the erection sequence, including any bracing requirements. If the tower has been hired, the hirer has a duty to provide this information. This information will be passed on to the person erecting the tower, as this will differ slightly depending on the manufacturer.

Mobile access towers will only be erected following a safe method of work and by a competent person who is trained to the standards required by the Prefabricated Access Suppliers' and Manufacturers' Association (PASMA).

### Mobile Elevated Work Platforms (MEWP's)

The selection of mobile elevated work platforms (MEWP's) will be the responsibility of Director, who will ensure that it is suitable for its purpose and that the work area, ground conditions, overhead obstructions and public safety have been considered prior to it starting work.

Only authorised persons will be permitted to operate MEWP's. Authorisation will only be given to operatives in possession of a certificate of training achievement issued by the International Powered Access Federation (IPAF) or equivalent certificate issued by a recognised training authority.

#### Other Access Equipment

When work at height is to be carried out from any other form of access equipment, a risk assessment will be carried out to determine the most suitable. The risk assessment for the work will state what access equipment is to be used. Risk assessments are to be found in section 4a of the SMS. Access equipment for working at height will include;

- podium steps.
- proprietary plastic hop ups.
- step ladders.

The task risk assessment will state what has been deemed to be the most suitable equipment for the job. Wherever possible, falls will be prevented by the use of working platforms with handrails.

### **Driving at Work**

Colorare Ltd understand our responsibilities to ensure the safety of employees while they are driving on company business and will follow the advice given in the HSE/ Department of Transport document INDG382 Driving at Work – Managing Work Related Road Safety.

The Company provides all personnel, expected to drive as part of their work, with a procedure based on the above document, which details their responsibilities when driving at work.

Steven Thorne will carry out regular monitoring of the procedure for driving at work to ensure its effectiveness and to ensure all documentation is up to date.

### **Housekeeping**

Good housekeeping is essential in reducing slips, trips and falls at any work location. All work activities will be carefully planned to ensure the work areas are not overcrowded with people, machinery and tools, etc. The need for good housekeeping will be included in risk assessments and may include the management of people, tools, trailing leads, waste, etc.

All work areas will be regularly tidied up during the course of the works to prevent any build-up of debris, clutter, etc.

It is the responsibility of all personnel to keep their work area tidy and orderly throughout the work period, and this is emphasised during the Company induction.

The Working Foreman will ensure that arrangements are in place for the removal of accumulated waste in bins, skips, etc., and also to ensure that provision is made for safe and defined stacking of materials and storage of equipment.





## Safety Policy Communication

It is the duty of every employer to prepare and update as necessary a policy for health, safety and welfare. It is also a duty for employers to communicate this policy to their employees.

For the purposes of ensuring safety on site, both employees and contractors will be expected to read, understand and adhere to this policy.

It is important that you read through the policy carefully, as it will contain important information on the Company's safety procedures and safe systems of work. It also contains responsibilities that you must undertake and comply with.

If you have any questions about the safety policy, please ask Steven Thorne. If you have any suggestions as to how safety could be improved for this company, please pass these on also.

After you have read through this safety policy, please detach this sheet, sign and date it and pass it back to Steven Thorne.

<b>Name:</b>	
<b>Date:</b>	
<b>Occupation:</b>	
<b>Signature:</b>	