



## Health and Safety Policy

This is the health and safety policy of Beech Web Services Ltd.

### Part 1: Statement of Intent

Our health and safety policy is to, so far as is reasonably practicable:

- Prevent accidents and cases of work related ill-health.
- Manage health and safety risks in our workplace.
- Provide such information, instruction, training and supervision necessary to ensure that our employees are competent to undertake their work.
- Consult with our employees on matters of health and safety.
- Encourage all employees to engage in maintaining safe working practices.
- Provide and maintain safe work equipment.
- Provide all necessary Personal Protective Equipment.
- Ensure that all substances are used, stored and handled safely.
- Maintain safe and healthy working conditions.
- Implement all necessary emergency procedures, including evacuation procedures in the event of fire or other significant incident.
- Ensure that adequate provision is made for welfare facilities and that adequate first aid provisions are made.
- Review this policy annually and revise whenever there is a change in circumstances, in work practices or the introduction of new legislation affecting the policy, so as to ensure that these standards of health and safety are maintained.

Signed:



**Print name:** Beech Web Services Ltd

**Date:** 25/08/2023

**Date for next review:** 25/08/2024



## Part 2: Responsibilities for health and safety

Overall responsibility for health and safety: **Roz Healey, Director**

Day-to-day responsibility for ensuring that this policy is put into practice: **Roz Healey, Director**

Additionally, all employees must:

- cooperate with supervisors and managers on health and safety matters;
- take reasonable care of their own health and safety; and
- report all health and safety concerns to an appropriate person (as detailed above).

## Part 3: Arrangements for health and safety

- **Risk Assessment**  
Appropriate risk assessments will be completed, kept under review and their findings implemented.
- **Communication of policy**  
A copy of this policy is available on the company website.
- **Training of employees**  
Training shall be provided on induction and on exposure to new or increased risks, for example following the introduction of new equipment, technology or systems of work. Refresher training shall be repeated periodically. Records of all training shall be kept.
- **Consultation with employees**  
Consultation with staff on health and safety matters will take place routinely as they arise and following any review of health and safety matters where changes are required.
- **Fire Safety**  
A fire risk assessment has been carried out for the site by SIS Projects Ltd.
- **Manual handling assessment and policy**  
Employees will not be required to undertake any manual handling of equipment.
- **Public safety assessment and procedures**  
A risk assessment has been carried out for members of the public on site by SIS Projects Ltd.



- **Evacuation & Emergency Procedures**

In the event of an emergency, the fire alarm will sound and a designated person will ensure the evacuation of all persons present on site to their assembly point, contact the emergency services when required and ensure compliance with any relevant emergency procedure.

Staff shall be informed of the emergency procedures on induction and reminded each year. The emergency evacuation procedure is provided by SIS Projects Ltd.

- **Accident and investigation Procedures**

Where there is an accident or incident at work, an accident or incident report must be completed. Any accident at work or in connection with work (whether involving an employee, visitor or other person), must be reported immediately to the appropriate person who shall arrange for the accident to be investigated and an accident report prepared, recommending means of preventing re-occurrence where appropriate.

Where the accident or incident is of a type that needs to be reported under Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).

- **Work equipment selection and maintenance**

All work equipment provided by the employer for use at work shall be:

- suitable for the intended use;
- safe for use, maintained in a safe condition and, in certain circumstances,
- regularly inspected;
- used only by people who have received adequate information, instruction and training; and
- accompanied by suitable safety measures, e.g. protective devices, markings, warnings.

All equipment used must be maintained in a safe condition and in good repair. Where necessary, equipment shall be inspected to ensure that it is safe for use without risk of injury or damage and appropriate records shall be kept up to date. The use of any equipment that is not owned by the employer must be authorised in advance.

- **Protective Equipment**

Personal Protective Equipment (PPE) appropriate for the risks involved and suitable for the task and the person undertaking it will be supplied and must be used whenever there is a risk to staff's health and safety which cannot be adequately controlled by alternative means. Where PPE is required it shall be provided at the employer's cost and must be used by staff in accordance with any



manufacturer instructions and any directions and training given. Any defects in PPE must be reported immediately on discovery.

- Hazardous substances (COSHH), assessment and control measures  
Staff will not be required to work with hazardous substances.
- **Display Screen Equipment (DSE) assessment / provision**
  - The workstation of anyone who uses display screen equipment for a significant amount of time (two or more hours per day) will be assessed (and where necessary adapted) to ensure that its design and layout will avoid visual fatigue and back, shoulder, neck, arms, legs and wrist aches. Adequate chairs, work surfaces and equipment shall be provided.
  - Periodic breaks from using the equipment are encouraged.
  
  - On request, once a year, a voucher (or reimbursement of cost on production of a receipt) for an eye and eyesight test by an optician will be provided. If special corrective appliances for display screen work only are required and a normal appliance cannot be used, the employer will bear the cost of a basic appliance (e.g. the least expensive frame and basic lenses).
  - Where necessary, training on the safe use of display screen equipment shall be made available.
- **Welfare provisions**  
Adequate provision will be made for welfare facilities at all sites.
- **First aid provisions**  
Adequately stocked first aid boxes are kept on site. All First Aiders shall receive first aid training, attend refresher courses, pass all the necessary qualifications and hold a current First Aid at Work certificate.