



Policy document

Health and Safety Policy

Type	Staff Handbook
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Owner	Group HR Manager

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GENERAL POLICY STATEMENT

The Dealer Principal with the Board of Directors and management team of Sparshatt Truck & Van Ltd are committed to the principles contained in the Health and Safety at Work Act 1974. We recognise the company's responsibilities for ensuring the health, safety and welfare of employees whilst at work, and our duty of care towards others who may be affected by our undertakings.

It is the company's policy to do all that is necessary to prevent personal injury, ill health, damage to property and equipment and to protect everyone from foreseeable work hazards.

This policy also extends to non-employees of Sparshatt Truck & Van Ltd, insofar as they may be affected by the undertakings of the company and its products.

In particular we will, so far as is reasonably practicable, provide and maintain:

- Plant, equipment and systems of work that are safe and without risk to health, safety and welfare.
- Safe arrangements for the use, handling, storage and transportation of articles and substances.
- Sufficient information, instruction, training and supervision to enable employees to avoid hazards at work, and to contribute positively to the health, safety and welfare of themselves and others.
- A safe place of work and safe means of access and egress.
- A safe and healthy working environment.
- Adequate welfare facilities.

We will make available all necessary safety devices and protective equipment. The company will maintain a constant and continuing interest in all health, safety and welfare matters applicable to Sparshatt Truck & Van Ltd.

This policy will be revised: when there are major changes in the size and nature of the business, when necessary to take into account new legislation, and following any significant health and safety-related incident or near-miss.

To ensure that the policy remains up to date, it will be formally reviewed at least once per year.

Steve Rooney – Dealer Principal – Sparshatt Truck & Van Ltd

SAFETY ORGANISATION - RESPONSABILITIES

The following defines the responsibilities and authority at each level of management, and of all employees, to ensure that the objectives of the General Policy Statement are achieved.

The Dealer Principal together with the Board of Directors

Who has overall responsibility for the health and safety performance of the company, will:

1. Oversee the effective application of the Health and Safety Policy.
2. Ensure that adequate funds and facilities are available to meet the requirements of the Health and Safety Policy.
3. Ensure that any significant accident or incident is formally reported, recorded and investigated.
4. Review health, safety and welfare standards and practices within the company on a regular basis.
5. Ensure that the company disciplinary procedure is adequate to deal with those who breach the company Health and Safety Policy.

The Group HR Manager

Who is accountable to the Dealer Principal for implementing and monitoring the company's Health and Safety Policy, will:

1. Read, understand and implement the Health and Safety Policy.
2. Be responsible for ensuring that, where appropriate, rules and safe working practices are developed, formalised and implemented.
3. Bring the Health and Safety Policy to the notice of all members of staff.
4. Ensure that all safe working rules and practices are brought to the notice of staff and are complied with at all times.
5. Provide sufficient safe plant and safe systems of work covering all activities carried out by members of staff.
6. Provide adequate arrangements for the safe use, handling, storage and transportation of articles and substances by employees.
7. Investigate accidents, near-misses and dangerous occurrences and evaluate practical means of preventing a reoccurrence.
8. Ensure that statutory form F2508 is available, and that all reportable accidents and incidents (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations

1995) are reported to the enforcing authorities.

9. Report to the Dealer Principal on the effectiveness of the Health and Safety Policy.
10. Maintain liaison with official organisations and professional bodies.
11. Maintain a health and safety information library.
12. Seeking the advice of external specialists as and when required.
13. Keep records relating to the health and safety performance of the company.
14. Ensuring that all who purchase products or contract services on behalf of Sparshatt Truck & Van request relevant health and safety information from the supplier. Thereafter, establishing that all such products and services comply with current health and safety legislation.

The General Manager or Site Manager

Has responsibility for:

1. Providing staff with the necessary information, instruction, training and supervision.
2. Ensuring that all employees have a safe place to work, with safe means of access and egress.
3. Maintaining a safe working environment and adequate welfare facilities.
4. Acting immediately upon any observed or reported breach of the safety rules.
5. Encouraging staff to identify and report any hazards or risks that may require attention.
6. Arranging for any health and safety training that is needed, and reviewing the health and safety training needs at regular intervals.
7. Reporting any accidents, near-misses or dangerous occurrence to the Group HR Manager
8. Seeking the advice of external specialists as and when required.
9. Taking steps to promote health and safety awareness amongst employees.

All Employees

Have responsibility to comply with the company Health and Safety Policy, and as a condition of employment must:

1. Take reasonable care for the safety of themselves and other persons.
2. Understand, obey and use the safety rules and practices relating to their work.
3. Maintain all tools and equipment, and keep them in a clean, tidy and safe working condition.
4. Draw to the attention of the relevant manager any significant safety risks.
5. Report all accidents, even if no-one was injured, and report any first-aid equipment used from the first-aid box.
6. Wear the safety footwear and other protective clothing provided.
7. Familiarise themselves when working on sites, e.g. sewage works, water works etc, with any local safety rules and regulations.
8. Report to management any defects in tools or equipment.
9. Avoid improvisation, short cuts and deviation from approved work methods as this entails unnecessary risks.
10. Bring forward any constructive suggestions about ways of eliminating hazards and improving the standards of health and safety.
11. Ensure that all necessary inoculations have been obtained before working on sewage works, water works, etc.
12. Take all necessary steps to enable the company Health and Safety Policy to be implemented in an effective way.

ARRANGEMENTS FOR HEALTH AND SAFETY OF EMPLOYEES

1. ABRASIVE WHEELS

1. It is the policy of Sparshatt Truck & Van Ltd to take all necessary steps to safeguard those who use abrasive wheels, and those who may be in the vicinity.
2. The company will ensure that persons required to operate or change an abrasive wheel are given appropriate training.
3. No employee may operate, change or dress an abrasive wheel unless they are in possession of a valid certificate of training.
4. Safety goggles will be provided by the company and must be used at all times that the wheel is operating.
5. Users must have regard for other people who may be in the immediate vicinity, and who do not have protective equipment.
6. Guarding must be kept in place and must not be circumvented.
7. Any defect in the wheel or its mounting must be brought to the attention of a responsible person without delay.
8. Waste materials must not be left to accumulate.

2. ACCIDENTS AT WORK

1. This policy outlines the procedures which are to be adopted when any employee, visitor or contractor suffers an accident during the course of their employment or whilst on site. The same principles apply when an employee, visitor or contractor has experienced a near-miss or dangerous occurrence.

For the purposes of this policy, brief definitions and examples of an accident and a near-miss are given below:

2. **Accidents**
Are unplanned events which cause injury to persons, damage to property or a combination of both. Examples include: cuts, bruises, fractures, falls, effects of exposure to substances, damage to property.
3. **Near-misses**
Are unplanned events which did not cause injury or damage, but could have done so. Examples include: items falling near-by to personnel, short-circuits on electrical equipment, tripping over objects.
4. **Accident Reporting**
 - a) All accidents must be recorded by completing the Accident Form available via the intranet.

- b) All Accident Form submissions will be regularly reviewed to ascertain the nature of incidents which have occurred in the workplace. This review will be in addition to an individual investigation of the circumstances surrounding each incident.
- c) All near-misses must be notified to management as soon as possible and the Near-Miss Form completed so that action can be taken to investigate the causes and to prevent recurrence.
- d) Completed Accident and Near-Miss Forms will be retained for at least three years.

5. Details to be recorded:

- a) the date and time of the incident.
- b) the full name and address of person(s) affected.
- c) the person completing the entry if different from the above.
- d) occupation of person(s) affected.
- e) the nature of injury or condition.
- f) place where the accident or near-miss occurred.
- g) a brief but clear description of the circumstances.

6. Reporting Procedure – Staff

- a) Completing an Accident Form insures all accidents or dangerous occurrences are reported to a responsible person. Injuries which occur whilst carrying out work duties off-site must be reported in the same way, and the occupier of the site should be advised accordingly.
- b) If an injury renders an employee unable to complete the Accident Form, this should be completed by a witness, or someone who is able to enter an account of the incident. The employee's account must be entered as soon as possible after the event. Employees must ensure that they are aware of the location of the Accident Form on the intranet.
- c) All accidents and near-misses must be recorded, however minor. Unless the company are informed of these incidents, we will be unable to take remedial action.
- d) An injury may be dealt with by a first-aider or an appointed person. However, if an emergency arises, an ambulance must be called at the first opportunity. Any incident involving an emergency must be reported to senior management

immediately.

- e) Where an accident results in absence from work, employees must notify the Group HR Manager at the earliest opportunity.
- f) Employees who are absent as a result of an accident at work must keep their manager or HR informed of their progress, up to and including a return to normal duties.

7. Reporting Procedure – Managers

- a) If someone under your jurisdiction reports an injury, damage incident or near-miss whilst carrying out their duties, you must take responsibility for investigating the circumstances, arranging remedial measures and ensuring that appropriate records are maintained.
- b) If the incident is reportable under The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR), the local enforcing authority must be informed on a prescribed form (F2508) within ten days.
- c) Major incidents (as defined in RIDDOR) must also be notified to the enforcing authority straight away by telephone. A photocopy of the completed form should be kept for company records and to advise the insurers of a potential claim.
- d) The manager must keep records of any developments to the injured persons' health, up to and including a return to normal duties.
- e) The manager must check that self-certification process submitted via Zoho (Self Service System) by an injured employee is completed to reflect that the absence was caused by a work accident.
- f) Each manager is responsible for assisting contractors and visitors in complying with company policy regarding accident reporting, whilst on company premises.

8. Accident Reporting Procedure - Visitors/Contractors

- a) Any non-employee who experiences an accident or near-miss incident whilst on the premises must report the incident immediately to the person responsible for their presence on site.
- b) If the person responsible is not available, the visitor/contractor must obtain the assistance of a responsible person to ensure that company procedure is adhered to.
- c) All injuries must be reported, however minor. If the visitor/contractor is unable to enter their own account, they must arrange for another person to

complete the form on their behalf. The visitor/contractor should also notify their own employer where applicable.

9. Actions in the event of an accident
 - a) Obtain treatment for the injury from a first-aider or another appointed person.
 - b) Clear away any debris following the incident where this is necessary to safeguard other personnel in the vicinity (except where the accident resulted in a major injury, in which case the scene should be left undisturbed until advised otherwise by the enforcing authority).
 - c) Report the accident using the Accident Form
 - d) Inform your manager (or a responsible person) of the incident so that an investigation can be carried out.
 - e) Keep the company informed about any after-effects of the incident, including periods of total or partial incapacity for work.

3. CATERING AND VENDING

1. It is the policy of Sparshatt Truck & Van Ltd to ensure that employees have reasonable access to enable them to prepare hot food and drinks during working hours.
2. The place for taking meals should be away from the normal place of work except in exceptional circumstances.
3. Any persons entering into a commercial arrangement to bring prepared foods such as sandwiches or buffets into the premises must ensure that the food provider has a valid licence from the local authority.
4. Self-Catering Facilities
 - a) Self-catering facilities (e.g. kettle, microwave oven, refrigerator) are provided at some locations for the use of employees.
 - b) Employees must give due care and consideration for the safe use of catering equipment, and may only use this for the intended purpose and in accordance with the manufacturer's instructions.
 - c) The company may impose certain restrictions on the hours that catering facilities may be used.
 - d) Staff may not bring their own kettles or catering equipment to work without the express consent of a responsible person.
5. Vending machines may be provided in suitable locations for the use of employees. These will be regularly re-stocked, cleaned and maintained to ensure that the highest

possible standards are achieved.

6. Smoking limitations and high standards of hygiene must be observed in all areas where catering facilities are provided.
7. Suitable fire extinguishers will be installed in any area where cooking facilities are provided.
8. Defects in facilities and equipment must be reported to a responsible person immediately.
9. Microwave ovens should be checked periodically to ensure that there is no radiation leakage at seals.
10. Any case of illness that may be attributable to food hygiene problems at work must be notified without delay to a responsible person.
11. Safety in the use of catering equipment:
 - a) Check all equipment before use to ensure that there are no visible defects. Do not use anything where a defect has been found or is suspected.
 - b) Read and comply with all safety instructions relating to the equipment used.
 - c) Do not touch plugs or other electrical equipment whilst hands are wet, or when the equipment is in contact with a wet surface.
 - d) Clean up any spillages from floors and work surfaces immediately.
 - e) Do not use a microwave oven without fully reading and understanding the operating instructions.
 - f) Do not overfill any kettle or other receptacle.
 - g) Throw away unwanted foods and food that has exceeded the shelf life. Do not leave this in cupboards or in the refrigerator.
 - h) Comply with instructions regarding smoking and hygiene standards where these apply to food preparation areas.
 - i) Make sure that you leave an area in a clean and tidy condition.
 - j) Do not leave cooking equipment unattended whilst in use.
 - k) Report any defects or problems to a responsible person immediately.
 - l) Ensure that the highest possible standards of personal hygiene are maintained whilst handling or working near foods.

- m) Cover open wounds, cuts and abrasions with suitable waterproof dressings.
- n) Ensure all food is stored in sealed containers and not left out on worksurfaces

4. USE OF CONTRACTORS

1. It is the policy of Sparshatt Truck & Van Ltd to ensure that any contractor used is competent for the task.
2. All potential contractors will be required to produce evidence of current and relevant insurance cover.
3. Contractors must advise the company in advance of any health and safety risks likely to be created by their activities.
4. Sparshatt Truck & Van Ltd will advise the contractor of any significant hazards that may be encountered on site.
5. Contractors must be able to produce evidence that they are complying with health and safety law. This may include sight of risk assessment records, records of test for electrical equipment, method statements etc.
6. A contractor must adopt health and safety standards that are at least equal to or, more stringent than, those operated by Sparshatt Truck & Van Ltd.
7. Failure to adhere to safe systems of work, or contravention of any company rule, will be deemed to constitute a fundamental breach of contract.
8. A nominated person at each Sparshatt Truck & Van location will be responsible for co-ordinating the activities of contractors.
9. Contractors operating in an unsafe manner are liable to be escorted from site.
10. A written document should be given to each contract company to outline our rules. The following sample document should be modified to suit each Sparshatts of Kent location as appropriate:

RULES FOR CONTRACTORS

Fire Alarms

Notices are displayed to indicate the action to be taken in the event of an emergency. It is essential that contractors and sub-contractors' personnel are fully conversant with emergency procedures and that they react quickly and safely when the alarm sounds.

Contractors are obliged to familiarise themselves with escape routes. They are to be kept free from obstructions at all times.

It is of paramount importance that fire lanes and fire extinguishers remain unobstructed and available for immediate use in the event of a fire. Extinguishers must be available for use at all times.

Electrical Equipment

Any electrical equipment, tools etc, introduced by a contractor and/or sub-contractor to our premises, must comply with required safety standards. Use of equipment must be in accordance with regulations.

Safety Equipment

Contractors and/or sub-contractors are required to comply with Health and Safety Regulations and Codes of Practice relating to the tasks for which they have been engaged.

Noise

Contractors and/or sub-contractors, employed within our premises, must avoid creating excessive noise. Work which cannot be carried out without high levels of noise or vibration must not commence without agreement from management. Under no circumstances must any statutory noise levels be exceeded.

Site Maintenance and Clearance

During work, the contractor and/or sub-contractor must maintain a safe working environment with the minimum disturbance, dust, and noise. At the end of each working day, the site must be cleared of all surplus materials and rubbish, and left clear of hazards.

Compliance

Contractors and/or sub-contractors who do not comply with the law, Codes of Practice or our policy relating to the tasks for which they have been engaged, may be asked to leave site. Failure to observe any rules may also result in individual operatives being instructed to leave. Ignoring safety rules will be viewed as a breach of contract.

5. DISPLAY SCREEN EQUIPMENT

1. It is the policy of Sparshatts of Kent to take all reasonable steps to secure the health and safety of employees who work with display screen equipment (DSE).
2. The company acknowledges that health and safety hazards may arise from the use of this equipment. It is our intention to ensure that any risks are reduced to a minimum.
3. Whilst it is generally recognised that the use of display screen equipment can be undertaken without undue risks to health, it is appreciated that some employees may have genuine reservations and concerns. The company will seek to give information and training to enable a fuller understanding of these issues.
4. The company will:
 - a) Support the employee to carry out an assessment of their workstation, taking

into account; the display screen equipment, the furniture, the working environment, the worker.

- b) Take all necessary measures to remedy any risks found as a result of the assessment.
 - c) Take steps (if found necessary) to incorporate changes of task within the working day, to prevent intensive periods of on-screen activity.
 - d) Review software to ensure suitability for the task.
 - e) In the case of those defined as "DSE users", meet the cost of eye and eyesight tests, at regular intervals thereafter and where a visual problem is experienced.
 - f) Arrange for the free supply of one pair of corrective appliances (i.e. glasses) where required by DSE users (as defined) specifically for working with DSE.
 - g) Advise all staff of the possible risks to health and how these are to be avoided.
5. Where an employee raises a matter related to health and safety in the use of DSE, the company will:
- a) Take all necessary steps to investigate the circumstances.
 - b) Take corrective measures where appropriate.
 - c) Advise the employee of actions taken.
6. The company will give sufficient information, instruction and training as is necessary to ensure the health and safety of workers who use DSE.
7. Where a problem arises in the use of DSE, the employee must adopt the following procedures:
- a) Inform a responsible person immediately.
 - b) In the case of an adverse health condition, advise your line manager and their own General Practitioner.
8. DSE users will be invited to assist the company in providing a comfortable and safe working environment. Badly adjusted furniture or equipment can result in discomfort and can even lead to disability in extreme circumstances. Poor work design and unsuitable posture can cause or aggravate these conditions. Unnecessary discomfort can be avoided by adopting the following simple precautions:
- a) Make sure that all your furniture and equipment is functioning correctly.

- b) Adjust furniture and equipment so that you are comfortable when working.
 - c) Take the opportunity to vary activities, breaking up long periods of DSE work.
 - d) Use your entitlement to eye and eyesight tests.
 - e) Report symptoms of discomfort or ill health as soon as you are aware of them.
 - f) Inform your Supervisor of your training needs.
 - g) Do not tamper with electrical equipment - ask for assistance.
9. Each employee who uses DSE will be given such training and information as necessary to enable him or her to work without risk to health. Any training will also cover the provisions of this Policy.

A. Support towards costs/equipment

- Costs of testing
The costs of eyesight tests will be met, typically via SimplyHealth cash back scheme. For employees who are not part of SimpleHealth will need to request reimbursement via our expenses process
- Supply of glasses
Where glasses are found necessary, specifically for the use of DSE, the company will contribute £69 towards the purchase. This can be used to obtain a standard frame and lenses, or be put towards a more expensive model. Evidence of intended purchase must be produced.
- Care and replacement of glasses
The employee is personally responsible for the safekeeping of glasses. It is an offence to interfere with, or misuse, anything provided in the interest of health and safety. Employees are expected to show the same degree of care for glasses as for any other item of company property. Anybody failing to observe this requirement may be subject to disciplinary procedures.

Where there is a change in the employee's visual defect, and this results in a change to prescription requirements, the company will bear the cost of replacement subject to the procedures outlined above.

B. Rest Breaks

The purpose of a break from DSE work is to prevent the onset of fatigue. To achieve this objective, the company will seek to incorporate changes of activity into the working day.

C. Radiation and Pregnancy

Employees using DSE are not at risk from radiation. Scientific research has concluded that such concerns are unjustified. No adverse health effects have been found to arise from the use of DSE. Thus, there is no reason for a person who is pregnant, or is seeking to become pregnant, to avoid working with such equipment.

The company acknowledges that some employees may not be fully convinced by these assurances. It is recognised that, where an employee has a genuine concern, this can contribute to stress and ill-health. The policy is therefore that any pregnant employee may request a temporary transfer, or a reduction in the volume of DSE work that they undertake. No guarantee can be given; however, such requests will receive full and proper consideration and will be granted, where this can be achieved without disruption of the company's operations.

6. ELECTRICITY AT WORK

1. It is the policy of Sparshatt Truck & VanLtd that installation and maintenance and use of electrical systems may only be carried out by authorised and competent persons.
2. Definitions:
 - a) Electrical System:
Any constituent part supplying or using power, e.g. conductors, switchgear, transformers, lighting, electrical apparatus and equipment.
 - b) Authorised Person:
Someone acting in the knowledge and with the permission, or upon instruction, of management.
 - c) Competent Person:
Someone who has sufficient knowledge, experience and understanding of electricity and the electrical system to enable (1) recognition of hazards and any necessary precautions (2) the ability to recognise whether it is safe for work to commence or continue.
3. Electrical systems must be of such construction as to prevent, so far as reasonably practicable, danger arising. Consideration must be given to the likely load and fault conditions, electrical protective devices, environmental factors, ease of testing and maintenance.
4. Electrical systems must be subjected to effective and regular maintenance, with adequate records to enable monitoring of maintenance history. Equipment must be checked and serviced to the manufacturer's recommendations.
5. Fixed cabling must be subject to a visual examination by a competent person on an annual basis. Cables and their routes must be readily identifiable. The security and condition of electrical wiring must be inspected as part of the quarterly departmental inspection routine.
6. An annual assessment must be made by a competent person, to ensure that power

circuits are not in danger of being overloaded by the demands upon them.

7. All portable apparatus will be tested by an approved contractor at appropriate intervals, identified by a sticker and logged in a register. This will contain the inspection record and dates of recall.
8. A competent person will determine the frequency of re-test, based upon type of use. In the interim, portable apparatus must be visually examined for defects by a competent person prior to issue and upon return.
9. Plugs and sockets must be checked annually by a competent person. The check must include security of connections, condition of wiring, physical integrity, suitability of fuse. If power leads are detachable, they these must be subject to separate maintenance and checking.
10. Electrical switchgear and riser cupboards must be kept locked. Each switch must be marked to identify the circuit it controls.
11. Every electrical system must have an adequate means of switching off the supply.
12. Insulating mats should be sited in front of main electrical switchgear panels.
13. Persons engaging in electrical work must ensure that disconnection of supply has been achieved. The system must be proved dead before work commences. Lock-off systems must be used where there is a risk of accidental or unintentional re-energising of a circuit.
14. Only wooden ladders are to be used by those undertaking electrical work at heights.
15. Metal ladders may not be stored in any electrical switchroom.
16. Accompanied working, i.e. somebody standing by who is not directly engaged in the work, is only worthwhile if that person can contribute significantly to ensuring the prevention of injury.
17. Live work is only permitted where **all** the following apply:
 - a) It is unreasonable for the live part to be made dead.
 - b) It is reasonable in all the circumstances for work to be carried out on or near the live part.
 - c) There is use of appropriate protective clothing, insulated tools and equipment.
 - d) There is use of appropriate test equipment.
 - e) There is effective control of the work area, including prevention of unauthorised access.

18. All electrical contractors, or other contractors likely to engage in electrical work, must:
 - a) Be registered with the National Inspection Council for Electrical Installation Contractors (NICEIC) or equivalent.
 - b) Inform ABC management of, and obtain agreement for, their proposed method of work.
 - c) Inform management of any hazard likely to arise as a result of the contractors' activities.
 - d) Comply in every way with Sparshatt Truck & Van Ltd health and safety standards and requirements.
19. Employees may only use electrical equipment for which they have received adequate training, and where they are authorised to do so.
20. No person may attempt to install, repair, service or alter any electrical appliance, plug, wiring configuration etc, unless they are both competent and authorised.
21. Items of electrical equipment that are not owned by Sparshatt Truck & Van (e.g. radios, shavers etc) may only be connected to the electrical system with prior permission, and will be subject to the same electrical test and inspection regime as if owned by the company. The company reserve the right to pass on any costs arising for the testing of personal appliances.

7. FIRE PREVENTION AND PRECAUTIONS

1. It is the policy of Sparshatt Truck & Van Ltd to take all necessary measures to prevent an outbreak of fire, and to ensure the safety of staff if a fire should occur.
2. Fire Precautions
 - a) Exits and exit routes must be clearly marked and must not be obstructed nor locked at any time during working hours.
 - b) All fire extinguishers must be unobstructed and positioned on routes of exit.
 - c) Fire equipment will be inspected and maintained by an authorised contractor at intervals of not more than 12 months.
 - d) Between annual inspections, and as the occasion arises, the company will designate a person to be responsible for ensuring that used/damaged/missing fire extinguishers are replaced.
 - e) Any damage found to any item of fire equipment is to be reported at once to a responsible person.
 - f) Smoking is permitted only in designated areas.

- g) All sources of ignition must be removed from the vicinity of flammable liquids or vapours.
- h) Waste materials must not be allowed to accumulate in such a way as to create a fire risk.
- i) Any damaged or defective smoke detector or alarm call point must be repaired/replaced as a matter of the greatest priority.
- j) The fire alarm system will be checked weekly at a regular time during working hours by operation of manual call points. A different call point will be tested on each occasion, by rotation.
- k) Fire marshals must check audibility of the alarm during weekly tests and must report inaudibility to a responsible person.
- l) Staff must be aware that the fire alarm can sound for various reasons: fire, fire drill, bomb threat, false alarm, malfunction, vandalism etc, so every sounding of the alarm must be taken seriously.

3. Fire Drills

- a) The objectives of holding practice evacuations are to test the effectiveness of the system, to familiarise staff and to identify where improvements may be required.
- b) A practice evacuation will be carried out not less than once per year, and more frequently if so, required by the Fire Certificate at any particular location.
- c) The organiser must obtain the active co-operation of other managers responsible for staff in the building.
- d) The organiser must obtain co-operation of the landlord's agent or caretaker in buildings where Sparshatt Truck & Van Ltd staff are tenants.
- e) The organiser must obtain the co-operation of the local fire brigade. They will need to know that it is a practice alarm and that large numbers of people may congregate in a public thoroughfare.
- f) Where the alarm system is directly linked into an external monitoring system, the operators of the system must be made aware of the test.
- g) Where considered appropriate, the fire authorities may be invited to monitor and advise on the effectiveness of the drill.
- h) The date and timing of the drill should take into account any special function of the staff working in the area to be evacuated, and should be agreed after discussion between the General Manager and fire marshals.

- i) Exemptions from participation by individuals should only be granted in essential and exceptional circumstances.
- j) Managers of departments should be advised of the drill where any persons may need special care and attention during evacuation, e.g. staff who have limited mobility, deafness, etc.
- k) The organiser should monitor the drill and meet afterwards with fire marshals to discuss the effectiveness of the exercise.
- l) The time of the evacuation should be kept away from the time of the weekly alarm test.

4. Duties of Fire Marshals

- a) The General Manger is consultation with the Group HR Manager is responsible for appointing an adequate number of fire marshals and deputies.
- b) When the fire alarm sounds, the fire marshal will walk the area to ensure that there is nobody within that area. The check will include toilets, plant rooms and any area not in direct view.
- c) If anyone is in difficulty, they should be assisted to a safe area (eg a stairwell) and left to be rescued by the emergency services.
- d) Fire marshals should go to the assembly point and report to the senior person. Give exact details of any problems, or persons who need assistance, so that the emergency services can be told. This will allow early search and rescue to take place.
- e) Conduct a roll call to establish that all staff and visitors have left the premises.
- f) Fire marshals must be prepared to return to a position outside a fire exit to stop people entering or returning to the building before authorised.
- g) It is essential that at no time the fire marshal puts themselves at risk.
- h) Ascertain whether the fire brigade have been called and make arrangements if they have not.
- i) When the emergency services arrive, liaison must be established with the Senior Fire Officer, and all the information received from fire marshals must be relayed to this Senior Fire Officer so that suitable action can be taken.
- j) Fire marshals will be guided by the Senior Fire Officer in relation to return into the building or further relocation from the assembly point.

5. Fire Procedures

- a) In the event of fire, do not panic and **do not take any personal risk**. If the fire alarm should sound, or if you are given instructions by a fire marshal or other responsible person, evacuate the building **immediately**.
- b) Leave the room, closing doors and windows behind you. Do not stop to collect your personal possessions.
- c) Sound the fire alarm from the nearest call point and inform a responsible person.
- d) If this is not possible, call the fire brigade by dialling 999.
- e) Do not stand and watch, nor make any attempt to remove vehicles or property.
- f) Do not use the lift.
- g) When the alarm sounds, go to the designated fire assembly point and wait there until everybody has been accounted for.
- h) Remember that no matter which fire exit you use, you must still go to the designated assembly point.
- i) Do not forget to help and guide visitors or contractors who may be in the building at the time.
- j) **If it safe to do so**, and only if you have been trained in the correct use of a fire extinguisher, attempt to tackle the blaze. Always sound the alarm first.

6. Fire Notice

This example should form the basis of notices at each depot and location:

IF YOU DISCOVER A FIRE

- 1. LEAVE THE ROOM CLOSING THE DOOR BEHIND YOU. OPERATE THE NEAREST FIRE ALARM.
LEAVE THE BUILDING BY THE QUICKEST MEANS.
- 2. PROCEED IMMEDIATELY TO YOUR DESIGNATED ASSEMBLY POINT WHERE A ROLL CALL WILL BE TAKEN.

ON HEARING THE FIRE ALARM

- 1. PROCEED IMMEDIATELY TO YOUR DESIGNATED ASSEMBLY POINT WHERE A ROLL CALL WILL BE TAKEN.
- 2. USE THE NEAREST EXIT.

3. DO NOT STOP TO COLLECT PERSONAL BELONGINGS.
4. DO NOT RE-ENTER BUILDING UNTIL YOU ARE TOLD IT IS SAFE TO DO SO.
5. DO NOT USE THE LIFT.

8. FIRST-AID

1. Sparshatt Truck & Van Ltd are committed to providing sufficient numbers of competent first-aid personnel to deal with accidents and injuries arising at work.
2. There should broadly be not less than one qualified first-aider per 50 staff, after taking into account planned and unplanned absences.
3. Details of the general arrangements for first-aid are highlighted below. These comply with statutory requirements, and with the specific needs of Sparshatts of Kent.
4. Specific arrangements to meet this policy must be put in place at each depot.
5. First-aid Personnel
 - a) First-aid personnel are employees who have volunteered for the role and who have been assessed as being suitable.
 - b) First-aiders are qualified personnel who have received training and undertaken an examination in accordance with Health and Safety Executive requirements.
 - c) Where there are insufficient numbers of volunteers, the company will nominate a person from each area to take charge of the situation where an employee becomes injured or ill and requires attention.
 - d) The appointed person need not necessarily always be a qualified first-aider but he/she will be given a clear indication of his/her responsibilities and the training required in order to effectively discharge them.
 - e) First-aid personnel will be provided with re-training at regular intervals in order to ensure that their skills are maintained.
 - f) The company will ensure that there are sufficient first-aid personnel within the workplace to adequately cover for every shift. This includes night shifts and weekend working (where relevant).
 - g) Notices will be displayed in all work places, giving the location of first-aid equipment and the name(s) and location(s) of personnel concerned.
6. It is unlikely that first-aid personnel rendering assistance to a colleague will become the subject of legal action because of a deterioration in the colleague's condition. However, the company has arranged to guard against this possibility by providing, through its insurance policies, indemnification for any member of staff who assists an

employee who becomes ill or is injured at work, either on or off the premises.

7. First-Aid Boxes

- a) First-aid boxes are provided within the workplace to ensure that there are adequate supplies for the nature of the hazards involved. All boxes will contain at least the minimum supplies which are required under law.
- b) Only specified first-aid supplies will be kept. No creams, lotions or drugs, however seemingly mild, will be kept in these boxes.
- c) Location of first-aid boxes will be clearly indicated on notice boards throughout the workplace.
- d) First-aid boxes will be maintained and re-stocked when necessary by authorised personnel. These personnel will be made aware of the local procedure for re-ordering supplies.

8. First-aid Travel Kits

Travelling first-aid kits will be made available for those members of staff who are required to work away from the normal workplace, or where access to facilities may be restricted.

9. Organisational Arrangements

The following arrangements should be made in order to ensure that suitable and sufficient provision of first-aid personnel and equipment is available at the workplace:

- a) First-aid personnel must remind the company when their certification period is nearing expiry.
- b) Management must ensure that all employees are familiar with the identity and location of their nearest first-aider and first-aid box.
- c) Name(s) and location(s) of first-aid personnel must be displayed.
- d) Information on notice boards must be updated to reflect any changes in location or changes in appointed personnel which may take place.
- e) It must be ensured that the contents of each first-aid box is regularly checked to establish that supplies are sufficient to meet requirements.
- f) Replacement supplies must be arranged immediately after equipment has been used.
- g) There must be easy access to first-aid equipment at all times.
- h) There must be arrangements to summon the emergency services where necessary.

- i) Details of all accidents must be reported and entered into the accident book.

9. FORKLIFT TRUCKS

1. It is the policy of Sparshatt Truck & Van Ltd to ensure that only trained and authorised personnel drive any forklift truck.
2. Those designated as drivers will be given written documentation to identify them as authorised persons.
3. Authorised drivers are responsible for carrying out routine checks to ensure that the vehicle is safe during normal daily use, and for using lift trucks in a responsible manner.
4. Riding on the forks of a lift truck is a serious risk. Employees who misuse lift trucks in any way are subject to disciplinary procedures.
5. The driver is responsible for the safe arrangements for recharging/refuelling the lift truck.
6. Drivers are required to be of a general health status that enables safe use of lift trucks and may be required to undergo medical examinations upon request.
7. Every driving accident that causes property damage or injury must be reported to a responsible person.
8. Drivers should remove keys from vehicles when not in use to prevent unauthorised use.
9. Any defect in a vehicle must be reported to a responsible person and the vehicle must not be used until it is safe to do so.
10. Drivers must not venture onto the public highway unless they are authorised to do so.

10. CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH (COSHH)

1. The policy of Sparshatt Truck & Van is to take all reasonable steps to prevent the exposure of staff and others to hazardous substances.
2. To achieve the above, the company will:
 - a) Compile and maintain an inventory of all hazardous substances used at work.
 - b) Obtain material safety data sheets for all these substances.
 - c) Arrange through the Departmental Manager to assess the risks to health from use, transport, storage and disposal of these substances.

- d) Keep written records of the assessment.
- e) Ensure that any and all relevant information, training and supervision is provided to staff who use, handle or in anyway come into contact with hazardous substances.
- f) The company will, through all its purchasing facilities, ensure that material safety data sheets are obtained for any new substances prior to use.

First-aiders will be given access to information from suppliers about recommended first-aid treatments following exposure.

This policy will be updated and reviewed as necessary, and not less than every five years.

11. MANUAL HANDLING

1. The policy of Sparshatt Truck & Van Ltd is to reduce the risk of manual handling injuries and to provide guidance on the measures that should be taken to ensure safe lifting and carrying at the workplace.
2. Statistics show that manual handling is one of the most common causes of absence through injury at any workplace. More than one third of lost time accidents are caused in this way. These injuries may often have long term effects and must be taken seriously. They are not limited to those engaged in strenuous handling activities.
3. The company will ensure that operations which involve hazardous manual handling are eliminated, so far as is reasonably practicable. Measures to achieve this include ergonomic design of the workplace and activity, and the provision of mechanical aids such as trolleys.
4. Assessment of Risk:
 - a) An assessment of manual handling activities will be carried out by a competent person.
 - b) Risks identified will be reduced to the lowest level reasonably practicable.
 - c) A written record will be kept of each assessment.
 - d) The following factors will be considered during the assessment:
5. Factors to be Considered:
 - a) Bending and stooping to lift a load significantly increases the risk of back injury.
 - b) Items should ideally be lifted from no lower than knee height to no higher than

shoulder height. Outside this range, lifting capacity is reduced and the risk of injury is increased.

- c) Where items are required to be lifted from above shoulder height, a foot stool or suitable means of access should be used.
- d) Items which are pushed or pulled should be as near to waist level as possible. Pushing is preferable, particularly where the back can rest against a fixed object to give leverage.
- e) Carrying distances should be minimised, especially if the task is regularly repeated. Repetitive tasks should be avoided wherever possible. Tasks which involve lifting and carrying should be designed in such a way as to allow for sufficient rest breaks to avoid fatigue. Avoid tasks which require twisting the body wherever possible.
- f) The load should be kept as near as possible to the body trunk to reduce strain.
- g) Loads must not be of such size as to obscure vision.
- h) An indication of the weight of the load and the centre of gravity should be provided where appropriate.
- i) Unstable loads should be handled with particular caution. The change in centre of gravity is likely to result in overbalancing.
- j) There must be a secure handhold, using gloves where necessary to protect against sharp edges or splinters.
- k) Consideration must be given to age, body weight, physical fitness and personal limitation.
- l) Employees must not attempt to handle loads which are beyond their individual capability. Assistance must be sought where this is necessary.
- m) Persons with genuine physical or clinical reasons for avoiding lifting should have these respected.
- n) Pregnant women should not be required to undertake hazardous lifting or carrying tasks.
- o) Individuals undertaking hazardous lifting or carrying will be given suitable instruction, training and information to undertake the task with minimum risk.
- p) There must be adequate space to enable the activity to be conducted in safety.
- q) Lighting, heating and weather conditions must be taken into account.

- r) Floors and other working surfaces must be in a safe condition.
 - s) Use of personal protective equipment whilst carrying out manual handling activities must not restrict safe and easy movement.
6. The company will ensure that:
- a) Manual handling assessments are carried out where relevant and records are kept.
 - b) Employees are properly supervised.
 - c) Adequate information and training is provided to persons carrying out manual handling activities.
 - d) Any injuries or incidents relating to manual handling are investigated, with remedial action taken.
 - e) Employees adhere to safe systems of work.
 - f) Safety arrangements for manual handling operations are regularly monitored and reviewed.
 - g) Employees undertaking manual handling activities are suitably screened for reasons of health and safety, before undertaking the work.
 - h) Special arrangements are made, where necessary, for individuals with health conditions which could be adversely affected by manual handling operations.
7. Employees must ensure that they comply with the following requirements:
- a) Report to management any personal conditions which may be detrimentally affected by the manual handling activity. These will be treated in confidence.
 - b) Comply with instruction and training which is provided in safe manual handling activities.
 - c) Never put their own health and safety at risk when carrying out manual handling activities.
 - d) Use equipment which has been provided to minimise manual handling activities.
 - e) Report any problems relating to the activity to a responsible person.
8. Suitable information and training will be provided to persons who are required to carry out manual handling activities. Training needs will be identified and reviewed by a responsible person.

9. Poor lifting and carrying techniques can result in discomfort and increase the risk of injury. In extreme circumstances, these injuries can have permanent effects. These risks can be reduced by adopting the following simple precautions:
- a) Make sure that you comply with any formalised systems of work which have been designed for the work activity.
 - b) Make full and proper use of aids to lifting and carrying, for example stepladders and trolleys.
 - c) Store heavy items between shoulder and hip height. Where possible only store small, light items above shoulder or below knee height.
 - d) Use the legs and knees to bend and lift. Do not stoop or bend the back.
 - e) Avoid tasks which require stretching or twisting.
 - f) Ensure that regular rest breaks are taken where manual handling activities are repetitive or to prevent the onset of fatigue.
 - g) Ensure that there are no sharp, hot or cold edges which could cause injury.
 - h) Ensure that walkways are free from obstructions.
 - i) Report any problems or concerns associated with manual handling operations without delay to a responsible person.

12. SAFETY INSPECTIONS

1. It is the policy of Sparshatt Truck & Van that formal safety inspections must take place on a regular basis. The time scale will be every three months.
2. The inspection should take the form of a walk around the area, looking for:
 - a) Obvious defects in the premises and the fixtures and fittings.
 - b) Failure to meet Sparshatt Truck & Van Ltd safety standards in any respect (eg depleted first-aid supplies, blocked fire exit routes, trip hazards etc).
 - c) Any other relevant general observations.
3. It is the responsibility of the General Manager to ensure that inspections take place and that each area is covered.
4. The objective of an inspection is to identify hazards and risks, and to break these down into one of three categories:
 - a) Immediate Action

These can be described as immediate risks of serious injury, eg the discovery of live electrical equipment. Remedial action must be implemented as soon as practicable and appropriate steps must be taken to prevent recurrence.

- b) **Short Term Action**
These refer to hazards which require non-emergency remedial action as soon as possible, but certainly within ten working days.
- c) **Routine Action**
These are hazards which do not pose an imminent risk of personal injury, but still require correction. Remedial action should be implemented as soon as is reasonable, and normally within one month.

- 5. Formal inspection records must be made. The inspection team should retain the original and send a copy to each person with responsibility for remedial action.
- 6. The person charged with implementing remedial action must complete the work within the time scales above, and should "sign off" the action point by notifying the originator of the inspection report.
- 7. Where for any reason the action cannot be completed within the time scales above, the originator of the report should be informed accordingly and must be advised of the reasons.
- 8. Regular informal inspections should be carried out between scheduled inspections and are the responsibility of departmental managers.

13. SAFETY SIGNS

- 1. It is the policy of Sparshatt Truck & Van Ltd to ensure that all necessary safety signs are installed at each location.
- 2. General safety signs will comply with the Health and Safety (Safety Signs and Signals) Regulations 1996, which stipulate the shapes, colours and symbols that may be used.

The four primary categories of sign are:

- a) **PROHIBITION** White lettering on a red background.
- b) **WARNING** Black lettering on a yellow background.
- c) **MANDATORY** White lettering on a blue background
- d) **SAFE CONDITION** White lettering on a green background.

In certain cases a combination of those categories may be used on the same sign.

- 3. Fire safety signs should comply with BS 5499 part 1, or BS 5499 part 2 in respect of self-luminous signs.

4. Persons who arrange for the purchase of signs must ensure that this policy is adhered to.
5. Safety signs in line with the above policy must be installed to denote at least the following:
 - a) Fire exit routes
"FIRE EXIT"
 - b) Fire doors
"FIRE DOOR KEEP SHUT"
 - c) The outside of final fire exit doors
"FIRE ESCAPE KEEP CLEAR"
 - d) Drinking water
"DRINKING WATER"
 - e) Location of first-aid points
"First-aid"
 - f) Hazardous plant areas
"AUTHORISED PERSONS ONLY"
 - g) No smoking areas
"NO SMOKING"
 - h) Redlam bolts to secure fire exit doors
"BREAK GLASS TO RELEASE BOLT"
 - i) Bars to open fire doors
"PUSH BAR TO OPEN"
 - j) Any mandatory requirement for the wearing of personal protective equipment.
 - k) Warning signs in areas where vehicles and pedestrians may circulate.

14. TOOLS AND EQUIPMENT

1. It is the policy of the company that no member of staff may use their personal tools/equipment or appliances on Sparshatt Truck & Van Ltd premises or for company business without the approval of the responsible manager.
2. Employees' own tools and equipment must be kept in good order at all times, and damaged or worn tools must not be kept on the premises.
3. Management reserve the right to periodically inspect employees' own tools and equipment. Employees' own electrical equipment (where specifically permitted) will

be subject to electrical testing at the employee's expense. Refer to the policy on Electricity at Work.

4. Tools and equipment provided by the company must be treated with respect and used only for their intended purposes.
5. It is the duty of every member of staff to bring to the notice of their manager any item of equipment or plant which may, in their opinion, be considered to be a hazard to health and safety.

15. HEALTH AND SAFETY TRAINING

1. It is the policy of Sparshatt Truck & Van Ltd to ensure that adequate health and safety training is given to all personnel.
2. The Health and Safety at Work etc Act 1974 places a duty upon the employer to provide such information, instruction, training and supervision as is necessary to protect the health and safety at work of employees.
3. This duty is comprehensive and requires that appropriate training is given in all aspects of safety at the workplace and during any working activity. The extent of training will vary according to the extent and potential severity of hazards associated with work activities.
4. Those carrying out only low risk activities, e.g. office staff, may only need basic information and training in safe working arrangements and how to report problems. However, those whose work demands a high level of expertise or exposure to particularly hazardous environments will require specific applied knowledge and skills.
5. Some work activities require specialised knowledge and training, eg use of abrasive wheels and lift truck operation. This will be achieved by the possession of qualifications awarded by a recognised body.
6. Managers will be given suitable training to ensure sufficient knowledge and skill to recognise situations with potential to cause damage or harm, and to design and implement effective preventative or protective action.
7. New staff are initially likely to be more vulnerable than existing employees. There is usually a great deal of information to absorb about the new workplace and it is easy to overlook the basic safety arrangements. Induction training must be given to all new recruits to prevent this from happening and to meet with legal requirements.
8. Health and safety training specifically required by law is for:
 - a) New staff, or those transferring to tasks with new risks.
 - b) Those who may be exposed to hazardous substances.

- c) Designated first-aiders.
 - d) Drivers of lift trucks.
 - e) Those engaged in hazardous manual handling operations.
 - f) Users of personal protective equipment.
 - g) Operators of abrasive wheels.
 - h) Users or operators of display screen equipment.
 - i) All personnel in fire prevention and emergency procedures.
 - j) Persons who install/maintain electrical equipment.
9. Cross-reference should be made to other Sparshatt Truck & Van Ltd policy statements on the above subjects.
10. Training for Employment
- a) The company will afford the same standards of health and safety care to any person training for employment.
 - b) This policy extends to those seconded on "work experience" from schools and colleges, as well as to any persons on formal apprenticeship schemes.

16. VISITORS

1. Sparshatts of Kent accepts its responsibility to ensure the health and safety of all personnel who come directly or indirectly into contact with this organisation or the consequences of our activities, including visitors to site.
2. Any special arrangements required by the visitor(s) must be ascertained, where practicable, before arrival. This may include bringing vehicles or other machinery or substances onto site, or personal needs such as coping with disability or language barriers.
3. Upon arrival the visitor(s) must complete details in a register/visitors' book. Visitors must be informed of the risks to which they may be exposed whilst on site, and the emergency arrangements, including the location of assembly points. Visitors must sign out before leaving the premises and company property must be returned. A suitable record may contain the following information:
 - a) Name of visitor, and name and address of their employer (where relevant) or other contact point in case of emergency.
 - b) Details of visitors' vehicles parked on site.

- c) Date and time of arrival and anticipated length of visit.
 - d) Person or area to be visited, and identity of person responsible for the visitor.
 - e) Details of any articles or substances which the visitor has brought onto site.
 - f) Confirmation that relevant emergency procedures have been explained.
 - g) Details of any person who may be at greater risk, eg children or disabled persons.
 - h) Time of departure.
4. Adequate supervision must be maintained during the visitor's presence on site. This includes ensuring the safe handling, transport and use of any articles and substances.
 5. Measures must be taken to prevent the visitor from straying into hazardous areas and exposing themselves to danger.
 6. Children must be accompanied by a responsible person at all times. Permission to bring children onto site must be granted by the General or Site Manager before they enter the premises.
 7. Security arrangements must be adhered to when visitors enter the building. Particular care must be taken of visitors entering areas of higher risk, and all systems of work which are in operation must be fully complied with.
 8. Where a visitor requires to enter an area where limitation of access arrangements apply, access must be authorised and monitored by a responsible person.
 9. All hazardous areas must be suitably controlled, by locking or guarding, at all times, to prevent unauthorised personnel from access.
 10. Full details of emergency procedures must be clearly indicated to visitors upon entering the premises.
 11. Where an emergency arises, measures must be taken by a responsible person to ensure that visitors are accompanied to a place of safety and that they comply with company procedures.
 12. Visitors must be accounted for during emergencies and evacuation drills.
 13. Accidents and near-miss incidents which occur to visitors must be reported and followed-up, in accordance with the Sparshatt Truck & Van Ltd accident reporting policy.
 14. Managers have overall responsibility for visitors who enter their areas of authority. It is a management responsibility to ensure that this policy is fully complied with and that any problems have been adequately resolved at the earliest opportunity and

before visitors are permitted to proceed with their intended activity.

15. Employees must seek approval from a responsible person before arranging for a visitor to come onto site.
16. Employees must take responsibility for visitors in their care and should ensure that the requirements of this policy are adhered to at all times. Additional care and attention must be taken where children or disabled visitors enter the premises.
17. The following principles will help to safeguard our visitors:
 - a) Ascertain any special arrangements required by a visitor before their arrival.
 - b) Upon arrival the visitor must enter the relevant details into the visitors' book.
 - c) All visitors must be advised of the risks to which they may be exposed whilst on site, and the emergency arrangements, including the location of assembly points.
 - d) All security arrangements must be adhered to when visitors enter the building.
 - e) The responsible person must ascertain from the visitor any risks to themselves or others arising from their activities whilst on site.
 - f) Where entry into areas of limited access is required, this must be authorised and monitored by a responsible person.
 - g) All visitors must be supervised whilst on company premises for reasons of security as well as safety.
 - h) Visitors must be accounted for during emergencies and evacuation drills.
 - i) No children may enter the premises without the knowledge and approval of an authorised person and must then be accompanied by a responsible person at all times.
 - j) Visitors must sign out before leaving the premises.
 - k) All hazardous areas must be suitably locked, guarded and signed as necessary to prevent unauthorised personnel from exposure to risk.

17. WASTE DISPOSAL

1. Sparshatt Truck & Van is committed to ensuring the health, safety and welfare of its employees and of others who may be affected by any waste materials which result from our work.
2. Our policy is to arrange for the disposal of all waste products regularly, safely and in

accordance with statutory requirements.

3. The waste disposal arrangements will be regularly reviewed. Recycling initiatives will be taken where reasonably practicable in order to help protect the environment and make better use of resources.
4. Waste Disposal Containers:
 - a) Suitable receptacles for the collection of waste are provided in strategic positions throughout the workplace.
 - b) Waste containers will be emptied regularly and will be removed by an authorised contractor. If additional disposal facilities are required, these may be obtained by request to a responsible person.
 - c) Where it can be determined that certain waste is suitable for recycling, the appropriate containers will be supplied and clearly marked.
5. Disposal of Hazardous Waste:
 - a) Suitable arrangements will be made for the disposal of any hazardous waste that is generated as a by-product of a work activity.
 - b) Liquid waste, other than normal effluent, must not be poured into the sewers without prior approval.
6. All persons responsible for the collection of waste from Sparshatt premises must be in possession of appropriate certification from the local authority.
7. Waste transfer notes must be completed and copies held by a responsible person.
8. All employees must ensure that they dispose of waste products in a responsible manner. The following principles apply:
 - a) Use only designated receptacles for holding waste products.
 - b) Do not overfill waste containers.
 - c) Dispose of materials only in the approved manner.
 - d) Report any leakage or overflow of waste from a waste container to a responsible person.
 - e) Ensure that spillage of substances at the workplace is cleared in an approved manner, and that any materials used for clearing these are properly disposed of.
 - f) Make a note of any special arrangements or precautions that will have to be taken by the authorised waste remover.

18. Young Persons, apprentices and work experience students under 18 years of age

Sparshatt Truck & Van Ltd is aware of the additional risks that may follow as a consequence of the employment of young persons and will take all measures necessary to minimise those risks so far as reasonably practicable.

Sparshatt Truck & Van will assess and document the additional risks and measures provided to ensure the health and safety of young persons. Sparshatt Truck & Van is aware of the statutory restrictions imposed upon work undertaken by young persons and will comply with these restrictions.

Young persons will be given a comprehensive and suitable level of information, instruction, training and supervision required to enable them to work, observe and learn safely. In the case of work experience students, this is an observational role, as the individual is not employed by the organisation. Young persons should not carry out any tasks, which may place them at risk, and the basic principals of young person management should be referred to in all cases.

1. Statutory Restrictions

The Management of Health and Safety at Work Regulations requires that the risks to young workers are assessed. The Factories Act 1961 prohibits the use of dangerous machinery by young persons, except where the person is required to use the machine as part of training.

In the case of training the individual may operate a dangerous machine under the adequate supervision of a person who has thorough knowledge and experience of operating the machine. Young persons may not examine, clean, adjust or lubricate unfenced or dangerous machinery.

Restrictions are placed on young persons with regard to working practices in wood working processes, certain lead processes and some COSHH substances and biohazards. Young persons should not work unsupervised in what may be a potentially dangerous environment due to their lack of experience and knowledge.

2. Managers/trainers and mentors - role and responsibilities

Managers, trainers, mentors should ensure that:

They carry out a Risk assessment (Appendix 1) of the working environment in accordance with the Management of Health and Safety at Work Regulations to identify any risks that may be particularly hazardous to a young person, and any subsequent risks that are identified be corrected prior to the young persons employment.

The assessment should consider the vulnerability of the young person due to his/her possible immaturity, lack of experience or knowledge. It should consider:

- How the workplace is laid out, including housekeeping and welfare facilities

- What type of work equipment will be used and how it will be handled
- How the work is organised within the team
- The need to provide health and safety instruction
- The nature of any physical, biological or chemical agents they may be exposed to
- The availability of personal protective equipment for the young person to use

Managers should also be aware that there are certain restrictions relating to working hours and pace of work as well as the young person's physical and mental capacity.

3. Training and Supervision

Young people need training most when they first start a job; they need it to increase their capabilities and competencies to a level where they can do the work without putting themselves and others at risk. It is not enough to make training available; you should make sure that it is undertaken and check that key messages have been understood.

Young people will also need training and instruction on the hazards and risks present in the workplace, and on the preventative and control measures put in place to protect their health & safety. This training should include a basic introduction to health & safety, e.g. first aid, fire and evacuation procedures etc. As well as training, you will need to bear in mind that young people are also very likely to need more supervision than adults. Effective supervision will also help monitor the effectiveness of the training young people have received, and there will be clear benefits in assessing whether a young person has the necessary capacity and competence to do the job.

As with any employee, the person should receive a full local induction within the first few days of employment. The person should be instructed in all aspects of health and safety within their departments within that period. This should be in addition to the Sparshatt Truck & Van induction course. The attached health and safety check list (Appendix 2) for young persons should be completed within the first week of employment. Where the individual is required to use equipment or undertake any task incurring a level of risk, they must be fully trained in all aspects of the work. In addition, their line manager should ensure that assessment documentation is completed when the individual achieves the training standard required.

4. Information for young people

You must tell all your employees, including those under 18 years of age, about the risks to their health & safety identified by the risk assessment, and the measures put in place to control them.

You also need to tell them about the procedures to be followed in the event of serious and imminent danger.

4. Limits on working hours, rest breaks and paid annual leave.

The Working Time Regulations apply to all workers, with some additional provisions available for young workers. Young people and those under the minimum school age on approved

work experience schemes have special rights under the Working Time Regulations, which differ in the following ways:

- A limit of eight hours working time a day and 40 hours a week (unless there are special circumstances).
- Not to work either between 10pm and 6am or between 11pm and 7am (except in certain circumstances).
- 12 hours' rest between each working day.
- Two days' weekly rest and a 30-minute in-work rest break, when working longer than four and a half hours.

If, on any day, or, as the case may be, during any week, a young person is employed by more than one employer, his working time shall be determined by aggregating the number of hours worked by him for each employer. For these purposes, a week starts at midnight, between Sunday and Monday.

Appendix 1 – Risk assessment

Young Person Risk Assessment Form

Company Name: Sparshatt Truck & Van Ltd

Name of Employee/Apprentice:

Position:

Location:

Date: Assessor:

N.B When completing this risk assessment, you should consider the possible lack of awareness of risks, immaturity and inexperience of the young person. (person between 13 and 18 years of age). This risk assessment needs to be completed in conjunction with reading and following the Sparshatt Truck & Van Ltd Health and Safety Policy.

What are the hazards?	Who might be harmed and how?	Level of Risk? High/Med/Low	What are you already doing to manage risk?	What further action is necessary?	Action by whom?	Action by when?	Completed
Slips, trips, falls	Employee may be harmed falling to identify these items.	Medium	These items have been discussed in the company induction.				

Chemicals	Employee may be harmed by Inhalation or contact with Skin or Eyes.	Low	All PPE has been issued and supervision must be provided when using chemicals .The employee must not use corrosive chemicals.				
Machinery	Employee may become entangled /crushed /trapped	Low	Only to be used under strict supervision, PPE issued				
Use of Work equipment	Employee may be harmed through lack of operation Knowledge and the miss use of equipment.	Medium	PPE issued. Only to be used under strict supervision.				
Manual Handling	Employee may be harmed by not following correct manual handling procedures.	Medium	This has been discussed in the company induction.				
Biological Agents							
Lone Working	Not permitted	Not permitted	Not permitted	Not permitted	Not permitted	Not permitted	

CONTROL OF RISK (give details of the control measures specified and the action you have taken)

- Consultation with the young person regarding the risks
- Other information provided to the young person
- Instruction or training required and given
- Prohibition of named work areas or tasks confirmed with young person

Describe briefly the protective/ preventive measures to be taken, and the person responsible for supervision.

Review Date:

Young Persons Acknowledgement of Assessment

Name:

Signature:

Appendix 2

Young Persons Risk Assessment Checklist

Identifying young persons	
Have the young person's age and date of birth been verified and recorded?	Yes/No
Is the young person of compulsory school age (under 16 years)?	Yes/No
If yes to above, has his/her parent(s) or guardian been consulted and informed about health and safety arrangements?	Yes/No
Night working requirements	
Does the young person work during the period 10pm to 6am?	Yes/No
If yes to above, has a health and safety assessment been carried out taking account of the physique, maturity and experience of the worker and his/her competence to undertake night work?	Yes/No
Rest and break requirements	
Does the young person work for two or more days or nights in a row?	Yes/No
If yes to above, is the young person given an uninterrupted period of 12 hours rest in every 24 -hour period worked?	Yes/No
If yes to above is the young person given 2 days rest in each week worked?	Yes/No
Is the young person's daily working time more than 4.5 hours?	Yes/No
If yes to above, is the young person given a break of 30 minutes for every 4.5 hours worked?	Yes/No
Has the young person been assigned a supervisor/manager who is responsible for the supervision of his/her health and safety?	Yes/No
Does the young person work alone?	Yes/No
If yes to above, is the young worker adequately trained and supervised taking particular account of any equipment he/she may be required to operate?	Yes/No
Specific risk assessments	
Has the young person's job/placement been assessed in order to identify any potential exposure to physical, biological and chemical agents?	Yes/No
If such exposure has been identified, have steps been taken to eliminate or reduce the exposure?	Yes/No
Has a specific risk assessment been carried out on the young persons workplace/workstation which takes particular account of: <ul style="list-style-type: none"> • the fitting and layout of the workplace/workstation? • the nature, degree and duration of exposure to physical, biological and chemical agents? • the form, range and use of work equipment and the way it is handled? • the organisation of processes and activities? • the level of risk from extremes in cold/heat, noise and vibration? 	Yes/No Yes/No Yes/No Yes/No Yes/No
Have any preventative and protective measures which could be employed to eliminate or reduce the hazards and risks identified been implemented, such as: <ul style="list-style-type: none"> • modifications of the workstation? 	Yes/No Yes/No

<ul style="list-style-type: none"> • provision of equipment to enhance comfort/access at workstation, such as footrests / document holders? • reorganisation of work tasks to eliminate exposure to physical, biological or chemical agents? • provision of additional training or supervision to assist in the safe handling of work equipment? • provision of protective clothing or apparatus to assist with the safe handling of work equipment? • reorganisation of work activities to eliminate risks from unsafe handling of work equipment? • modifications of extremes in temperature, noise and vibration? • reorganisation of work activities to eliminate risks from exposure to extremes in temperature, noise and vibration? 	<p>Yes/No</p> <p>Yes/No</p> <p>Yes/No</p> <p>Yes/No</p> <p>Yes/No</p> <p>Yes/No</p>
Training and communication	
Has the young person been inducted and trained adequately taking account of his/her inexperience, lack of awareness of risks and immaturity and identified risks?	Yes/No
Have the results of the general and specific risk assessments been presented and explained to the young person adequately?	Yes/No

Name of employee

Signed

Dated

Name of Manager conducting the assessment

Signed

Dated

Please pass this completed form to HR