

Health and Safety Policy

POLICY STATEMENT:

The purpose of this policy is to: Outline the Health and Safety policy and procedure for SALT TRAINING LIMITED.

Introduction

Salt Training Limited ("the Company") recognises and accepts its responsibilities under the Health and Safety at Work etc. Act 1974 including the responsibility to:

- provide and maintain a safe and healthy place of work
- provide adequate information, instruction, training and supervision
- provide and maintain plant and equipment and safe systems of work
- ensure safe access to and from the places of work
- work to prevent accidents and work related ill health

General Health and Safety

The overall responsibility for health and safety lies with the Managing Director who has day to day responsibility for managing health and safety.

The Management is committed to complying with the requirements of the Management of Health and Safety at Work Regulations 1999, the Work at Height Regulations 2005, COSHH 2002, Provision and Use of Work Equipment Regulations (PUWER) 1998, Lifting Operations & Lifting Equipment Regulations (LOLER) 1998, Manual Handling Operations Regulations 1992 and all other Regulations that apply to the Company's work activities.

The Management will ensure that appropriate risk assessments are carried out of all work activities carried out by the Company in order to identify any hazards, and will then ensure that control measures are implemented to prevent any injury, disease and dangerous occurrences arising.

The Company will strive to maintain excellence in health and safety matters and in this respect, employees and others are encouraged to co-operate with the management in all safety matters, to identify hazards and reduce the risk which may exist during work activities and to report any condition which may appear dangerous or unsatisfactory. The Company will at all times consult with the employees on these matters.

The Managing Director will, so far as reasonably practicable, ensure that the Company provides adequate financial resources to meet these objectives.

Copies of this policy are to be available to all Company employees and other interested parties.

Directors' Duties:

The Directors will have at least a basic knowledge and understanding of the Health and Safety at Work etc. Act 1974 and its associated Regulations and Approved Codes of Practice.

Policy Owner: Managing Director
Stage of Approval: Approved
Date of Review: January 2024

It will be the responsibility of all the Directors to keep all employees advised as to their responsibilities in respect of health and safety matters.

In order to protect the safety and health of employees and any others affected by the Company's operations, the Directors/Partners will:

Ensure they are familiar with the hazards associated with the type of works the Company is involved with and with the precautions which need to be taken to eliminate or control those risks.

Establish procedures to deal with any emergencies.

Appoint a suitably trained and competent person to assist them in carrying out their health and safety duties.

Ensure that employees receive sufficient training and information so that they can carry out their duties safely and competently. Ensure that adequate funds and facilities are made available for this purpose.

Ensure that risk assessments are carried out on all hazardous activities.

Initiate the timing and annual review of the Health and Safety Policy and ensure it is promoted to all employees and others working on behalf of the Company.

Ensure that all employees carry out the health and safety duties allocated to them.

Ensure the safety performance of the Company is monitored and take action to remedy any identified deficiencies.

Ensure that adequate provision is made for welfare facilities and that adequate first aid provisions are made.

Ensure that suitable tools and equipment are supplied and ensure all employees are competent to use them.

Ensure that all necessary PPE is provided to employees, and that instruction is given on its use.

Designated Health & Safety Person's Duties:

To ensure that all the Company Directors and Staff are aware of their individual Health and Safety responsibilities.

To initiate and/or recommend any changes, developments, and amendments to the policy as and when necessary.

To inform the Health and Safety Executive of all notifiable accidents. Investigate any accidents or dangerous occurrences and recommend means of preventing re-occurrence.

To arrange appropriate training for all employees.

To ensure that Risk Assessments (including where appropriate, COSHH, Noise, Manual Handling etc.) are carried out as needed.

To ensure follow up action as needed.

To promote an interest and a responsible attitude towards Health and Safety matters throughout the Company.

This policy will be reviewed annually or when there is a change in circumstances, in work practices or the introduction of new legislation.

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