



TANSY

CONSTRUCTION

HEALTH AND SAFETY POLICY

1. **Introduction**

1. Tansy Construction ("the Company") recognises and accepts its responsibilities under the Health and Safety at Work etc Act 1974 including the responsibility to:
 1. provide and maintain safe and healthy places of work wherever the site is located.
 2. provide information, instruction, training and supervision to allow works to be carried out safely.
 3. provide and maintain plant and equipment and safe systems of work.
 4. ensure safe access to and from the places of work.
 5. work to prevent accidents and work related ill health.

2. **General Health and Safety**

1. The Management of the Company are committed to achieving the highest standards of health and safety through monitoring performance and continuous improvement of the health and safety culture throughout the Company.
2. The Directors are committed to complying with the requirements of the Management of Health and Safety at Work Regulations 1999, Construction (Design & Management) Regulations 2015 (CDM) and any other Regulations that apply to the Company's work activities – that of General Builder.
3. Through our stated procedures we will seek to achieve the highest standards of health and safety in all our work activities.
4. The Management team will ensure that 'suitable and sufficient' risk assessments are carried out in order to identify the hazards inherent in the building industry, and will put controls in place to prevent dangerous occurrences, or injury or damage to personnel or property occurring.
5. The Management are also committed to ensuring that the work done by the Company does not adversely affect the health or safety of members of the public.
6. When the Company is appointed as Principal Contractor under CDM 2015, the Directors:
 1. will ensure that they coordinate with the Principal Designer
 2. will ensure a properly developed Construction Phase Health & Safety Plan is in place before works begin
 3. will ensure cooperation with the other duty holders to ensure the safety of all on site
 4. will ensure that suitable welfare facilities are in place and are maintained throughout the duration of the works
7. The Directors will encourage all staff either direct or sub-contract to report any unsafe conditions.
8. The Company will, so far as reasonably practicable, ensure that it provides satisfactory financial resources and the support needed to meet these objectives and that systems are in place which

ensure the effective planning, control, monitoring and review of the measures and arrangements.

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

3. **Directors' Duties:**

1. The Directors will have at least basic knowledge and understanding of the Health and Safety at Work etc Act 1974 and its associated Regulations and Approved Codes of Practice.
2. The Directors take ultimate responsibility for health, safety and welfare throughout the Company. The overall responsibility for health and safety lies with the Managing Director, Joseph Scott.
3. 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.
4. In order to protect the safety and health of employees and contractors or members of the public affected by the Company's operations, the Directors will:
 1. Take reasonable steps to familiarise themselves with the hazards and risks associated with working at the Company and with the precautions which need to be taken to eliminate or control those risks.
 2. Establish procedures to deal with emergencies on site.
 3. Appoint a suitably trained and competent person to assist them in carrying out their health and safety duties.
 4. Ensure that employees receive sufficient training and information so that they can carry out their duties safely and competently. Ensure adequate funds and facilities are available for this purpose.
 5. Before entrusting work tasks to employees, take into account their capabilities as regards health and safety and ensure that suitable Risk Assessments are carried out on any hazardous activity.
 6. Ensure that all sub-contractors are assessed for their compliance in their management of health and safety.
 7. Initiate the timing and annual review of the Health and Safety Policy and ensure it is promoted to all employees and where relevant, contractors working on behalf of the Company.
 8. Ensure that all employees whether direct or sub contract carry out the health and safety responsibilities allocated to them.
 9. Ensure the safety performance of the Company is monitored and take action to remedy any identified deficiencies.
 10. Ensure that adequate provision is made for welfare facilities and that adequate first aid provisions are made.
 11. Ensure that all necessary PPE is provided to employees, and that instruction is given on its use.

4. **Health and Safety Director's / Responsible person's Duties:**

1. To ensure that all the Company Directors, Supervisors and Staff and where relevant, sub contractors are aware of their individual Health and Safety responsibilities.
2. To report to the Directors on all matters relating to safety, including new training requirements and updates in directives or legislation.
3. To initiate and/or recommend any changes, developments and amendments to the policy as and when necessary.
4. To monitor the effectiveness of the Company's Policies for Health, Safety and Welfare against the actual safety performance of the Company, and report to the Board accordingly.
5. To inform the Health and Safety Executive of all notifiable accidents. Investigate any accidents or dangerous occurrences and recommend means of preventing re-occurrence.
6. To arrange appropriate training for all employees and where appropriate for sub contractors.
7. To carry out Risk Assessments (including where appropriate, COSHH, Noise, Manual Handling etc). To ensure follow up action as needed.
8. To promote an interest and 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.

Name: Joseph Scott
Position: Director
Date: 14th August 2011
Signature: *jwscott*