

## **STIKLINGS C.I.C. Health and Safety at work Policy FULL COMPANY POLICY**

It is the policy of STIKLINGS C.I.C. (hereby known afterwards as Stiklings), including all and any trading names connected with them, to pursue and promote at all levels of employment within the company measures which shall aim to ensure and protect the health and safety of all employees and any other persons connected with the operations of the company.

### **The implementation of this policy will fulfill all and any legislative requirements the company is subject to through ensuring;**

- ★ That all reasonable and practical steps and measures are taken to safeguard the health, safety and welfare of all employees of the company while at work.
- ★ That the safety and health of any members of the public, or any other persons who may visit sites and locations where the company carries out its business operations, is protected so far as is reasonably practical.
- ★ That sufficient measures are implemented by the company to prevent accidents and cases of work related ill health by managing the health and safety risks in the workplace.
- ★ Provision of clear and adequate information, instructions and training to all employees to ensure that they are competent to carry out the work in a responsible and safe manner.
- ★ Company engagement with and consultation of employees on a regular and appropriate basis in relation to the health and safety conditions of their work for the company.
- ★ That the company maintains safe and healthy working conditions, provides and maintains all necessary equipment and any other goods or tools which are necessary for employees to carry out the duties of their role with the company.

### **The relevant actions that will be taken in order to ensure compliance with health and safety are;**

- ★ Relevant risk assessments shall be completed and actions arising out of those assessments shall be implemented where necessary. Where working habits or conditions change, risk assessments shall be reviewed.
- ★ Employees and subcontractors shall be given necessary health and safety inductions and provided with appropriate training and personal protective equipment where necessary. Training provided to employees includes but is not limited to; First aid, working at height and aerial rigging training, safeguarding training and any other relevant training regarding working with vulnerable people where necessary.

The company will ensure that suitable arrangements are in place to cover employees engaging in work that is remote from the main company site.

- ★ All relevant and necessary signage for protection and safety of employees and any other persons entering and present on company premises will be displayed clearly and updated as necessary. Escape routes shall be well signed and kept clear at all times. Evacuation plans and procedures will be tested from time to time and updated as necessary.
- ★ All relevant employee and public facilities such as toilets, washing facilities and drinking water shall be provided at all times. The company shall ensure that these facilities are always safe to use through a system of routine inspection and cleaning and will take appropriate actions where any defects are found.
- ★ Implementation of systematic inspections and testing of the company equipment and machinery and ensuring that any necessary actions are carried out promptly and efficiently where problems or defects are uncovered.
- ★ The implementation of the health and safety actions details about shall be the responsibility of GEORGINA DISNEY (Stiklings Director)

**All and any employees, or other persons working with the company, have a duty to cooperate in the implementation of this policy through;**

- ★ Working and conducting themselves in a manner that promotes their own safety and the safety of others.
- ★ Following and obeying procedures and practices of the company that have been designed and implemented to ensure safe and healthy working conditions.
- ★ Using any personal protective equipment that has been provided by the company for the personal safety of employees under the requirements of the law. Where any employees or any other persons do not follow the relevant training, signage or wearing of personal protective equipment, the company shall not be held to have acted in contravention to this policy.
- ★ Employees have a duty to report accidents/near accidents (safeguarding and incident reporting form) and contribute to discussions on risk reduction and accident prevention.

**All relevant health and safety information and equipment can be found in the following locations;**

- ★ Health and Safety Law Poster is displayed at: **inside the truck garage on the wall and inside the marquee, at all times during operations days.**
- ★ First-aid box is located: **Inside the health and safety black plastic box, please ask management to direct you to it as the nature of our events may cause it to move location.**
- ★ Accident Book is located: **When reporting forms are filled out they are then uploaded and stored in our online records that only the Directors have access to. The physical forms are stored in a folder and then destroyed every year, when necessary, for Safeguarding concerns.**

This policy is made in fulfillment of the requirements of the Health and Safety at Work etc Act 1974 and any other relevant legislation and regulations.

**Signed:**

**Georgina Disney, Stiklings Director**

**Date 13/07/2021**