

Health & Safety policy

It is the policy of DHA to comply with the terms of the Health and Safety at Work Act 1974 and subsequent legislation and to maintain a healthy and safe working environment. Our aim is to minimise the number of instances of occupational accidents and illnesses and to be an accident-free workplace.

All employees will be provided with equipment, information, training, and supervisions as necessary to implement the policy and achieve the stated objective.

DHA recognises the duty to protect the health and safety of all visitors to the company, including contractors and members of the public.

DHA is committed to the health and safety of all learners. We will work in partnership with learning funders and employers to promote and share best practice and will support the raising of standards of health and safety in the learning environment and the workplace. All learners with the company will be informed at induction to familiarise themselves with their workplace policy and understanding of health and safety will be assessed at each learner review.

Whilst doing all in its power to ensure the health and safety of employees, it is recognised that health and safety at work is the responsibility of everyone associated with the company. It is the duty of each employee to take care of their own and other people's welfare and to report any situation which may be a threat to the welfare of any other person.

All injuries, however small, sustained by a person at work must be reported to their line manager. Accident records are crucial to the effective monitoring and revision of this policy.

This policy will be continually monitored and updated, particularly when changes in legislation occur.

The arrangements for implementing the policy and the personnel responsible for the overall health and safety in DHA is:

Jueliya McMahan - Managing Director

Consultation with employees is important to effective health and safety management. Team meetings are held monthly, and this will be the forum for information to be communicated and for employees to be consulted on health and safety. These meetings will be used to assess the effectiveness of the policy. An annual review of the health and safety policy and learning health and safety policy will be held as part of the business planning process, November of each year.

DHA can also access advice from specialist health and safety advisors within CareTech PLC, parent company.

DHA will promote a health and safety culture and communicate with employees the importance of a safe working environment. This policy will be reinforced through supervision, oral and written directives.

All employees are expected to co-operate with safety representatives and to accept their duty under this policy. Disciplinary action may be taken against any employee who violates safety rules or fails to perform his or her duties under this policy.

Safety training is regarded as indispensable, and it is essential that every worker in the organisation is trained to perform their job safely and effectively. All workers will be trained in safe work practices and procedures as part of induction or when taking on a new role. Training may include advice on safe practice, guidance on health and safety policy and procedures, informal and formal training.

Training needs will be reviewed yearly at appraisal and any need for update training identified will be actioned.

Regular inspections of the workplace will be conducted by Jackie Allen, Team Manager. In addition, inspections will be conducted where there are significant changes in the nature or scale of operations.

DH Associates Limited will comply with the law as set out in the Provision and Use of Work Equipment Regulations 1998. It will endeavour to ensure all equipment is safe and suitable for the purpose for which it is used. All workers will be provided with adequate information and training to enable them to use equipment safely.

All equipment will be maintained in good working order and repair.

Any equipment that could pose a risk to the well-being of persons will be restricted to authorised users.

Any faults found with equipment must be reported to the appropriate manager.

It is the policy of DH Associates Limited to comply with the law as set out in the Personal Protective Equipment at Work Regulations 1992.

All workers exposed to a risk to their health and safety whilst at work will be provided with suitable personal protective equipment. Prior to provision of protective equipment an assessment will be carried out as to its suitability.

All protective equipment provided will be maintained in good working order.

All workers provided with personal protective equipment will be given training and information on its use, maintenance, and purpose.

Employees must use all personal protective equipment provided to them in accordance with the training and instruction given to them regarding its use.

Employees who have been provided with personal protective equipment must immediately report any loss of or obvious defect in any equipment provided to their line manager.

It is the policy of DH Associates Limited to comply with the law as set out in the Manual Handling Operations Regulations 1992.

Manual handling operations will be avoided as far as is reasonably practicable.

Where it is not possible to avoid manual handling operations an assessment will be made taking account of the task, the load, the working environment, and the capability of the person.

All steps will be taken to reduce the risk of injury to the lowest level possible.

Manual Lifting and Moving Guidance

- Lifting and moving of objects should always be done by mechanical devices rather than manual handling wherever reasonably practicable. The equipment used should be appropriate for the task at hand.
- The load to be lifted or moved must be inspected for sharp edges, splinters and wet or greasy patches.
- When lifting or moving a load with sharp or splintered edges gloves must be worn. Gloves should be free from oil, grease or other agents which might impair grip.
- The route over which the load is to be lifted or moved should be inspected to ensure that it is free of obstructions or spillage which could cause tripping or spillage.
- Employees should not attempt to lift or move a load which is too heavy to manage comfortably.
- Where team lifting or moving is necessary one person should act as co-coordinator, giving commands to lift, lower etc.
- When lifting an object off the ground employees should assume a squatting position, keeping the back straight. The load should be lifted by straightening the knees, not the back. These steps should be reversed to lowering an object to the ground.
- All staff will receive annual Moving and Handling training.

It is the policy of DHA to comply with the law as set out in the Health and Safety (Display Screen Equipment) Regulations 1992.

All workstations will be risk assessed to ensure they meet regulations.

The risk to users of VDU screens will be reduced to the lowest extent reasonably practicable.

VDU screen users will be advised to take periodic breaks in their work.

Eyesight tests will be provided for VDU screen users on request.

VDU screen users will be provided with the basic necessary corrective equipment such as glasses or contact lenses.

All VDU screen users will be given appropriate training on the health and safety aspects of this type of work.

It is the policy of DHA to comply with the law as set out in the Control of Substances Hazardous to Health Regulations 2002. A risk assessment will be conducted of all work involving exposure to hazardous substance. This will be based on the manufacturers and suppliers' health and safety advice and our own knowledge of the work process.

We will ensure that exposure of workers to hazardous substances is minimised and controlled. All workers in contact with hazardous substance will receive training and information on issue related to that type of work.

It is the policy of DH Associates Limited to comply with the European Directive on Pregnant Workers. A risk assessment will be carried out for new or expectant mothers. Where a risk is identified working conditions or hours will be adjusted to avoid the risk. Where this is not practical the employee concerned will be suspended on full pay.

DHA fire safety policy and procedures take account of fire hazards and comply with fire regulations

Firefighting equipment will be checked by an external expert annually. All workers have a duty to report any fire, smoke, or potential fire hazards to the emergency services. All workers have a duty to conduct their operations in a way that minimises the risk of fire.

Battery operated Smoke Detectors are located on each floor throughout the premises. There is a Stand-Alone Fire Call Point, manually operated, 160 decibels, which can be heard clearly throughout the premises when activated.

Fire extinguishers are located at strategic points throughout the workplace. Workers are expected to tackle a fire themselves only if it would pose no threat to their personal safety to do so. If the situation is dangerous or potentially dangerous the employee should ring emergency services and evacuate the building.

Fire exits are located at the front of the premises.
Exit doors and corridors must never be locked, blocked, or used as storage space.

Smoking is prohibited within the building itself.

List of designated smoking areas:

- Side of the building

In the event of the fire alarm being activated, or in any other emergency (such as a bomb scare), all employees must leave the building by the nearest available exit and assemble at the designated assembly point.

The designated assembly points for each department are:

Department	Assembly Point
Company Wide	Behind ATS

Practice fire drills will be conducted every year to ensure employee familiarity with emergency evacuation procedures.

It is the policy of DHA to comply with the reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR95).

The company sees accident investigation as a valuable tool in the prevention of future incidents. In the event of an accident resulting in injury, a report will be drawn up by the line manager. The report will detail:

The circumstances of the accident including photographs and diagram wherever possible

- The nature and severity of the injury sustained
- The identity of any eyewitnesses
- The time, date, and location of the incident
- The date of the report

All eyewitness accounts will be collected near to the time of the accident as is reasonably practicable. Any person required to give an official statement has the right to have a lawyer or a representative present at the company's expense.

The completed report will then be submitted to and analysed by the Senior Leadership Team who will attempt to discover why the accident occurred and what action should be taken to avoid a recurrence of the problem.

All reports will be submitted to the company lawyers who will advise on liability, proceedings, and quantum damages. The lawyers will then submit the report to the company's insurance risk advisors for assessment.

A follow-up report will be completed after a reasonable period examining the effectiveness of any new measures adopted.

Accident Procedure

The person holding a current first aid certificate is responsible for the proper use and maintenance of each first aid kit.

The first aid kit is in the kitchen cupboard.

Qualified first aiders are:

Name	Department
Jackie Allen	Operations

All cases of accident and disease must be reported to the line manager

Accident records are compiled and stored by Jackie Allen, who is responsible for reporting cases of accident and disease to the relevant enforcing authority under the RIDDOR 2013 Regulations where applicable.

- All employees should be aware of, respect and adhere to the rules and procedures contained in this policy statement
- All employees shall immediately report any unsafe practices or conditions to the relevant authority
- Horseplay, practical jokes, or any other acts which might jeopardise the health and safety of any other person are forbidden

- Any person whose levels of alertness and / or ability are reduced due to illness or fatigue will not be allowed to work if this could jeopardise the health and safety of that person or any other person
- Employees shall not adjust, move, or otherwise tamper with any electrical equipment, machinery or air or water lines in a manner not within the scope of their duties, unless instructed to do so by a senior member of staff
- All waste materials must be disposed of carefully and in such a way that they do not constitute a hazard to other workers
- No worker should undertake a job which is unsafe
- No worker should undertake a job until he or she has received adequate safety instruction and is authorised to carry out the task
- All injuries must be reported to Jackie Allen
- Employees should take care to ensure that all protective guards and other safety devices are properly fitted and in good working order and shall immediately report any deficiencies
- Work should be well planned and supervised to avoid injuries in the handling of heavy materials and while using equipment
- No employees should use chemicals without the knowledge required to work with those chemicals safely
- Suitable clothing and footwear will be worn at all times. Personal protective equipment shall be worn wherever appropriate
- All employees are expected to attend team safety meetings
- Work sites must be kept clean and tidy
- Any spillage must be cleaned up immediately
- Waste materials and rubbish must be removed routinely
- All combustible waste materials must be discarded in sealed metal containers
- Walkways and passageways must be always kept clear of obstructions
- If a walkway or passageway becomes wet, it should be clearly marked with warning signs and / or covered with non-slip material
- Trailing cables are a trip hazard and should not be left in any passageway.
- Where objects are stored in or around a passageway, care must be taken to ensure that no long or sharp edges jut out into the passageway in such a way as to constitute a safety hazard
- Company machinery and tools are only to be used by qualified and authorised personnel. It is the responsibility of the supervisor to determine who is authorised to use specific tools and equipment
- It is the responsibility of all employees to ensure that any tools or equipment they use are in a good and safe condition. Any tools or equipment which is in any way defective must be repaired or replaced
- All tools must be properly and safely stored when not in use
- No tool should be used without the manufacturers recommended shields, guards, or attachments
- Approved personal protective equipment must be properly used where appropriate
- Persons using machine tools must not wear clothing, jewellery, or long hair in such a way as might pose a risk to their or anyone else's safety
- Employees are prohibited from using any tool or piece of equipment for any purpose other than its intended purpose
- Awareness of safe driving behavior is provided to all staff at induction.
- Must be in possession of an appropriate current class of license.
- All staff driver license status is reviewed at scheduled intervals.
- Drivers must do a visual check of their vehicle before the start of each journey.
- All drivers must comply with the Highway Code.
- Staff must use hands-free devices for mobile phones while driving. Call times should be minimized while driving.
- When refueling drivers must adhere to the Health & Safety regulations displayed

- Staff shall not attempt to put a vehicle in motion under the influence of alcohol or any other drug.
- Staff who use their own vehicle for company use must ensure the vehicle is in a road worthy condition.
- Staff who are provided with a company vehicle are responsible for keeping regular checks of tyres, brake fluid levels, oil and water, windscreen wash etc.
- Staff must report any problems or faults with the company vehicle to their manager and to efleet.
- DHA is responsible for the maintenance and repairs of all company vehicles.
- All company vehicles are insured by mini fleet insurance and all staff are given the relevant details, policy number, telephone contact numbers in case of a breakdown or emergency. This information must be always kept in the company vehicle.
- Accident report form in place to record data that relates to breakdowns, collisions, and other safety incidents.
- Staff must plan any work that requires extending driving.
- For periods of extending driving staff to ensure they take regular rest breaks.
- Staff must complete a forecast on Outlook stating all their movements, appointment times and the location of all visits, it is their duty to notify their manager of any changes that occur to their schedule.
- All staff are provided with a mobile phone. Which must be always switched on and any missed call to the office must be returned as soon as possible.
- ICE (in case of emergency, all staff must have a minimum of 2 ICE numbers recorded on their mobile phone.)
- Staff are responsible for following the rules and procedures for lone working
- Staff must report or identify any concerns they might have in respect of lone working.

Recruitment

DHA work with vulnerable learners and service users, to comply with safeguarding the following procedures are in place: -

Applications Forms

- The application form states that any person applying for a position within DHA must declare any criminal record
- The application form states that any person applying for a position within DHA that will have contact with vulnerable learners will be subject to a DBS check.

Learner Health and Safety

DHA is committed to ensuring through assessment and monitoring that all learners work in as safe an environment as possible.

All new employers will have to provide a copy public liability insurance. As part of the employer training needs analysis employers will be asked to describe their health and safety training for apprentices on induction and any update training. We will check that PPE is provided, and it is free. The key tasks apprentices will undertake will be identified and the risk management of these tasks.

For learners and apprentices, a HASPS Standard 10 will be completed for each learner. This will identify any risks in relation to the individual learner and will take account of age, disability etc.

All learners will be assessed on their understanding of health and safety, signing in/out, fire, first aid and accidents procedures during induction and throughout the qualification and within the review process.

All learners will have an assessment of their learning or training needs in relation to health and safety through the skill scan and health & safety check. Any needs identified will be recorded, action agreed as to how these are to be met and learners' responsibility to inform their manager

All learners will be informed of access to learning materials on health & safety through their e portfolio and e learning system.

All learners will be assessed on their understanding and practical application of health and safety during their learning.

Learners with any concerns about health & safety practice within their workplace must report these to their manager and their trainer.

Trainers with concerns about a learner's health & safety practice must discuss this with the learner and agree how practice will be improved.

Trainers with concerns about health & safety practice in a learner's workplace must report these to their team manager. Under the concerns procedure next steps will be agreed and a record kept of these and the outcome.

Where there is a statutory duty to report DHA will comply with this.

Health & safety of learners will be reviewed at the centre standardisation meeting.

DHA has policies in place for learners in relation to bullying and harassment and safeguarding.

Accident and Investigation Procedure

This procedure monitors the way in which accidents, involving learners on programmes managed by DH Associates Limited under Government / public funding, are reported, and investigated. It also covers accidents involving visitors and staff.

Responsibility:

The Director of Operations has overall responsibility for accident reporting and investigation for learners. A report is compiled and forwarded to the Managing Director.

Where the accident is reportable under RIDDOR, the following action will be taken:

ESFA Funded Programmes

If a fatal accident or major injury has occurred, the Contract Manager should be informed immediately. The Education & Skills Funding Agency will be notified

For all other RIDDOR events the completed forms will be sent to the ESFA within 10 working days of the accident being reported to DH Associates Limited.

The learner progress and review form include a question on accidents to enable trainers to identify if learners have had a work-related illness or accident.

The Director of Operations will compile an internal report for the Managing Director. This will identify the causes of the incident and any lessons to be learnt.

Sub-contracted provision

Where DHA acts as subcontractor for another organisation we will notify the contracting organisation of any accident involving learners. We will investigate the accident in accordance with the contracting organisations requirements.

Where DHA subcontracts to another organisation the contracting organisation must notify us immediately of any fatal accident or major injury to learners. For all other RIDDOR events we should be notified within 3 working days.

All investigations of accidents will be conducted in accordance with ESFA requirements and follow HSE guidance.

The Director of Operations will compile an internal report for the Managing Director. This will identify the causes of the incident and any lessons to be learnt

Visitors and Staff

On receipt of information that an accident has occurred involving employees, visitors, customers, or external suppliers the Director of Operations for DHA should be informed immediately.

If the accident is reportable, the Director of Operations under RIDDOR will notify the RIDDOR Centre.

They will also compile an internal report for the Managing Director; this will identify the causes of the incident and any lessons to be learnt.