



# HEALTH AND SAFETY POLICY

**BADGER GROUP**  
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Destroy All Previous Issues

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## Approval

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## Glossary

Term	Description
SMT	Senior Management Team

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## 1 DEFINITIONS

“Badger” means Birmingham and District General Practitioner Emergency Room Ltd (company number 03155566)

“Badger Group” means:

Birmingham and District General Practitioner Emergency Room Ltd (company number 03155566)

- Badger Medical Ltd (company number 04402980)
- Badger Healthcare Ltd (company number 05905621)
- Sett Support Partnership plc (company number 06855049)

“Health and Safety Partner” is Wirehouse Employer Services: ([bryanunderdown@wirehouse-es.com](mailto:bryanunderdown@wirehouse-es.com))

## 2 GENERAL STATEMENT OF INTENT

The management of the Badger Group of companies (known in the remainder of this policy as “the company”) recognises that the health, safety and welfare at work of all employees, whether on the company premises, or carrying out the company business elsewhere, is primarily a management responsibility and that a duty of care extends to other persons while they are on the group premises. Health and safety policies and procedures are reviewed annually taking account of specialist advice, where necessary, covering the areas detailed in the Arrangements section of this policy. The company complies with the health and safety regulations as set out in appendix 1.

**The company ensures:**

- The provision and maintenance of equipment and systems of work that are, as far as is reasonably practicable, safe and without risk to health.
- Arrangements for ensuring, as far as is reasonably practicable, safety and the absence of risk to health in connection with the use, handling, storage and transport of articles and substances.
- The provision of such information, instruction, training and supervision that is necessary to ensure, as far as is reasonably practicable, the health and safety at work of employees and visitors.
- The provision and maintenance of a working environment that is, so far as is reasonably practicable, safe, without risks to health and adequate as regards facilities and arrangements for the welfare at work, incorporating where necessary health surveillance for employees.
- The employment of persons competent for the duties which they are employed.
- A duty not to charge employees for things done or provided in pursuant of specific requirements.

Notwithstanding the former, it is recognised that all employees have a responsibility for their personal safety and a duty of care to their fellow employees. This includes:

- A duty to take care of their own health and safety and of actions that may affect the safety of others.
- A duty to comply with the safety instructions and directives laid down by management and a duty to use properly the means and facilities provided for safety and health at work. This includes the PPE as instructed, looking after items issued to you for use and reporting any health and safety concerns.
- A duty to refrain from the wilful misuse or interference with anything provided in the interests of health, safety and welfare or to take any action that may endanger any person.
- A duty of all employees in authority to ensure that necessary safety precautions are taken and that necessary safety instructions are given.

## 3 THE COMPANY – HEALTH AND SAFETY ORGANISATIONAL DETAILS

The effective implementation of the company Health and Safety Policy requires the participation of all levels of management in the following manner:

### 3.1 Chief Executive

1. Shall be responsible for the effective implementation of the company Health and Safety Policy.
2. Shall keep under review the necessity for further safety measures, instructions and training to ensure the health, safety and the welfare of employees and others including all visitors to the company's premises.
3. Shall ensure that established safety measures, inspections, training and instructions are maintained and reviewed and that issues are discussed appropriately with all relevant staff.
4. Shall keep the Board and other members of Badger appropriately informed of any incidents, accidents or dangerous occurrences as well as any other significant health and safety issues affecting the organisation.

### 3.2 Directors and Heads of Department

1. Shall be responsible for the effective implementation of the company Health and Safety Policy within the area of their control.
2. Shall keep under review the need for further safety measures, instructions and training to ensure the health, safety and the welfare of employees and others including all visitors to the company's premises.
3. Shall ensure that established safety measures, inspections, training and instructions are maintained and reviewed and that issues are discussed appropriately with staff in their area of control.
4. Shall monitor all areas in their area of control to ensure that safety instructions and safe working practices are being followed.
5. Shall keep themselves informed of any incidents, accidents, adverse health events, near miss incidents or violent and aggressive behaviour occurring on the company premises or to employees on duty away from the company premises, whilst on company business and of the actions taken to prevent a recurrence of any incident, to ensure the actions taken comply with Health and Safety Legislation and other enforcement organisations who monitor the company.
6. Shall consult and communicate appropriately with fire and safety authorities and advisory organisations in the furtherance of maintaining and improving health, safety and the welfare within the company.
7. Shall inform the Chief Executive of reportable accidents, incidents and dangerous occurrences in their area of control, in line with R.I.D.D.O.R. whether persons are injured or not, along with any significant damage to company property.
8. Shall arrange for any defects in safety measures to be rectified and where and when necessary, carry out and follow up investigation on fire, accidents and incidents.
9. Shall promote and communicate safety training and instruction in accident prevention, fire precautions and health and hygiene measures to employees under their control.
10. Shall be reasonably available to receive and respond to safety queries raised by employees under their control either via scheduled employee meetings where health and safety is an agenda item, or otherwise.

### 3.3 Managers and Staff

1. Shall make themselves familiar with and conform to the Company Health and Safety Policy at all times.
2. Shall observe the safety rules at all times, using appropriate safety devices and conforming to all instructions given by management in matters of health and safety.

3. Will report all accidents, incidents and any damage to company property whether persons are injured or not.
4. Must report all hazards and / or make suggestions to improve safety within the company.
5. Will ensure that all employees under their management follow all safety policies and procedures required to ensure safe systems of work within the Company.
6. All staff will have access to the employee health and safety handbook.

### 3.4 Visitors

1. Visitors will be the responsibility of their group host, who will ensure that they are informed of the company safety rules and emergency procedures.
2. All visitors will sign in at the designated reception area. Visitors will not be allowed to enter the company premises unaccompanied.
3. When groups of visitors are gathered together at a seminar, meeting etc. the relevant host will ensure that a printed list of participants is made available at reception to ensure that all persons may be accounted for during an Emergency Evacuation. The company host will conduct any roll-calls for that group.

### 3.5 Contractors

1. Shall observe the Company safety rules and instructions given by management or other persons enforcing Health and Safety Policy.
2. Shall not work for the Company unless relevant safety issues are discussed and accepted and unless they are appropriately insured.
3. Shall not work for the Company until approved as an authorised contractor and meet the company procurement standards.

### 3.6 Health and Safety Committee

In line with Regulation 7 of the Health and Safety at Work Act 1974, the Company has set up a Health and Safety Committee to oversee compliance to health and safety regulations. Employees are also able to highlight any health and safety concerns. The Committee meets quarterly and will consult on health and safety matters with employees, as appropriate.

### 3.7 Day to Day Responsibilities

Wirehouse has been appointed as the Health and Safety partners and provide comprehensive support and advise. The Executive Officer (Operations) is the Health and Safety Liaison Officer that provides the day-to-day support along with other operations colleagues who have been designated estates and facilities duties.

## 4 THE COMPANY HEALTH AND SAFETY ARRANGEMENTS

The management of health and safety within the Company has been set out in a number of health and safety policies that are listed in Appendix 2, that include the following arrangements:

### 4.1 Health and Safety Risk Assessment

- Risk assessments are required for employees for the risks to which they are exposed while at work, and for persons not in company employment arising from work within an area of work managed by the Company.

- There are statutory health and safety risk assessments that need to be undertaken for the health and safety of staff, visitors and users of the service. These will be complied to, as per Government legislation.
- Other risk assessments will be undertaken as part of the running of the business as and when required to ensure health and safety is maintained at all times.
- Personnel undertaking assessments will be adequately trained.
- Corrective action will be undertaken to rectify issues raised as part of the assessments.

## 4.2 Training

### 4.2.1 Mandatory/Statutory Training

All new employees undertake Induction and Orientation training. The company ensures that all employees undertake, as far as is reasonably practicable, the following mandatory training (which is appropriate to the job role) within the first six months of their employment and annually thereof:

- First Aid
- Health and Safety
- Fire Safety
- Moving and Handling
- Display Screen Equipment
- Other training as deemed appropriate

The company also ensures in entrusting tasks to employees, they consider their capabilities as regards to health and safety.

### 4.2.2 Additional training

In addition to mandatory training, the company will also provide adequate health and safety training for employees to undertake their work and as and when they are exposed to new or increased risks because of any changes to their working conditions.

Training requirements for employees are identified and addressed by the designated head of training and education in consultation with the relevant manager. Training should be repeated periodically where appropriate, take place during normal working hours and be adapted to any new or changed risks to health and safety.

## 4.3 Fire Safety

### 4.3.1 The company will take all reasonable steps to prevent a fire occurring. In the event of fire the safety of life overrides all other considerations.

The company must ensure that the following general fire precautions and standards are addressed:

- Means of detection and giving warning in case of fire
- Provision of means of escape
- Means of fighting fire
- Training of employees in fire safety

### 4.3.2 The general fire precautions need to be addressed in the form of a risk assessment covering the following steps:

- Identification of fire hazards
- Identification of the location of people at significant risk in case of fire

- Evaluation of risks and carrying out of necessary improvements
- Recording findings and action taken
- Keeping the assessment under review

The risk assessment must be made available for any inspection or audit.

**4.3.3** Please refer to the fire policy for further details.

## 4.4 Accident Reporting

The company has suitable arrangements in place for all accidents to be reported. Management is to ensure that all employees understand the basic requirements for accident and incident reporting and know how to report such an event and are encouraged to do so.

An 'accident' is an unplanned uncontrolled event that has led to injury, illness, damage or some other loss.

In the event of an accident at work all employees must:

- Seek medical treatment by contacting the designated first aider. Upon returning from treatment, they must report the incident to their line manager.
- Record the accident or injury on an accident form that is available on the Pool in the Badger QMS/forms folder and in the company Communications Tab in Adastra. Further details can be received from the Health & Safety Liaison Officer ).([healthandsafety@badger.nhs.uk](mailto:healthandsafety@badger.nhs.uk)) The completed incident form needs to be returned to the Health & Safety liaison Officer who will record this in the incident log. The accident will be investigated through the incident reporting procedures.
- Notify line managers of any incident in which damage is caused to property.

The employee also has a duty to report 'near miss' incidents. The investigation of such incidents can help to implement procedures or control measures which will prevent a recurrence of the incident and therefore prevent potential accidents. Often the difference between a 'near miss' and an accident resulting in injury is minimal a slight difference in timing, location or personnel.

A 'near miss' is an unplanned event that did not result in injury, illness, damage or product loss but had the potential to do so.

All employees are to report 'near miss' incidents as soon as possible following the incident. The near-miss form is to be used to report the incident and these are held in the same areas as identified for accident forms as above. As much detail as possible is to be provided to ensure a thorough investigation can be carried out. When completed the form is to be returned to Clinical & Quality Management Support Officer.

If an employee is in any doubt, they are to seek advice from their line manager or the health and safety liaison officer. The company has a duty to report certain accidents, occupational diseases and dangerous occurrences as stipulated by the Reporting of Injuries Diseases and Dangerous Occurrences Regulations (RIDDOR).

The Deputy Chief Executive is responsible for reporting any relevant incidents to the Health and Safety Executive, as per the regulations.



RIDDOR is the law that requires employers, and other people in charge of work premises, to report and keep records of:

- work-related accidents which cause deaths
- work-related accidents which cause certain serious injuries (reportable injuries)
- diagnosed cases of certain industrial diseases; and
- certain 'dangerous occurrences' (incidents with the potential to cause harm)

The list of reportable injuries, dangerous occurrences and diseases is lengthy and if any doubt exists regarding these procedures the Company's health and safety partner will be contacted for advice.

All RIDDOR incidents can be reported online but a telephone service is also provided for reporting fatal and specified injuries only - call the Incident Contact Centre on 0345 300 9923 (opening hours Monday to Friday 8.30 am to 5 pm).

All reports will be treated with strict confidence and their security managed accordingly. If disclosure is necessary to authorised parties, this will be monitored and controlled.

The Health and Safety Executive (HSE) and the Local Authority Enforcement officers are not an emergency service. In the event of an emergency please call 999.

More information on when, and how, to report very serious or dangerous accidents and incidents, can be found by visiting the HSE at [www.hse.gov.uk/riddor/report.htm](http://www.hse.gov.uk/riddor/report.htm).

#### **4.4.1 Death, Major Injury or Dangerous Occurrence**

In the event of a death or a major injury the company will without delay inform the Health and Safety Executive (HSE) Incident Contact Centre, Caerphilly Business Park, Caerphilly, CF83 3GG. Telephone: 0345 300 9923 (opening hours Monday to Friday 8.30 am to 5 pm).

If the HSE needs to be contacted during out of hours the Duty Officer can be contacted on 0151 922 9235

#### **4.4.2 Disease**

In the event of a doctor notifying the company that an employee suffers from a reportable listed Occupational Disease, then the Incident Contact Centre will be informed.

#### **4.4.3 Control of Infection.**

The company operates a control of infection policy and appropriate training is given to minimise risk to staff, visitors and users of the services. It is important that all staff adhere to the instructions given in relation to reducing the spread of infections.

### **4.5 Control of Substances Hazardous to Health Regulations 2004**

**4.5.1** The company conforms, as far as is reasonably practicable, to C.O.S.H.H. 2004

#### **4.5.2 Recording and assessment**

The assessment covers key information required during the day-to-day use of the following products: all-purpose cleaners, sanitiser powder, sanitiser liquid or bleach, furniture polish, washing powder, air freshener and disinfectant. Each assessment is reviewed annually and can be updated at any time;

Assessments for both clinical and cleaning materials include the following:

- Assessment of the risk
- Decision on precautions needed
- Prevention or adequate control of exposure
- Ensuring that the control measures are used and maintained

- Monitoring the exposure
- Ensuring plans and procedures to deal with accidents, incidents and emergencies are in place
- Ensuring employees are properly informed, trained and supervised.

Any third party contractors employed by the Company must also comply with the COSHH standards.

## 4.6 Electrical Safety

### 4.6.1 Periodical Inspection and Testing of Electrical Mains Wiring

- This form of electrical testing and inspection takes place at least every five years and is reported using a “Periodical Inspection & Testing of a Fixed Installation” Report.
- Testing is undertaken to BS7671:2008 and snags are reported to management for rectification.
- Snags are rectified and on completion a Minor Works Certificate is issued as proof that all snags have been rectified.
- The responsibility for testing will differ depending on the owner of the property, in line with 17th IEE Inspection & Testing Wiring Regulations

### 4.6.2 Portable Appliance Testing

- Inspection and testing of electrical appliances takes place annually and the company holds the results for inspection.
- It is recognised by the company that an RCD (Residual Current device: sometimes known as a “circuit breaker”) where used by employees will not prevent an electric shock but may minimise the time someone would be exposed to a live electrical current.

## 4.7 Asbestos

There are no health risks to people working in our premise, so long as any presumed asbestos containing materials (ACMs) remains in good condition and are not disturbed. However, if the materials are abraded, drilled or worked on with poor tools the dust generated may contain asbestos fibres and there will be risks to anybody exposed. To ensure that risks from ACMs are reduced to the lowest reasonable the following procedures apply:

- No work will be carried out on a known ACM.
- An Asbestos Register listing the locations and conditions of all known and presumed ACMs will be kept.
- The Asbestos Register will be brought to the attention of any person who might disturb or work on or near to a known or presumed ACM.
- Before any work near to a known or presumed ACM can create risk, therefore an assessment will be carried out and a method statement written. The issue may be referred to Wirehouse. The risk assessment and method statement will identify how the work will be carried out without exposing any person to risks from asbestos fibres. Where necessary, arrangements will be made for additional samples to be taken and analysed.
- The persons who will be doing the work will receive suitable training. They will be informed about the hazards and the precautions they need to take to ensure their health and safety.

Any employee observing damage to any suspected Asbestos Containing Materials is instructed to report this to the Deputy Chief Executive.

If during work a person encounters a material that may contain asbestos and the company are not informed about it before work started, they are instructed to immediately stop work and take advice from the Deputy Chief Executive. Work will not be allowed to recommence until the material has been identified and a safe system of work agreed.

## 4.8 Legionella Management

The Company is responsible for implementing arrangements to prevent the growth of legionella bacteria in water systems in accordance with the HSE's 'Approved Code of Practice (L8) – Legionnaires Disease: The Control of Legionella Bacteria in Water Systems' and 'HSG274 Legionnaire's disease: Technical guidance' and Health Technical Memorandum 04-01: The Control of Legionella, Hygiene, "Safe" Hot Water, Cold Water and Drinking Water Systems.

These arrangements include:

- The assessment of Legionnaires' disease risk and preparation of a scheme for preventing or controlling the risk, conducted by a competent contractor.
- The appointment of a designated individual as the 'responsible person' with authority and responsibility for day to day implementation of the universal precautions and testing specified in the HSE's ACoP and any precautions specified in the risk assessment.
- The maintenance of records of all applicable maintenance and testing together with a copy of the risk assessment and details of the competent person who conducted it.
- Monitoring by a designated employee to check the records and confirm that the precautions have been implemented.

All plumbing alterations are carried out by trained plumbers to ensure compliance with water regulations and byelaws.

## 4.9 Gas Safety

By law the company is required to ensure that all work carried out on gas fitting and appliances are in accordance with the requirements of the Gas Safety (Installation and Use) Regulations and the Safety in the Installation and Use of Gas Systems and Appliances Manual. As an employer the company will:

- Ensure installation pipe work, appliances and flues provided for tenants / occupiers are maintained in a safe condition
- Ensure an annual safety check is carried out on each appliance and /or flue that is provided for tenants / occupiers' use
- Ensure maintenance and annual safety checks are carried out by a Gas Safe Registered installer
- Keep a record of each safety check for two years
- Ensure that anyone carrying out work on gas appliances / fittings and / or flues provided for tenants / occupiers' use has the required competence and that only Gas Safe Registered installers are used.

## 4.10 Moving and Handling

To prevent injuries and long-term ill health from manual handling the Company will ensure that operations that involve manual handling are reduced as far as is reasonably practical. Where it is not practical the company will carry out an assessment to determine what control measures are required to reduce the risk to an acceptable level.

### 4.10.1 Duties of the Employer

The company will ensure during assessment of manual handling risk the following are considered:

- Avoidance of a need for hazardous manual handling, as far as is reasonably practicable
- Assessment of the risk of injury from any hazardous manual handling that cannot be avoided
- Reduction of the risk of injury from hazardous manual handling, so far as is reasonably practicable.

#### 4.10.2 Duties of All Employees:

Employees, including those who work for the Company but are not on the payroll, should:

- Follow appropriate systems of work laid down for their safety
- Make proper use of equipment provided for their safety
- Co-operate with the company on health and safety matters
- Inform management if they identify hazardous handling activities
- Take care to ensure that their activities do not put others at risk

#### 4.11 Equipment and Machinery

- Managers will ensure within their area of responsibility;
- that periodical inspection and scheduled maintenance takes place as necessary on machinery and equipment, to ensure their safe working operation
- adequate training of staff on the use of machinery and equipment, including equipment used on training courses
- recording of evidence of training

#### 4.12 Disability Compliance

For employees with special requirements due to disability the company has a duty to make reasonable adjustments so far as is reasonable, for example layout, to protect the health, safety and the company welfare of the employee. To ensure the health, safety and the company welfare of employees with disabilities the company will review existing risk assessments to make sure that they reflect the disability of the employee. If necessary, an individual risk assessment of the employee will be carried out.

Where it has been identified that employees have problems with their mobility a personal emergency evacuation plan will be developed to cover their escape safely in the event of an evacuation. The personal emergency evacuation plan will be reviewed at frequent levels to reflect any changes in the employee's health condition. Equally, where employees must carry out lone working as part of their work the company will review the risk assessment to establish for example if a buddy system can be incorporated.

#### 4.13 Display Screen Equipment

The company will take all reasonable steps to secure the health and safety of those who work with display screen equipment (DSE).

The company acknowledge that health and safety hazards may arise from the use of this equipment and works to reduce any risks to a minimum. Whilst it is generally recognised that the use of DSE can be undertaken without undue risks to health, it is appreciated that some employees may have genuine reservations and concerns. The company will provide information and training to enable a fuller understanding of these issues.

The company will:

- Carry out an assessment, or provide information for self-assessment of each workstation, considering the DSE, the furniture, the working environment and the worker.
- Take necessary measures to remedy any risks found because of the assessment.
- Take steps to incorporate changes of tasks within the working day, to prevent intensive periods of on-screen activity.
- Review software to ensure suitability for the task.
- Arrange for the provision of eye and eyesight tests when requested, at regular intervals thereafter and where a visual problem is experienced.
- Contribute to any corrective appliances (glasses or contact lenses) where required specifically for working with DSE.

- Advise all persons applying for work with DSE, of the risks to health and how these are to be avoided.

Where a matter related to health and safety in the use of DSE is raised, the company will:

- Take necessary steps to investigate the circumstances.
- Take corrective measures where appropriate.
- Advise employees of actions taken.

The company will give sufficient information, instruction and training as is necessary to ensure the health and safety of workers who use DSE. This provision also applies to persons not in direct employment, such as temporary employees and contractors.

The purpose of a break from DSE work is to prevent the onset of fatigue. To achieve this objective, Employees are advised to take regular breaks from DSE work. Where possible, users will be given the discretion to decide the timing and extent of off- screen tasks. If employees know that their DSE workload does not permit adequate breaks they are to bring this to the attention of their Line Manager.

Employees are asked to undertake a self-assessment of their workplace using a simple-to-follow format. Most people do not have any issues using the equipment and so assessments are usually only repeated after two years, after office moves or other significant changes

## 4.14 Temporary Workers

**4.14.1** The company will provide any person, whom they appoint on temporary contracts or under a self-employed basis, with comprehensive information on any special occupational qualifications or skills required to be held by the said employee to carry out their work safely before any duties commence.

**4.14.2** The company will provide comprehensive information to persons working in its service on the risk to health and safety arising out of the duties to be undertaken.

## 5 HEALTH AND SAFETY MONITORING AND MANAGEMENT

Policies and documentation will be reviewed by the company as per the renewal dates. The Health and Safety Committee will have oversight of health and safety matters.

Annual audit of the following will be undertaken: Accidents, First Aid, Insurance, Health and Safety Policy, Risk Assessments, Site Inspection, Fire Safety, Equipment and Machinery, Electrical Safety, Hazardous Substances, Manual Handling, Personal Protective Clothing & Equipment, Training and Contractors.

Nonconformance will be reported by the designated health and safety liaison to the management executive along with a rectification plan to be implemented within an agreed timescale.

### 5.1 Adverse Events

Adverse events, concerns and incidents will be reported and investigated in line with this policy.

## 6 Appendix 1 - Key Legislation

A summary of the key legislation is provided below – for information. The following list has been compiled to help draw attention to health and safety duties.

- The Health and Safety at Work etc. Act 1974
- Corporate Manslaughter and Corporate Homicide Act 2007
- Employers' Liability (Compulsory Insurance) Act 1969
- Management of Health and Safety at Work Regulations 1999 (as amended)
- The Regulatory Reform (Fire Safety) Order 2005
- Workplace (Health, Safety and Welfare) Regulations 1992
- The Control of Substances Hazardous to Health Regulations 2002 (as amended).
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
- The Manual Handling Operations Regulations 1992 (as amended)
- Health and Safety (First Aid) Regulations 1981 (as amended)
- Personal Protective Equipment at Work Regulations 1992 (as amended)
- Personal Protective Equipment at Work (Amendment) Regulations 2022
- Health and Safety (Display Screen Equipment) Regulations 1992 (as amended)
- Health and Safety (Safety Signs and Signals) Regulations 1996 (as amended)
- Electricity at Work Regulations 1989
- Health and Safety (Consultation with Employees) Regulations 1996 (as amended) and Safety Representatives and Safety Committees Regulations 1977 (as amended)
- Construction (Design & Management) Regulations 2015
- Health and Safety Information for Employees Regulations 1989 (as amended)
- Pressure Systems Safety Regulations 2000
- Provision and Use of Work Equipment Regulations 1998
- The Working at Height Regulations 2005 (as amended)
- The Lifting Operations and Lifting Equipment Regulations 1998
- Control of Asbestos Regulations 2012
- Building Regulations 2010 (as amended)
- Equality Act 2010
- Furniture and Furnishings (Fire) (Safety) Regulations 1988 (as amended)
- Gas Appliances (Safety) Regulations 1995 (as amended)
- Gas Safety (Installation and Use) Regulations 1998 (as amended)
- Gas Safety (Management) Regulations 1996
- Hazardous Waste Regulations 2005 (as amended)
- Health and Safety Offences Act 2008
- Health and Safety (Sharp Instruments in Healthcare) Regulations 2013
- Lifts Regulations 1997
- Working Time Regulations 1998 (as amended)
- Public Health (Control of Disease Act) 1984

## 7 Appendix 2 - Related Policies

A summary of all Health & Safety Policies is provided below- for information.

- H&S-01 - Health and Safety Policy
- H&S-02 - General Statement
- H&S-04 - Risk Assessment Policy
- H&S-05 - Facilitator and Committee Policy
- H&S-06 - Health and Safety Organisational Arrangements Polic
- H&S-07 - Asbestos Management Policy
- H&S-08 - Contractors Policy
- H&S-09 - COSHH Control of Substances Hazardous to Health Policy
- H&S-10 - Driving at Work and Mobile Phone Policy
- H&S-13 - Electrical Safety Policy
- H&S-14 - Fire Policy
- H&S-15 - First Aid Policy
- H&S-16 - Home Working Policy
- H&S-17 - Legionella Policy
- H&S-19 - Lone Working Policy
- H&S-23 - Slips Trips and Falls Policy
- H&S-25 - Stress and Wellbeing Policy
- H&S-26 - Welfare Policy
- H&S-27 - Work at Height Policy
- H&S-28 - Young Persons Policy
- H&S-29 - Display Screen Equipment Policy

All policies and procedures can be found on Adatastra via the 'Health and Safety' tab | Badger Company Policies or Health and Safety Policies Procedures