

# HEALTH AND SAFETY POLICY

The purpose of this policy is to outline our commitment and the approach taken by Gi Group in regard to Health and Safety matters, to set out the requirements of both employee and company and to ensure that a healthy and safe place of work is maintained.

We are a provider of training programmes and opportunities, based in England. As we recruit and train employed individuals, we take a serious view of our responsibilities towards Health and Safety matters.

## GI GROUP AIMS TO:

- Provide an excellent level of control of the Health & Safety risks arising from our work activities
- Consult with our employees and Apprentices on matters affecting their health and safety and welfare
- Provide effective Health & Safety information, instruction and supervision to employees and Apprentices - including regular updates.
- Ensure that all employees are competent to carry out their jobs safely, giving them adequate training
- Prevent accidents and cases of work related ill health
- Provide safe and healthy working and learning conditions
- Report any incidences of injuries, diseases or dangerous occurrences
- Review and revise this policy annually or sooner if required

## INTERNAL RESPONSIBILITIES:

1. All employees of Gi Group are expected to:
  - Co-operate fully with supervisors and managers on health and safety matters
  - Not interfere with anything provided to safeguard their health and safety
  - Take reasonable care of their own health and safety
  - Ensure that their actions or omissions do not compromise others health and safety
  - Report all health and safety matters and dangerous occurrences to the Health and Safety Manager as detailed in this policy document
- 2 All health and safety arrangements and responsibilities shall be communicated to staff at their induction, and the information shall also be contained within the staff handbook. Each member of staff will report any injuries, diseases or dangerous occurrences to the Health and Safety Manager in line with the ESFA process.
- 3 For Apprentices, their induction programme will contain a detailed element related specifically to health and safety matters, and they will also re-visit health and safety throughout their learning programme, where necessary.

## HEALTH AND SAFETY RISKS ARISING FROM WORK ACTIVITY

The information below outlines the individual's responsibility for undertaking and addressing health and safety risk assessments:

- Health and safety risk assessments will be monitored and undertaken by our Health & Safety Manager
- Action required to remove and/or control health and safety risks will be approved by the Health & Safety Manager
- The Health & Safety Manager will be responsible for ensuring that all required actions are implemented in a timely manner
- The Health & Safety Manager will be responsible for checking that the implemented actions have removed/reduced the risks

- Health and safety risk assessments will be reviewed every twelve months as a minimum, or when prevailing activity changes, whichever is sooner
- Health and Safety Audits of the workplace will be conducted annually
- Where learning activity and delivery is to be sub-contracted, the Service Level Agreement in place between Gi Group and the training provider being used for delivery, will outline the training providers' responsibilities in regard to undertaking health and safety risk assessments

## **CONSULTATION**

Consultation in relation to health and safety shall be viewed as a key activity to be carried out regularly, both in regard to employees of Gi Group and also Apprentices. We shall seek advice from our Health & Safety Manager and outside agencies such as the Health and Safety Executive and the Education & Skills Funding Agency.

## **EMPLOYEES**

In the first instance, employees of Gi Group will be introduced to health and safety through their induction. Every employee will be given a copy of this Health and Safety Policy Document. When the document is updated it will be made available to every employee via the Company's intranet.

Training sessions focusing upon aspects of health and safety shall be regularly provided to employees to update their knowledge and skills.

Any issues relating to health and safety that are identified during monthly management meetings shall be cascaded down to all staff for their information.

All staff involved in work based learning will be issued with basic PPE during their induction and receive guidance on its use, care and maintenance. Additional equipment required will be allocated by your immediate line manager to accommodate the host employers' safe working practices prior to engagement with clients.

The wearing of PPE is not a substitute for adequate training for working in hazardous conditions. Where any doubt exists as to the suitability of any working environment, advice must be sought prior to entering a site from the Gi Group Health and Safety Manager. Where an accident or injury occurs involving the use of PPE a full investigation will be carried out and all persons affected will be notified of the outcome and recommendations made by the appropriate authorities.

We will enforce the wearing of all PPE appropriate to the prevailing circumstances and this will be confirmed by impromptu site inspections as part of the Internal Verification process.

## **APPRENTICES**

In the first instance, Apprentices will be introduced to health and safety during their learning programme induction.

Health and Safety will be embedded in all Apprentice programmes.

All health and safety information shall be updated regularly and Apprentices will discuss health and safety during one to one progress reviews.

## **SUB-CONTRACTING**

Where learning activity and delivery has been sub-contracted, the Service level Agreement between Gi Group Services and the training provider shall detail what is

expected of the training provider in terms of health and safety.

### **INFORMATION, INSTRUCTION AND SUPERVISION**

The information below highlights where health and safety advice and guidance can be sought, and the parties responsible for providing advice and guidance.

- All Staff will be issued with a Safety Handbook during induction
- Health and Safety information will be distributed by Gi Group to both employees and learners whilst on programme or during the course of their employment
- Health and safety advice and guidance will be available from our Health & Safety Manager
- The supervision of learners will be arranged and undertaken by training providers who are delivering learning activity on behalf of Gi Group, as outlined in all Service Level Agreements

### **COMPETENCY FOR TASKS AND TRAINING**

Induction training will be given to all Gi Group staff and this is arranged Human Resources. All training records shall be retained by Gi Group for the duration of an employee's employment and for three years thereafter. Further staff training will be identified through the staff appraisal process. The Group Training Compliance Manager shall be responsible for arranging and monitoring training for all Gi Group staff, all of which shall be addressed on an individual basis.

### **ACCIDENTS, FIRST AID AND WORK RELATED ILLNESS**

The information below details those parties responsible for dealing with accidents and work related ill health incidents, and outlines the arrangements for first aid.

- All sites and branches have an accessible first aid box
- First aider's names are detailed on the Centre's Health & Safety notice boards
- All accidents and cases of work related ill health shall be recorded in an accident book
- The Health & Safety Manager shall be responsible for reporting accidents, disease and dangerous occurrences to the enforcing authority
- In instances where accidents or cases of ill health occur when learners are taking part in learning activity that is being delivered by a training provider, the training provider shall be expected to notify Gi Group as soon as possible so that the appropriate records can be taken. This information shall be outlined in all Service Level Agreements between Gi Group and training providers

### **ACCIDENT/NEAR MISS REPORTING**

In relation to accident reporting, Gi Group will provide Accident books at all locations within Gi Group.

- Ensure that all employees are aware of reporting procedures
- Ensure all Managers and Trainers advise Apprentices under their control and shall explain accident recording and reporting procedures during induction
- Ensure details of entries made in Accident books are forwarded to the Health and Safety Manager within three working days by departmental Managers
- Ensure that an Accident investigation form is completed for all accidents involving Employees by the Health & Safety Manager
- Ensure that a near miss/cause for concern form is completed and returned within three working days to the Health & Safety Manager

## MONITORING

To check our working conditions and to ensure our safe working practices are being followed Gi Group will:

- Produce and maintain a schedule of Health and Safety checks to be carried out at least annually
- Evaluate the instances where accidents or cases of work related ill health have occurred
- Continually monitor the health and safety information and guidance that is being given to employees and Apprentices
- Risk assess all of the learning premises we utilise for delivery purposes
- Ensure that all of our Service Level Agreements contain detailed health and safety clauses and requirements
- Ensure that we monitor training providers regularly to assist us in identifying where improvements can be made and positive changes introduced
- The Health & Safety Manager, is responsible for the investigation of accidents or work related cases of ill health, and for dealing with accidents and cases of ill health that occur when learning activity is taking place with a training provider
- The Health & Safety Manager, is responsible for acting upon investigation findings to prevent a recurrence of an accident or case of work/learning related ill health

## FIRE RISK

The Health & Safety Manager will ensure that a risk assessment for all premises or parts of premises under their control is undertaken by a competent person.

The Health and Safety Manager will make known to all employees, the arrangements in place at all buildings for:

- Evacuation in case of fire
- Means of fighting fire
- Evacuation drills
- Muster points
- Significant risks identified resulting from risk assessments

Such information will be given to employees as part of the company induction process. Fire marshals appointed for each location will supervise staff and visitor evacuation and account for personnel in overall headcount

## LONE WORKING

This policy is intended to reduce the risks involved in working alone either within the office environment or remote sites and journeys to and from all work locations.

- A Health and Safety audit will be completed on all premises prior to access being granted to our employees
- Key issues arising from audits completed will be communicated to those employees affected
- A contact number for assistance (the employee' s line manager in the first instance) will be available at all times

Employees are required to:

- Familiarise themselves with the processes and risks identified at any premises they are visiting
- Comply at all times with company and site Health and Safety rules
- Sign in and out of premises where they are working
  
- Inform a responsible person at premises when they leave
- Not divulge personal information, which may compromise personal safety.

Employees are encouraged:

- Not to work alone in office premises
- To have personal breakdown assistance cover
- Maintain regular contact.

## **MANUAL HANDLING**

The Health & Safety Manager will ensure that operations that involve manual handling are eliminated as far as reasonably practicable. Measures to achieve this include the ergonomic design of the workplace and provision of mechanical aids where manual handling is necessary.

During induction all staff are informed of manual handling issues and the need to take into account:

- The task
- The load
- The individual
- The working environment

Line managers will ensure that assessments for all personnel have been carried out with adequate training provided to meet their individual needs.

Employees must ensure that:

- They comply with instruction and training which is provided
- They use any equipment made available
- Any concerns are reported immediately to a Manager

## **EMERGENCY PROCEDURES AND EVACUATION**

For Gi Group staff, the fire and evacuation procedures shall be outlined during their induction programme and specific training will be offered to ensure that the fire and evacuation procedures are followed at all times.

Where learning activity is being delivered by a subcontracted training provider, Gi Group to require them to ensure the following:

- Ensure that a risk assessment is completed, by a competent person, of the premises where learning activity and delivery will be taking place, whether this is an employer's premises or elsewhere
- Ensure that delivery in line with the health and safety rules, requirements and practices of where delivery is taking place
- Ensure that during inductions, all learners are made aware of the emergency fire and evacuation procedures for the premises where delivery is taking place, whether this be on an employer's premises or elsewhere

The Health & Safety Policy will be subject to annual review by the Leadership & Management Team.