

Health and Safety Policy

1. Introduction

1.1 At Bristol Together CIC, we are committed to ensuring the health and safety of our employees, contractors, visitors, and the communities in which we operate. This Health and Safety Policy outlines our dedication to maintaining a safe and healthy working environment and the principles that guide our actions.

2. Purpose

- 2.1 Compliance - We will comply with all relevant health and safety legislation, regulations, and industry standards.
- 2.2 Responsibility - We assign health and safety responsibilities at all levels of our organisation.
- 2.3 Communication - We will establish effective channels for reporting hazards, incidents, and safety concerns.
- 2.4 Risk Management - We will systematically identify, assess, and control risks associated with our construction activities.
- 2.5 Training and Competence - We will provide training and ensure the competence of our employees and contractors to perform their tasks safely.
- 2.6 Safety Culture - We will foster a safety culture that promotes awareness, ownership, and continuous improvement in health and safety.
- 2.7 Emergency Preparedness - We will develop and maintain robust emergency response plans and conduct regular drills to ensure preparedness.

3. Responsibilities

- 3.1 Management:
 - 3.11 Provide leadership and demonstrate commitment to health and safety.
 - 3.12 Allocate necessary resources for health and safety initiatives.
 - 3.13 Review and update this policy as needed.
 - 3.14 Monitor the performance of health and safety objectives.
- 3.2. Employees:
 - 3.21 Comply with health and safety policies, procedures, and instructions.
 - 3.22 Report hazards, near misses, and incidents promptly.
 - 3.23 Participate in training and awareness programs.
- 3.3. Supervisors:

- 3.31 Support the development and implementation of health and safety programs.
- 3.32 Review incidents and suggest corrective actions.
- 3.33 Communicate safety concerns to all employees.

4. Risk Management

- 4.1 Identify and assess risks associated with construction activities.
- 4.2 Develop and implement control measures to eliminate or reduce risks to an acceptable level.
- 4.3 Regularly review and update risk assessments.

5. Training and Competence

- 5.1 Provide appropriate health and safety training to employees and contractors.
- 5.2 Ensure all workers are competent in their roles and are aware of the associated hazards and control measures.

6. Communication

- 6.1 Establish a reporting system for hazards, near misses, and incidents.
- 6.2 Encourage open communication and dialogue on health and safety matters.
- 6.3 Share relevant health and safety information with employees and contractors.

7. Emergency Preparedness

- 7.1 Develop and maintain emergency response plans.
- 7.2 Conduct regular drills and exercises to ensure preparedness.
- 7.3 Provide clear instructions to employees on emergency procedures.

8. Performance Monitoring

- 8.1 Regularly assess and review health and safety performance.
- 8.2 Investigate incidents and implement corrective actions.

9. Continuous Improvement

- 9.1 Continuously review and improve health and safety policies and procedures.
- 9.2 Encourage feedback and suggestions from employees and contractors.
- 9.3 Learn from incidents and near misses to prevent future occurrences.

10. Review

- 10.1 This Health and Safety Policy will be reviewed annually or as needed to ensure its effectiveness in maintaining a safe and healthy working environment.



Paul Morgan, Managing Director

Bristol Together CIC

For any questions or concerns related to this Health and Safety Policy, please contact Paul Morgan –

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Review Cycle:	Date of Review:	Reviewed by:	Next Date of Review:
Annual	01/08/2024	Paul Morgan – Managing Director	01/08/2025