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**Author****Title of Policy**

Head of Asset  
Investment

Health and Safety

**Section**

Updated: May 2025

Investment

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**1 Policy statement**

- 1.1 An effective Health and Safety Policy requires the full collaboration and co-operation of all colleagues; therefore everybody is required to read this document and accept their personal responsibility for health and safety at work.
- 1.2 This Policy applies to all colleagues (temporary and permanent). This includes casual workers, agency workers, volunteers and, for this purpose, Board Members. It also promotes positive health and safety practices which ensure that any potential risks to our customers and the general public through delivery of our daily working practices are fully mitigated.
- 1.3 Rooftop Housing Group (Rooftop) will, for the purpose of meeting its requirements for the health and safety of temporary workers, agency workers, casual workers and volunteers as far as is reasonably practicable, regard such workers as they would their permanent colleagues in respect of risk assessment, training, the provision of information and protective equipment.
- 1.4 All colleagues are required to co-operate to ensure the successful operation of this Policy. Those with a contract of employment who are in clear breach of this Policy will be subject to the Disciplinary Policy and procedure.
- 1.5 In addition to any disciplinary action which may be taken for breaches of personal responsibility for health and safety, in the case of breaches of statutory requirements individuals may be held personally liable under the law. Examples of misconduct may include:
  - Failure to wear Personal Protective Equipment (PPE).
  - Failure to adhere to Rooftop's safe systems of work.
  - Unauthorised use of work equipment.
  - Gross misconduct may include a serious breach of Rooftop's health and safety policies or procedures and any legislative or legal requirements.
- 1.6 All Rooftop locations will be covered by this Policy. Any deviations necessary will be published and made known to all colleagues.
- 1.7 Any actions and decisions reached will consider the provisions of the Equality Act 2010 and consideration of individuals' needs. Where specialist medical advice may be needed, this will be sought before any decisions are made.

**2 Statutory and Regulatory context**

- 2.1 This document has been reviewed in line with the Regulator of Social Housing's (RSH) Safety and Quality Standard (April 2024) which states:
  - 2.1.1 "When acting as landlords, registered providers must take all reasonable steps to ensure the health and safety of tenants in their homes and associated communal areas".
- 2.2 Specific expectations are:
  - 2.2.1 "Registered providers must identify and meet all legal requirements that relate to the health and safety of tenants in their homes and communal areas".

- 2.2.2 “Registered providers must ensure that all required actions arising from legally required health and safety assessments are carried out within appropriate timescales”.
- 2.2.3 “Registered providers must ensure that the safety of tenants is considered in the design and delivery of landlord services and take reasonable steps to mitigate any identified risks to tenants”.
- 2.3 The regulatory requirements for Registered Providers require that Rooftop should comply with all relevant legislation, regulatory standards, codes of practice and guidance. As such, Rooftop is committed to complying with Health and Safety legislation as a minimum and continually improving its performance (Appendix 2).
- 2.4 The Statement of Intent detailed below meets the legal obligation placed upon Rooftop under Section 2 of the Health and Safety at Work Act (1974) to provide the appropriate written statement in relation to the above.
- 2.5 The requirements of the Social Housing Regulation Act 2023 have been applied.

### **3 Policy outline**

- 3.1 Rooftop’s Health and Safety Policy includes:
- Statement of Intent outlining Rooftop’s commitment to developing a positive attitude to health and safety management.
  - The arrangements for managing health and safety – this Policy, supported by approved policies, procedures, and detailed safety rules, applies to all activities carried out by, or on behalf of, Rooftop and developed to identify, control, monitor and review health and safety issues.
  - Health and Safety responsibilities - Rooftop recognises that all colleagues have a responsibility for health and safety and are accountable for ensuring a safe working environment. Rooftop also recognises that identifying key roles either individually or collectively is appropriate in certain circumstances and this Policy identifies such roles (Duty Holder, Responsible Persons, Designated Lead, operational leads) and their responsibilities.
- 3.2 Rooftop will maintain a Health and Safety Committee. The Committee provides both a consultation process and forum where relevant health and safety issues can be raised, scrutinised and monitored to gain assurance that suitable, effective solutions to achieve compliance are being delivered.
- 3.3 Continuous improvement and best practice will be identified and monitored regularly by the Health and Safety Committee.
- 3.4 Rooftop will maintain and record accidents, incidents and near misses within the organisation. Such accidents, incidents and near misses will be investigated to determine root causes and subsequently implement corrective action to prevent further occurrences. All accidents, incidents and near misses will be reported to the Health and Safety Committee.
- 3.5 All operations are monitored by Line Managers and Team Leaders. During this process, operations are monitored to any appropriate operating procedure (this may be Rooftop’s procedure or a standard operation procedure provided by a manufacturer). Where there are contractors and/or sub-contractors working for Rooftop they are monitored against their own published health and safety plan/procedures.
- 3.6 All colleagues can access the Colleague Handbook electronically which includes information from the Health and Safety Policy and reiterates the requirement to

ensure the Health and Safety section is read in conjunction with Health and Safety Policy, procedures, group practices and associated policies.

#### **4 Equality, Diversity and Inclusion: Principles**

4.1 At Rooftop we are committed to creating and sustaining a diverse and inclusive environment achieving positive outcomes for potential and existing customers, our colleagues and the wider community. Our commitments to our customers, colleagues and communities are detailed in our Equality, Diversity and Inclusion (EDI) Strategy. We are an organisation that values diversity, champions equality and inclusion. We demonstrate this through the activities and the services we provide. This means living by, working to and acting on our Values.

#### **5 Data Protection: Principles**

5.1 Rooftop recognises the importance of protecting the personal data of our customers, colleagues, contractors and other stakeholders and our commitment to compliance with data protection laws and managing personal data responsibly. As an organisation, we are committed to ensuring everything we do with personal data follows the principles of lawfulness, transparency, fairness and accuracy whilst minimising the amount of data we collect and only using it for specific, explicit and legitimate purposes until we no longer need it.

#### **6 Health and Safety Policy – Statement of Intent**

6.1 We recognise the positive benefits from developing and maintaining a high level of safety both for our colleagues, customers and external partners who help deliver our services. It is our policy, as an organisation, to maintain high standards and to encourage our colleagues to contribute to their own welfare and that of their colleagues.

6.2 Rooftop remains committed to working with our customers to strengthen our relationship with them and, as a responsible landlord, we fully support the ‘Together with Tenants Charter’ launched by the National Housing Federation (NHF). We will ensure that we positively communicate and encourage engagement with our customers in identifying and mitigating health and safety risks / issues whilst also ensuring they have a voice and can hold us to account in everything we do.

6.3 It is our intention to take all reasonable and practicable steps so that those responsibilities for health, wellbeing and safety matters are effectively assigned, accepted and fulfilled at all levels within our organisation. In doing so, we will:

- Ensure safety awareness, positive attitudes, and continuous improvement in safety performance with the commitment and active involvement of Board Members, Executive Directors, Line Managers and colleagues at all levels.
- Protect the health and safety of its colleagues and others that may be affected by its activities.
- Provide and maintain a safe working environment which does not constitute risks to health and welfare.
- Allocate sufficient resources to operate and maintain safe and healthy places of work.
- Provide PPE as required for work areas and activities ensuring its proper use in accordance with manufacturer guidelines or instruction.
- Ensure adequate information is clearly displayed on specific hazards applicable to each site.
- Provide fire protection, first aid and health monitoring facilities.

- Take account of advice and guidance issued by managers with responsibility for health, safety and environmental issues and establish and provide the necessary training.
- Formulate standards that comply with relevant statutory requirements in respect of health, safety and the environment, as they affect colleagues, customers, contractors and the public.
- Safeguard colleagues and others from foreseeable hazards, regarding health, safety, or the environment in current processes and working systems by undertaking appropriate risk assessments applicable to the work activity involved.
- Ensure that when new substances, plant and equipment, processes or premises are introduced adequate guidance, instruction and supervision are provided through risk assessments being carried out and the results communicated.
- Provide training and awareness to all colleagues to be aware of their own responsibilities in respect of health, safety, and environmental matters and to ensure they participate fully in measures required to prevent accidents and industrial disease.
- Ensure that colleagues are clear on how to report health and safety concerns and incidents.
- Ensure that identified role specific health and safety training is carried out within identified timescales.
- Ensure that any health and safety refresher training is delivered to colleagues within appropriate timescales.
- Maintain accurate records of all health and safety training undertaken.
- Ensure that contractors can demonstrate that any person/s working on behalf of Rooftop is competent and properly trained to undertake their work without detracting from the contractor's own legal responsibility.
- Use health education and counselling to promote good health and to avoid occupational and non-occupational injuries and diseases.
- Establish procedures for monitoring compliance with safety standards and co-operate with authorities and technical organisations to ensure policies and group practices are kept up to date.
- Ensure these objectives are fulfilled through in-house auditing activities, either internally through competent assessors or the independent internal auditors.
- Communicate Health and Safety advice and requirements clearly using alternative methods where necessary.

6.4 The Health and Safety at Work Act (1974) requires every colleague, while at work, to take reasonable care for the health and safety of themselves, and of other persons who may be affected by their acts or omissions, and to co-operate with their employer in fulfilling its statutory duties. As such, we expect the co-operation and contribution of all our colleagues in successfully achieving the aims and objectives set out above by:

- Not interfering with, or the misuse of anything provided in the interest of health and safety.
- Reporting any unsafe practices or situations immediately.



Signed: .....

Date: 21 May 2025

Boris Worrall, Group Chief Executive

## **7 Health and Safety advice**

- 7.1 The Estates, Facilities and Safety Manager and Health and Safety Officer with support (where required) from external health and safety consultants/specialists will provide competent support and advice to managers and colleagues in the technical and statutory aspects of safety at work as and when requested to do so. Where questions arise over the maintenance of safe working practices or conditions, matters can be referred to a Leadership Team member, Executive Director or the Group Chief Executive who then has the responsibility for ensuring that sufficient authority is given to enable safe practices and the appropriate health and safety arrangements are being maintained.
- 7.2 Rooftop will liaise with the Health & Safety Executive (HSE), Environmental Health Officers, Fire & Rescue Service and other specialist agencies as necessary. To obtain specialist advice or assistance on health and safety matters, Rooftop may use the services of additional external safety practitioners as may be appropriate.
- 7.3 The Designated Lead for Health and Safety will provide advice to the Group Board as to how to address any risks of failures in the event of non compliance with health and safety requirements.

## **8 Communications**

- 8.1 All colleagues, both existing and new, will be made aware of this document and their own health and safety responsibilities. Colleagues will be kept informed of all health and safety issues relevant to their work activities including the results of risk assessments using alternative methods where necessary.
- 8.2 This will be achieved through the following internal channels:
- Notices and posters.
  - Emails and posts on Viva Engage.
  - Induction process and training.
  - Health and Safety Committee.
  - Your Voice Forum.
  - Leadership Team meetings.
  - Health and Safety/hazard reporting procedures.
  - Health and Safety audits.
- 8.3 Outside Rooftop through contact with:
- Health and Safety Consultant.
  - HSE.
  - Regional Fire Services.
  - Environment Agency.
  - Local Authorities.
  - Regional and national Health & Safety working groups/forums.
  - Association of Safety and Compliance Professionals (ASCP).
- 8.4 Receipt of correspondence from any enforcing authority indicating their intention to act against Rooftop, must be brought to the immediate attention (within 24 hours) of the Group Chief Executive or, in his absence, an Executive Director and the Company Secretary.

## **9 Organisational arrangements**

- 9.1 Group Chief Executive – The general direction of health and safety at work is delegated to the Group Chief Executive, Executive Director - Operations, Executive Director - Investment and Executive Director - Resources and, in turn, their management teams in respect of responsibility and authority for the effective

execution of approved policies as specified in the Duty Holder and Responsible Persons Schedule (Please refer to Appendix 3).

- 9.2 The Health and Safety Committee will consist of a member of the Board, a member of the Executive Team, Risk and Assurance representative, Senior Management (Heads of Service/Leadership Team), colleague representatives and Safety and Compliance representatives.
- 9.3 Minutes of the Health and Safety Committee meetings will be made available to all Committee members, the Executive Team, Audit and Risk Committee and the Group Board.
- 9.4 Minutes of the Health and Safety Committee meetings will also be sent to all Heads of Service to ensure a consistent ethos of collaborative health and safety awareness. Heads of Service should share (where appropriate) key messages, updates and decisions with their teams.
- 9.5 The Health and Safety Management Framework (Appendix 4) provides clarity of the robust approach to the management of health and safety across the business and also how Rooftop consults with colleagues.

## **10 Responsibilities**

- 10.1 The Board will ensure there is an effective Health and Safety Policy for Rooftop and appraise its effectiveness annually.
- 10.2 The Group Chief Executive, as Duty Holder, will ensure:
- Health and safety performance is included as an agenda item at Executive Team meetings and when new information needs to be communicated or when there are changes in process or legislation, or issues have arisen that need to be discussed.
  - An annual Health and Safety report is presented to the Group Board.
  - The objectives and responsibilities outlined within the Health and Safety Policy Statement of Intent are communicated to all colleagues and that the Duty Holder and responsible persons understand, actively support and implement the Health and Safety Policy and procedures.
  - Maintain interest and enthusiasm for health, safety and welfare amongst colleagues.
  - That managers are aware of statutory legislations, common law and codes of practice affecting their area of operation.
  - That Rooftop's activities are conducted in such a way that the public are not exposed to risks to their health and safety.
- 10.3 Ultimate responsibility for health and safety rests with the Group Chief Executive as Duty Holder.
- 10.4 The Executive Directors as Responsible Persons will:
- Establish health and safety arrangements/procedures for Rooftop.
  - Make sure that Rooftop's Health and Safety Policy is communicated and understood at all levels.
  - Ensure all managers understand, actively support and implement the Health and Safety Policy, group practices, policies and procedures.
  - Take a direct interest in such arrangements and procedures and publicly support all persons implementing them.
  - Arrange for colleague training as required.
  - Maintain interest and enthusiasm for health and safety amongst all Rooftop colleagues.

- Receive reports, information and recommendations from Rooftop's consultants and arrange, through their managers, to give effect to the decisions on all aspects of health and safety in accordance with the Health and Safety at Work Act (1974) and other statutory enactments or codes of practice which may be issued from time to time.
- Be aware of major hazards and that managers make periodic checks to ensure that approved safety precautions are being carried out.
- Be aware of statutory legislation, common law and codes of practice affecting Rooftop's area of operation.
- Advise managers on matters arising under the Health and Safety at Work Act (1974).
- Report to the Group Chief Executive and Board on the effectiveness of the Health and Safety Policy, as implemented through responsible persons and other managers, and recommend any amendments to the Health and Safety Policy to meet changes in organisation, legislation or to improve safety standards.

10.5 The Leadership Team and managers will ensure the health and safety of colleagues at work in their departments. They must therefore:

- Contribute to and fully support the Health and Safety Policy.
- Ensure their team members are instructed and trained so that they fully implement the Health and Safety Policy, group practices, policies and procedures.
- Be informed about statutory legislation, common law and codes of practice as it affects their department.
- Continuously monitor safety performance in their department and initiate action to reverse adverse trends.
- Maintain interest and enthusiasm for safe working amongst all colleagues.
- Ensure access to all fire exits, alarm buttons and fire extinguishers are available.
- Ensure appropriate PPE is available and used appropriately.
- Ensure that contractors under their direction carry out their work according to Rooftop Policy, risk assessments, method statements, and safe systems of work and conditions laid down in the 'Contractors Code of Conduct' document.
- Ensure prompt attention is given to repair and maintenance requirements.

10.6 The Designated Lead for Health and Safety is responsible for monitoring Rooftop's compliance with health and safety requirements. They must assess the risks of failure and notify the Regulator of Social Housing if there is a serious failure by Rooftop to comply with health and safety requirements. The Designated Lead will also provide advice to the Group Board as to how Rooftop should address any risks and failures notified to the Regulator of Social Housing.

10.7 All colleagues are responsible for:

- Making themselves familiar with and observing Rooftop's Health and Safety Policy, group practices, procedures, and safety rules.
- Taking all due care for the health and safety of both them and their fellow colleagues, wearing and using appropriate PPE as required and in accordance with manufacturer instructions.
- Co-operating with Rooftop in the implementation and observation of all statutory requirements.
- Not misusing or interfering with anything provided by Rooftop in the interest of Health and Safety at Work Act (1974).

- Reporting all accidents, incidents and near misses to their immediate line manager if there is an immediate health and safety risk and ensure they are reported through appropriate forms on The Hub.
  - Attending all health and safety mandatory and role specific training as required.
- 10.8 Rooftop and 'non-colleagues' (customers, leaseholders and other stakeholders) – Rooftop recognises and accepts it has a duty, so far as is reasonably practicable, not only to its colleagues but also to prevent risk of injury to others including customers and leaseholders, partners/contractors, visitors and members of the public.
- 10.9 Colleagues are charged with the responsibilities for visitors and contractors, and they should observe the directions on this matter that are contained in relevant group practices, policies and procedures.
- 10.10 Policies, procedures, risk assessments and any control measures implemented by Rooftop will also, therefore, take into consideration the health and safety of these other groups. Specifically, Rooftop will:
- Consider risks to non-colleagues when carrying out their work activities to ensure compliance with safe systems of working.
  - Provide any relevant and appropriate information where identified to non-colleagues in a timely manner to minimise risk of injury.
  - Report any defects in maintenance and repair of premises, plant, or equipment immediately so that remedial action can be taken.
  - Prevent contact with any substance which could lead to a risk of injury or ill health.

## **11 Training**

- 11.1 The identification of health and safety training requirements will be a line management function carried out in consultation with colleagues as part of the recognised and published Learning and Development Policy.
- 11.2 The Workforce Development plan identifies, by role, what health and safety training is appropriate to each colleague.
- 11.3 Mandatory and induction training is identified and arranged as part of the training plan and induction process. Managers or Team Leaders may also identify specialised training requirements for health and safety and liaise with the Head of Human Resources and consult with the Workforce Development plan.
- 11.4 Arrangements for the training of new colleagues, including temporary workers, and subsequent instructions in safe working methods are undertaken by the colleague's Line Manager and the Human Resources department.

## **12 Welfare arrangements**

- 12.1 Every effort is made to provide the most suitable type of PPE for the job. Where the need for PPE has been identified, it must always be worn in the designated areas. Any non-compliance of wearing of equipment or misuse will result in disciplinary action being taken. Serious breaches could result in dismissal.
- 12.2 Monitoring of contractors is carried out to ensure, as far as is reasonably practicable, that appropriate standards will be maintained in occupational health, safety, welfare, and environmental matters.
- 12.3 Arrangements exist for the observance of special regulations covering young people, new and expectant mothers, and colleagues with a permanent or temporary disability.

- 12.4 To ensure that good hygiene is encouraged, Rooftop provides appropriate facilities. All such facilities will be maintained in a clean and healthy condition.
- 12.5 Disciplinary action may be taken if colleagues are found to misuse any welfare provisions provided.

### **13 Occupational Health and Safety risks**

- 13.1 A register of the occupational health and safety risks associated with Rooftop's activities is kept and maintained.
- 13.2 The Risk Assessment Register is regularly updated with information in the light of accident reviews and the performance of Rooftop generally.
- 13.3 Under the Management of Health & Safety at Work Regulations 1999, there are responsibilities toward young people, which are:
- To assess risks to all young persons under 18 years of age before they start work.
  - To ensure the risk assessment considers psychological or physical immaturity, inexperience, and lack of awareness of existing or potential risks.
  - To introduce control measures to eliminate or minimise the risks, so far as is reasonably practicable.
  - To let the school or parents/guardians of any children, still of compulsory school age and below the minimum school leaving age, know the key findings of the risk assessment and the control measures introduced before the child starts work or work experience.
  - To address certain specified factors in the risk assessment.
  - To take account of the risk assessment in deciding whether the young person should be prohibited from certain work activities except in specified circumstances.

### **14 Records**

- 14.1 Records will be maintained of audits and corrective actions will be taken to demonstrate compliance. Records of risk assessments and other statutory documents demonstrating compliance with statutory requirements will be kept in line with best practice.

### **15 Review**

- 15.1 This Policy will be reviewed annually unless there are major changes in legislation or good practice.
- 15.2 The Executive Team, Leadership Team, and Health and Safety Committee have been identified as the appropriate channels through which associated policies and risk assessments will be discussed and approved prior to distribution and implementation.
- 15.3 The review of safety performance will remain a primary task of the Executive Directors supported by line managers.

### **16 Consultation**

- |      |                             |            |
|------|-----------------------------|------------|
| 16.1 | Leadership Team Sub-Group   | April 2025 |
| 16.2 | Executive Team              | April 2025 |
| 16.3 | Health and Safety Committee | April 2025 |

## 17 Responsibilities

### Responsible body

17.1	Formulation, amendment and approval of policy	Board of Rooftop Housing Group
	Monitoring of policy	Leadership Team
	Operational management of policy/policy author	Head of Asset Investment
17.2	Duty holder	Group Chief Executive
17.3	<b>Date of formulation of policy</b>	September 2003
17.4	<b>Dates of policy reviews</b>	May 2025
		May 2024
		May 2023
		May 2022
		June 2021
		June 2020
		July 2019
		November 2018
17.5	<b>Date of next review</b>	May 2026

## Associated documents

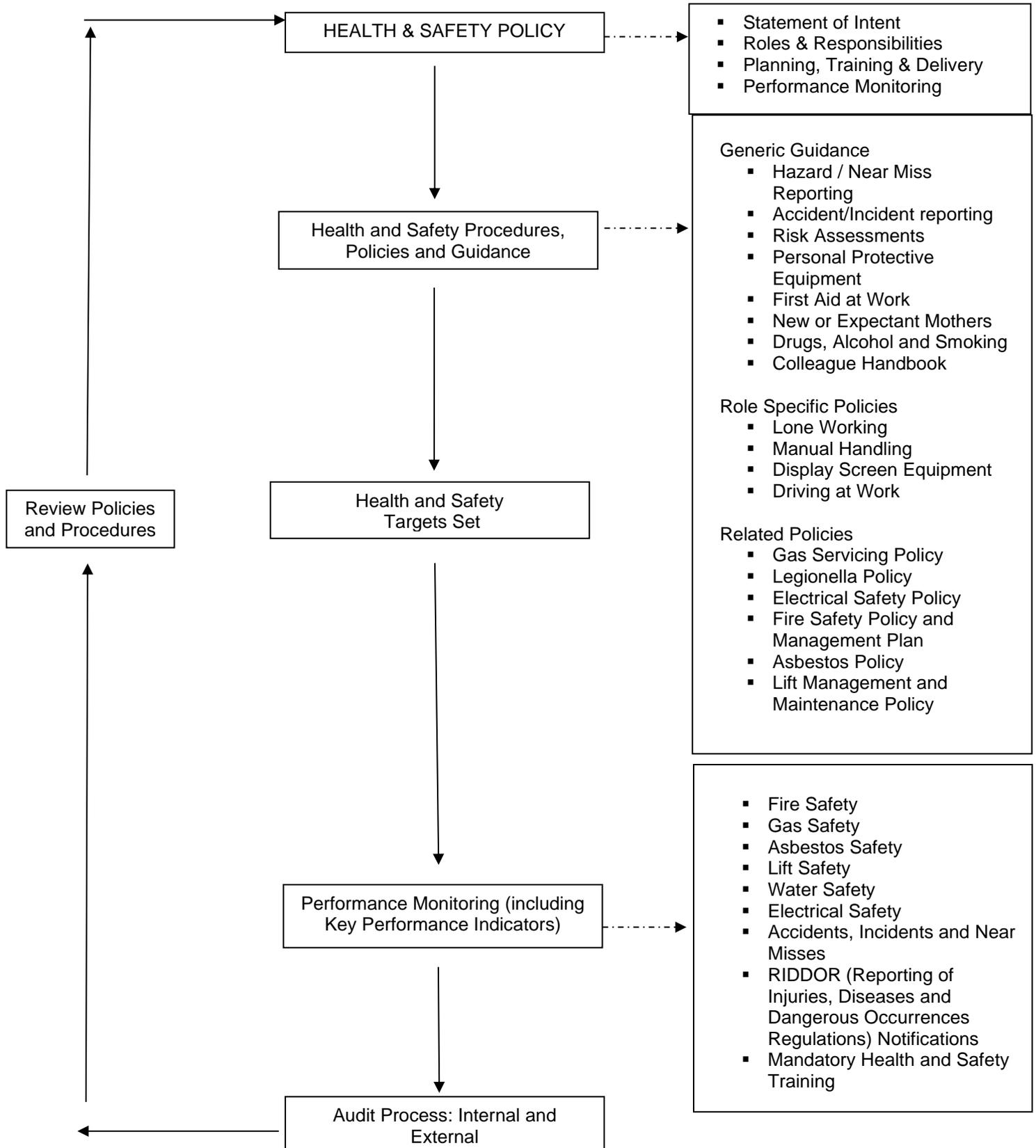
### Internal – Rooftop Housing Group policies and procedures

- Accident and Incident Policy
- Asbestos Policy
- Blood Borne Viruses and Bodily Fluids Policy
- Capability Policy and Procedure
- Colleague Code of Conduct
- Consultation with Colleagues on Health and Safety Policy
- Disciplinary Policy and Procedure
- Display Screen Equipment Policy
- Driving at Work Policy
- Drug, Alcohol and Smoking Policy
- Colleague Handbook
- Electrical Safety Policy
- Equality, Diversity and Inclusion Policy
- Fire and Bomb Evacuation Procedure
- Fire Safety Policy
- Fire Safety Management Plan
- First Aid at Work Policy
- Health and Safety procedures
- Health and Safety Induction
- Legionella Policy
- Lift Management and Maintenance Policy
- Lone Working Policy
- Manual Handling Policy
- New and Expectant Mothers Policy
- No Access Policy
- Personal Protective Equipment (PPE) Policy
- Risk Assessment Policy

### External

- Health and Safety at Work Act 1974
- Management of Health and Safety at Work Regulations 1999
- Equality Act 2010
- Social Housing Regulation Act 2023
- Building Safety Act 2022
- Fire Safety Act 2021
- Fire Safety (England) Regulations 2022
- All other Health and Safety legislation and regulations as quoted in the above Group Practices

### Health and Safety: continuous improvement





## Duty Holders and Responsible Persons for Health, Safety and Compliance

### Duty Holder

The person(s) who has overall responsibility for ensuring full compliance and has the ability to influence change and budgets to implement it. The duty holder(s) may appoint an internal or external 'competent and/or responsible person' to help them achieve this.

### Responsible Person

Will be the person(s) to have responsibility for implementing policies and processes which ensure compliance and will advise / escalate matters to the Duty Holder as required.

This person(s) will have been delegated with the responsibility for carrying out tasks associated with their area to ensure compliance and will also be accountable to Duty Holder.

### Designated Health and Safety Lead

At Rooftop the Designated Health and Safety Lead is the Executive Director - Resources. Registered Providers are required to notify the Regulator of Social Housing of the name and contact details of its **designated health and safety lead** (through the contact details section in NROSH+) and publish this information. This information must be kept up to date.

### Operational Delivery

Will be the person(s) to manage and monitor the day to day processes and operations associated to their area, and highlight any concerns or early warning indicators of potential non compliance / increased risk level.

## Landlord Health, Safety and Compliance

Area of Risk	Duty Holder(s)	Responsible Person(s)	Operational Delivery	Appointed Contractor	Associated Policy
Asbestos	<ul style="list-style-type: none"> <li>Group Chief Executive</li> </ul>	<ul style="list-style-type: none"> <li>Executive Director - Investment</li> <li>Executive Director - Operations</li> </ul>	<ul style="list-style-type: none"> <li>Head of Asset Investment</li> <li>Head of Development</li> <li>Head of Repairs and Maintenance</li> </ul>	PPC	<a href="#">Asbestos Policy</a>
Gas Safety	<ul style="list-style-type: none"> <li>Group Chief Executive</li> </ul>	<ul style="list-style-type: none"> <li>Executive Director - Investment</li> <li>Executive Director - Operations</li> </ul>	<ul style="list-style-type: none"> <li>Head of Asset Investment</li> <li>Head of Repairs and Maintenance</li> </ul>	PPC Hewers Facilities Management	<a href="#">Gas Servicing Policy</a>
Legionella	<ul style="list-style-type: none"> <li>Group Chief Executive</li> </ul>	<ul style="list-style-type: none"> <li>Executive Director - Investment</li> </ul>	<ul style="list-style-type: none"> <li>Head of Asset Investment</li> </ul>	Taurus	<a href="#">Legionella Policy June 2023.docx</a>

		<ul style="list-style-type: none"> <li>Executive Director - Operations</li> </ul>	<ul style="list-style-type: none"> <li>Head of Repairs and Maintenance</li> </ul>		
Electrical Safety	<ul style="list-style-type: none"> <li>Group Chief Executive</li> </ul>	<ul style="list-style-type: none"> <li>Executive Director - Investment</li> <li>Executive Director - Operations</li> </ul>	<ul style="list-style-type: none"> <li>Head of Asset Investment</li> <li>Head of Repairs and Maintenance</li> </ul>	PPC Slatter Electrical	<a href="#">Electrical Safety Policy</a>
LOLER	<ul style="list-style-type: none"> <li>Group Chief Executive</li> </ul>	<ul style="list-style-type: none"> <li>Executive Director - Investment</li> <li>Executive Director - Operations</li> <li>Executive Director - Resources</li> </ul>	<ul style="list-style-type: none"> <li>Head of Asset Investment</li> <li>Head of Repairs and Maintenance</li> <li>Head of Governance and Assurance</li> </ul>	Zurich  Lift & Engineers Service  Otis Lifts  Jackson Lifts	<a href="#">Lift Management and Maintenance Policy</a>
Fire Safety	<ul style="list-style-type: none"> <li>Group Chief Executive</li> </ul>	<ul style="list-style-type: none"> <li>Executive Director - Investment</li> <li>Executive Director - Operations</li> </ul>	<ul style="list-style-type: none"> <li>Head of Asset Investment</li> <li>Head of Repairs and Maintenance</li> <li>Head of Housing</li> </ul>	AE Fire & Security  Fire Safe Services	<a href="#">Fire Safety Policy</a>  <a href="#">Fire Safety Management Plan</a>

## Colleague Health and Safety

Area of Risk	Duty Holder(s)	Responsible Person(s)	Operational Lead(s)	Associated Policy
Colleague Health, Safety & Wellbeing	<ul style="list-style-type: none"> <li>Group Chief Executive</li> </ul>	<ul style="list-style-type: none"> <li>Executive Director - Operations</li> <li>Executive Director - Investment</li> <li>Executive Director - Resources</li> </ul>	<ul style="list-style-type: none"> <li>All Leadership Team Members</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Accident and Incident Policy</a></li> <li><a href="#">Display Screen Equipment Policy</a></li> <li><a href="#">Drugs, Alcohol and Smoking Policy</a></li> <li><a href="#">First Aid at Work Policy</a></li> <li><a href="#">Lone Working Policy.doc</a></li> <li><a href="#">Manual Handling Policy October 2024.docx</a></li> <li><a href="#">New and Expectant Mothers Policy</a></li> <li><a href="#">Personal Protective Equipment (PPE) Policy</a></li> </ul>

# Health & Safety Management Framework

