

ACUITY BUILD GROUP

HEALTH & SAFETY POLICY

1. Statement of Intent

Acuity Build Group is committed to achieving and maintaining the highest standards of health, safety, and welfare for all employees, subcontractors, clients, and those affected by our works.

We will comply with all relevant legislation including, but not limited to:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- Construction (Design and Management) Regulations 2015 (CDM 2015)
- Control of Substances Hazardous to Health Regulations (COSHH)
- Work at Height Regulations 2005
- Provision and Use of Work Equipment Regulations 1998 (PUWER)

We are committed to:

- Preventing accidents, work-related ill health, and incidents
- Providing safe systems of work and safe workplaces
- Ensuring competent employees and contractors
- Continual improvement of health and safety performance
- Meeting SSIP / CHAS core criteria requirements

Signed: *RThomson*

Name: Rebecca Thomson

Position: Director

Date: August 2026

2. Organisation & Responsibilities

2.1 Directors

Directors have overall accountability and will:

- Demonstrate visible leadership and commitment to H&S
 - Ensure adequate financial and human resources
 - Appoint a **competent health & safety advisor**
 - Ensure compliance with SSIP / CHAS requirements
 - Review H&S performance at least annually
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2.2 Competent Health & Safety Advisor

Acuity Build Group will appoint a competent person (internal or external) to:

- Advise on legislative compliance
 - Assist in preparing RAMS and policies
 - Support incident investigations
 - Conduct audits and inspections
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2.3 Site Managers / Supervisors

Will:

- Implement site-specific RAMS
 - Deliver inductions and toolbox talks
 - Ensure safe systems of work are followed
 - Monitor subcontractor compliance
 - Maintain site records (inspections, permits, briefings)
 - Stop unsafe work immediately
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2.4 Employees

Must:

- Take reasonable care of themselves and others
 - Follow training, instructions, and RAMS
 - Use PPE correctly
 - Report hazards, near misses, and incidents
 - Cooperate with management
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2.5 Subcontractors (Supply Chain Management)

Acuity Build Group will ensure subcontractors:

- Are **competent and pre-qualified** (SSIP, CHAS or equivalent preferred)
- Provide relevant risk assessments and method statements
- Have appropriate insurance and training records
- Are monitored during works
- Comply with site rules and company procedures

3. Health & Safety Arrangements

3.1 Risk Assessment & RAMS

- Suitable and sufficient risk assessments will be completed for all activities
- Method statements will detail safe systems of work
- RAMS will be communicated and signed by operatives
- Reviewed if works or conditions change

3.2 CDM 2015 Compliance

Acuity Build Group will fulfil duties under CDM 2015 where applicable:

- Act as Contractor and/or Principal Contractor where appointed
- Prepare Construction Phase Plans (CPP)
- Coordinate with clients, designers, and other contractors
- Ensure welfare facilities are provided
- Ensure works are planned, managed, and monitored safely

3.3 Training & Competence

- All operatives will hold relevant CSCS or affiliated cards
- Trade qualifications required for specialist roles (e.g. electrical, plumbing)
- Ongoing training and refresher courses provided
- Training records maintained and available for audit

3.4 Inductions & Toolbox Talks

- Site inductions mandatory before starting work
- Regular toolbox talks covering key risks
- Attendance records maintained

3.5 PPE

- PPE issued based on risk assessment
- Mandatory PPE: safety boots, hi-vis, gloves, eye protection (as required)
- Records of issue maintained

3.6 Plant & Equipment (PUWER)

- Equipment inspected and maintained
- PAT testing carried out
- Only trained operatives to use plant
- Records of inspections kept

3.7 Working at Height

- Avoid where possible
- Use compliant access systems (scaffold, towers, MEWPs)
- Inspection records maintained
- Fall protection implemented

3.8 COSHH

- COSHH assessments completed
- SDS available on site
- Hazardous substances controlled and stored safely

3.9 Occupational Health

- Control exposure to dust (including silica), noise, and vibration
- Use of RPE (face fit tested where required)
- HAVS monitoring where applicable
- Health surveillance implemented where risks identified

3.10 Fire Safety

- Fire risk assessments undertaken
- Hot works controlled via permit system
- Fire extinguishers provided
- Emergency procedures communicated

3.11 Accident Reporting & RIDDOR

- All incidents recorded in accident book
 - Investigations carried out
 - RIDDOR reporting completed where applicable
 - Corrective actions implemented
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3.12 Welfare

- Welfare facilities provided in line with CDM requirements
 - Includes toilets, washing facilities, rest areas, and drinking water
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3.13 Site Security

- Prevent unauthorised access (fencing, locks, signage)
 - Secure tools and materials
 - Protect members of the public
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3.14 Environmental Management

- Waste managed via licensed carriers
 - Duty of care documentation retained
 - Minimise environmental impact
 - Control dust, noise, and pollution
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4. Monitoring, Audit & Review

- Regular site inspections conducted and recorded
 - Formal audits carried out periodically
 - Near miss reporting encouraged
 - KPIs monitored (accidents, compliance, training)
 - Policy reviewed annually or after significant changes
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5. Communication & Consultation

- Employees consulted on H&S matters
- Regular meetings and briefings
- Open reporting culture encouraged

- Feedback used to improve systems
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6. Emergency Procedures

- Site-specific emergency plans in place
 - Fire assembly points identified
 - First aid provision available
 - Emergency contacts displayed
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7. Document Control & Evidence (SSIP Requirement)

Acuity Build Group will maintain documented evidence to demonstrate compliance, including:

- Risk assessments and RAMS
- Training records and competency certificates
- Inspection and maintenance logs
- Accident and incident records
- Subcontractor assessments
- Audit and monitoring reports

Documents will be controlled, reviewed, and made available for SSIP / CHAS assessment.

8. Continuous Improvement

Acuity Build Group is committed to continuous improvement by:

- Reviewing performance data
 - Learning from incidents and near misses
 - Updating procedures in line with legislation and best practice
 - Engaging workforce feedback
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Acuity Build Group expects full cooperation from all employees and contractors to achieve compliance with this policy and maintain these standards.
