**PARS COMMUNITY**

**Health and Safety at Work Policy**

**Full Policy**

It is the Policy of ILC (the employer) including all and any trading names connected with them, to pursue and promote at all levels of employment within the Employer, measures which shall aims to ensure and protect the health and safety of all employees and any other persons connected with the operations of the Employer

1. **The implementation of this policy will fulfil all and any legislative requirements the Employer is subject to through ensuring**
2. That all reasonable and practical steps and measures are taken to safeguard the heath, safety and welfare of all employees of the Employer while at work
3. That the safety and health of any members of the public, or any other persons who may visit sites and locations where the Employer carries our its business operations is protected so far as is reasonably practical.
4. That sufficient measures are implemented by the Employer to prevent accidents and cases of work related ill health by managing the health and safety risks in the workplace.
5. Provision of clear and adequate information, instructions and training to all employees to ensure that they are competent to carry out their work in a responsible and safe manner
6. Implementation of emergency procedures in case of significant events, such as fires etc. which threaten the health and safety of employees and others.
7. That the Employer maintains safe and healthy working conditions, provides and maintains all necessary equipment and any other tools necessary for employees to carry out their duties of their role with the Employer.
8. The Employer shall ensure safe storage and handling of any and all products which may cause harm to employees who are required to use them during the course of their work
9. **The relevant actions that will be taken in order to ensure compliance with health and safety are as follows:**
10. Relevant Risk assessments shall be completed and actions arising out of those assessments shall be implemented where necessary. Where working habits or conditions change risk assessments shall be reviewed. This shall be the responsibility of David Golabli – Project Manager
11. Employees and subcontractors shall be given necessary health and safety inductions and provided with appropriate training and personal protective equipment where necessary. The Employer will ensure that suitable training and relevant arrangements are in place to cover employees engaged in work that is remote from the Employer’s main site. This shall be the responsibility of David Golabli- Project Manager
12. All relevant and necessary signage for the protection and safety of employees and any other persons entering and present on the Employers premisses will be displayed clearly and updated as necessary. Escape routes shall be well signed and kept clear at all times. Evacuations plans and procedures will be tested from time to time and updated as necessary. This shall be the responsibility of David Golabli – Project Manager
13. All relevant employees and public facilities such as toilets, washing facilities and drinking water shall be provided at all times.
14. Implementation of systematic inspections and testing of the Employers equipment and machinery and ensuring that any necessary action is carried out promptly and efficiently where problems or defects are uncovered. This shall be the responsibility of David Golabli- Project Manager
15. **All and any employees, or other persons working with the Employer have a duty to cooperate in the implementation of this policy through:**
16. Working and conducting themselves in a manner that promotes their own safety and the safety of others
17. Following and obeying procedures and practices of the Employers that have been designed and implemented to ensure safe and healthy working conditions
18. Reporting accidents and any other working conditions they may feel are unsafe and have led or may lead to injury or damage.
19. **All relevant Health and Safety information and equipment can be found in the following locations:**
20. Health and Safety Law Poster is displayed at: 151 Dale Street Office
21. First Aid box is located at: 151 Dale Street Office
22. Accident book (reported under RIDDOR) is located at: 151 Dale Street Office

This policy is made in fulfilment of the requirements of the Health and Safety at Work etc Act 1974 and any other relevant legislation and regulations



**Signed:**

**NAME : ADEL TEIMORI**

**Signed :** 

**NAME : DAVID GOLABLI**

**Date 01/03/2024**

**Date of next review: 01/03/2025**