

Health and Safety Policy

Skill Step Group is committed to the operation of an effective Health and Safety Policy and will make the necessary resources readily available to support this commitment. Skill Step Group acknowledges and accepts its legal responsibilities for securing the health, safety and welfare of all its employees and of contractors working on its behalf, and all others affected by their activities. We are committed to ensuring that the highest standards in Health, Safety and Welfare for all our workers are achieved so far as is reasonably practicable and that a fair culture is applied at all times.

We will actively encourage our workers and contractors to be pro-active in creating a safe working environment for themselves and others. We begin from the principle that all accidents, injuries and occupational ill health are preventable.

We will ensure that:

- We comply with all relevant legislation, relevant Industry Standards and other mandatory requirements
- We will set and regularly monitor, relevant and challenging safety objectives
- Safety performance is subject to continual improvement
- We will minimize incidents of personal injury and occupational illness
- We review all tasks to identify hazards, assess risks and implement effective control measures
- We will ensure the safest system of work is always selected and used
- We will ensure all accidents and incidents are thoroughly investigated and reported as required and we will promote a fair culture where near misses and close calls are reported
- We will support the individual's right to refuse to work on the grounds of health & safety

- We will provide adequate, competent supervision and training, assessment and mentoring to enable all workers to comply with their responsibilities
- We will ensure health, safety and welfare provision is adequately delivered
- We will communicate & consult with all workers and contractors regarding health, safety & welfare issues
- We will provide safe premises including safe access and egress and also tools, plant and equipment
- We will issue all workers with Personal Protective Equipment necessary for the duties they are carrying out
- We will make provision for safe methods of handling, transport and storage of items, materials and substances as required by relevant regulations
- Every worker and contractor accepts, as a condition of their engagement, their responsibility for working safely
- The physical & mental health of all of our workers is paramount & a primary concern

Our Health & Safety aims & objectives will be achieved by maintaining a Health & Safety Management system.

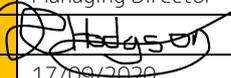
Our Health and Safety Policy will be managed by our Head of Health and Safety.

We will ensure that this policy is communicated to all workers and contractors and is reviewed at least annually.

Revision Status

Revision	Date	Amendment	Content Owner	Mandated By
1.0	17/09/21	Issued for use	P Hodgson	K Hodgson
2.0	23/08/21	Annual Review- minor changes to reflect organisational structure changes	P Hodgson	K Hodgson
3.0	15/08/22	Annual Review- minor changes to reflect organisational structure changes	P Hodgson	K Hodgson
4.0	24/07/23	Annual Review- no changes	P Hodgson	K Hodgson

Approval

Approved by:	Katie Hodgson
Job title:	Managing Director
Signature:	
Date created:	17/09/2020
Date Last Reviewed:	24/07/2023
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