



Reviewed every five years or upon changes to legislation or business procedure.

1. Background

This Health & Safety Policy is the overarching framework under which all other Confined Space Group Ltd health and safety policies operate. It outlines our legal, regulatory, and ethical responsibilities as an employer and service provider.

2. Introduction

Confined Space Group Ltd recognises its duty under Section 2(3) of the Health and Safety at Work Act 1974 to protect the health, safety, and welfare of its employees, contractors, and others affected by its operations. We are committed to:

- Complying with all applicable UK health and safety legislation, including updates under the Building Safety Act 2025 and the Health and Safety (Flexible and Hybrid Working) Regulations 2025.
- Taking all reasonably practicable steps to prevent injury and ill health.
- Promoting a culture of safety, wellbeing, and continuous improvement.

Our goal is simple: to ensure every individual returns home safe and well at the end of each working day.

3. Scope and Application

CONFINED SPACE GROUP

This policy applies to all Confined Space Group Ltd personnel, contractors, and temporary staff. It is supported by a suite of specific policies (see Section 9) and operational procedures contained within the Health & Safety Manual, available at company offices and upon request.

4. Responsibilities

Managing Director

Tony Bowman, Managing Director, holds ultimate responsibility for health and safety. With support from a competent Health & Safety Advisor, he will:

- Allocate sufficient resources to meet legal obligations.
- Integrate health and safety into the company's management culture.
- Establish and maintain systems for risk assessment, planning, control, and review.
- Champion a proactive safety culture through visible leadership.

Team Leaders

These roles are responsible for day-to-day health and safety management on site, ensuring compliance by all personnel under their supervision.

Health & Safety Advisor

The appointed Health & Safety Advisor is the competent person responsible for:

- Advising on legislative compliance.
- Supporting monitoring and review processes.
- Assisting with training, audits, and incident investigations.

All Personnel

All employees, contractors, and temporary staff must:

- Take reasonable care for their own health and safety and that of others.
- Co-operate with the company to meet legal and procedural requirements.
- Follow all risk assessments, method statements, and safe systems of work.
- Use equipment correctly and report defects or concerns promptly.

5. Policy Objectives

Confined Space Group Ltd will achieve its health and safety aims by:

- Ensuring adequate resourcing and training.
- Maintaining safe plant, equipment, and systems of work.
- Conducting ergonomic assessments for hybrid and remote workers.
- Providing mental health support and promoting wellbeing.
- Ensuring safe handling, storage, and transport of substances.
- Maintaining safe access, egress, and welfare facilities.
- Conducting regular risk assessments and reviews.
- Implementing a safety management system aligned with HSG65.

6. Monitoring and Review

Performance will be monitored through audits, inspections, and incident reporting. This policy will be reviewed:

- Every five years.
- Following changes in legislation or business operations.
- After significant incidents or near misses.

7. Disciplinary Procedure for Breaches

Confined Space Group Ltd enforces a staged disciplinary process for health and safety breaches:

1. First breach: Verbal warning, removal from site, written confirmation.
2. Second breach: Repeat verbal warning, removal from site, written confirmation.
3. Third breach: Removal from all company sites.

8. Supporting Policies

The following policies form part of the Health & Safety Manual and support this overarching policy:

- 2.2 – Environmental Policy
- 2.3 – Quality Policy
- 2.4 - Manual Handling & Lifting Policy
- 2.5 - Accident Reporting Procedures Policy
- 2.6 - Alcohol and Drugs Policy
- 2.7 - Confined Space Policy
- 2.8 – COSHH Policy
- 2.9 – Driving Policy
- 2.10 - PPE Policy
- 2.11 – Health Surveillance Policy
- 2.12 - Working at Height Policy
- 2.13 – Lifting Equipment and operations Policy
- 2.14 - Protecting the Public Policy
- 2.15 - Mental Health & Wellbeing Policy
- 2.16 - Work Equipment & Maintenance Policy
- 2.17 - Equality & Diversity Policy
- 2.18 – Waste Carriers Policy
- 2.19 – Anti Bribery & Corruption Policy
- 2.20 – Whistleblowing Policy
- 2.21 – Human Trafficking and Modern Slavery Policy
- 2.22 – Fitness for Work Policy
- 2.23 – Data Protection Policy
- 2.24 - Security Policy for Client & Employee Data

9. Authorisation

Policy adopted and agreed for Confined Space Group Ltd:

Tony Bowman

Managing Director

Date: 26th August 2025

Signed: Tony Bowman

