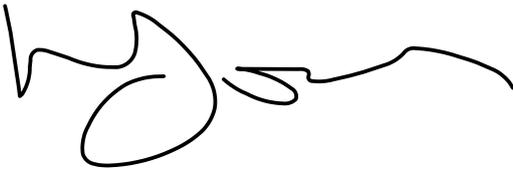


Health and Safety Statement & Policy

Health and Safety Statement

TheLightBulb is committed:

- To provide adequate control of the health and safety risks arising from our work activities;
- To consult with our employees on matters affecting their health and safety;
- To provide and maintain safe equipment;
- To ensure safe handling and use of substances;
- To provide information, instruction and supervision for employees and learners/apprentices;
- To ensure all employees are competent to do their tasks, and to give them adequate training;
- To prevent accidents and cases of work related ill health;
- To maintain a safe and healthy working and learning environment; and
- To review and revise our health and safety policy as necessary at regular intervals.



Lesley Jones
Managing Director
April 2021

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Introduction

We consider the Health and Safety of our employees, associates, learners, apprentices, customers, visitors and contractors to be a major factor in the success of our Company. People are our most important asset and all of the management team have a legal obligation to implement the Health and Safety Policy to ensure that risk is reduced.

Employees have a responsibility to ensure the safety of themselves, their colleagues, associates, learners, apprentices, visitors and members of the public. Employees must report to their Manager any hazards that they encounter and must report all accidents and dangerous occurrences, even if they may seem trivial.

Employees must also, when working at a client's premises, familiarise yourself with, and comply with, their Health and Safety Policy.

It is the policy of the Company to take all reasonable steps to ensure the health, safety and welfare of its employees and it will, so far as is reasonably practicable, establish procedures and systems necessary to implement such a policy. The Company will also ensure that all relevant statutory duties and obligations are satisfied, including those duties set out in the Health and Safety at Work etc Act 1974 and other relevant acts

The Company will provide and maintain a healthy and safe working environment with the objective of minimising the number of instances of occupational accidents and illnesses and ultimately achieving an accident-free workplace.

All employees will be provided with such equipment, information, instructions, training and supervision as is necessary to implement the policy and achieve the stated objective.

The Company also recognises its duty to protect the health and safety of all visitors to the Company, including sub-contractors, associate LDM's and IQA's, trainers, learners, apprentices and temporary workers, as well as any members of the public who might be affected by the Company's work operations.

While the Company will take all reasonable steps to ensure the health and safety of its employees, health and safety at work is also the responsibility of the employees. It is the duty of each employee to take reasonable care of their own and other people's welfare and to report any situation which may pose a threat to the well being of themselves or of any other person. If an employee is unsure how to perform a certain task or feels it would be dangerous to perform a specific job, then it is the employee's duty to report this to their Line Manager or to the Health and Safety Representative. An effective health and safety programme requires continuous communication between people at all levels.

All injuries, however small or slight, sustained by a person at work must be reported to their Line Manager or to the Health and Safety Officer. Accident records are crucial to the effective monitoring and revision of the policy and must therefore be accurate and comprehensive. The accident book is located in the downstairs kitchen. A review of the accident book will be undertaken in the Senior Management Meetings.

Learner/apprentice safety is at the heart of our organisation and as such we have a suite of policies which encompass learner/apprentice safety and safeguarding. We will promote and

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maintain a safe, healthy and supportive learning environment for all learners/apprentices by seeking suitable delivery venues and carrying out health and safety checks on employers.

The specific arrangements for the implementation of the policy are detailed below.

Organisation

Lesley Jones Managing Director has overall responsibility for managing health and safety in the Company and is supported by **Andrea Gregory** who is the Health and Safety Officer/Representative.

Overall Responsibility:	Lesley Jones
Health and Safety Officer/Representative:	Andrea Gregory
First Aider:	Emily Casson

The Company sees communication between workers at all levels as an essential part of effective health and safety management. The Team Meeting, which is held quarterly, has Health and Safety on the agenda to ensure any information may be conveyed and employees' questions on health and safety issues answered. In addition, these meetings will provide an opportunity to assess the continuing effectiveness of the policy.

Communication and Co-operation

The Company will endeavour to communicate to employees and clients who come to the site from time to time their commitment to safety and to ensure that they are familiar with the contents of this policy.

If the Company is to build and maintain a healthy and safe working environment, co-operation between workers at all levels is essential. All employees are expected to co-operate with Line Managers, Health and Safety representatives and to accept their duties under this policy. Employees have a duty to take all reasonable steps to preserve and protect the health and safety of themselves and of all other people affected by the operations of the Company. Disciplinary action under the Company's Disciplinary Procedure may be taken against any employee who violates safety rules and procedures or who fails to perform his or her duties under this policy.

Training

Safety training is an indispensable part of an effective health and safety programme. It is essential that every employee is trained to perform his or her job effectively and safely. All employees will be trained in safe working practices and procedures prior to being allocated any new role. Training will include advice on the use and maintenance of personal protective equipment appropriate to the task concerned and the formulation of emergency contingency plans.

Training sessions will be held annually, or as often as is deemed necessary and will provide another opportunity for employees to express any fears or concerns they might have about their jobs.

Inspections

The Company believes that regular systematic inspections of the workplace are an important instrument in ensuring that it demonstrates compliance with the Workplace (Health, Safety and Welfare) Regulations 1992 and other relevant statutory provisions. Inspections of the

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workplace are conducted by Lesley Jones/Andrea Gregory. In addition, inspections will be conducted in the relevant areas whenever there are significant changes in the nature and/or scale of the Company's operations. Workplace inspections will also provide an opportunity to review the continuing effectiveness of the policy and to identify areas where revision of the policy may be necessary.

Work Equipment

The Company will take all reasonable steps to ensure the safety of all employees using work equipment provided by the Company, as well as to ensure the safety of others who may be affected by the equipment. The Company will seek to liaise with suppliers to ensure that any new machinery is designed and supplied to work in a safe manner, and will seek to inform and train employees to use the equipment in a safe and efficient manner.

Should employees have any problems relating to the operation of equipment, or the safety of that equipment, they should immediately inform their Line Manager or their Health and Safety Representative, so that steps can be taken to remedy the situation promptly.

All work equipment procured, hired or used by the Company will comply with the Provision and Use of Work Equipment Regulations 1992 and is to be maintained in good working order and repair. The Company will endeavour to ensure, in liaison with equipment suppliers and manufacturers, that all equipment used in the workplace is safe and suitable for the purpose for which it is used.

All workers will be provided with such protection as is adequate to protect them from dangers occasioned by the use of work equipment. All work equipment will be clearly marked with health and safety warnings where appropriate. The use of any work equipment which could pose a risk to the well being of persons in or around the workplace will be restricted to authorised persons. Equipment should only be used by personnel properly trained and authorised. Disciplinary action under the Company's Disciplinary Procedure may result from improper or unauthorised use of work equipment.

Personal Protective Equipment

The Company recognises the duties and obligations established by the Personal Protective Equipment at Work Regulations 1992. The Company will provide Personal Protective Equipment (PPE) where risk assessment identifies the requirement for worker protection where the risk presented by a work activity cannot be adequately controlled by other means. All reasonable steps will be taken to secure the health and safety of employees who work with PPE.

All workers who may be exposed to a risk to their health and safety while at work will be provided with suitable, properly fitting and effective PPE. All personnel required to use PPE will be provided with adequate information and training to enable a fuller understanding of the issues associated with its use.

The Company will:

- Carry out an assessment of proposed PPE to determine whether it is suitable.
- Take appropriate action following assessment of risk.
- Ensure that where two or more items of PPE are used together, these are compatible and are as effective used together as they are separately.
- Provide accommodation for correct storage of PPE.

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- Arrange for the maintenance, cleaning and repair of PPE (this includes training individuals to undertake before use and after use checks).
- Train staff in the safe use of PPE.
- Replace any PPE as necessary and at no cost to the employee.
- Provide adequate information to every employee in respect of any risks which may exist.
- Re-assess, as necessary, if substances used or work processes or equipment change.

Manual Handling Operations

The Company's objective is to minimise any risk to employees of accident or injury resulting from manual handling operations. The Company complies with the Manual Handling Operations Regulations 1992.

The Company will endeavour to avoid the need for manual handling activities, so far as is reasonably practicable. Where it is not possible to avoid manual handling operations, an assessment of the operation will be made taking into account the task, the load, the work place and the capability of the individual concerned. The Company will then introduce controls to reduce the risk of accident or injury to the lowest extent reasonably practicable.

Assessments will be reviewed when there is a significant change in:

- The activity or process.
- The working environment.
- The numbers or abilities of personnel.
- The nature of the loads to be handled.

Re-assessment may also be required where accident/absence statistics show that the original control measures were not sufficiently effective.

Display Screen Equipment

Many employees are required to routinely use Display Screen Equipment (DSE) as part of their daily work. The Health and Safety (Display Screen Equipment) Regulations 1992 establish criteria for the selection, location and use of DSE in the workplace. All reasonable steps will be taken by the Company to secure the health and safety of employees who work with DSE.

The Company will conduct health and safety assessments of all workstations staffed by employees who use DSE as part of their usual work and will ensure that all workstations comply with the requirements established in the regulations, thus reducing risks to DSE users to the lowest extent reasonably practicable.

DSE users will be allowed periodic breaks in their work. Breaks in work may take the form of other work activities or comfort breaks.

Employees are entitled to eye tests to ensure their visual acuity is compatible with the requirements of DSE work. If the examination reveals the need for corrective lenses, then the Company will contribute up to £75.00 towards the cost of providing lenses and frames, for display screen activity only.

All DSE users will be given appropriate and adequate training on the health and safety aspects of this type of work and will be given further training and information whenever the organisation of the workstation is substantially modified.

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Control of Substances Hazardous to Health

Within the working environment, many substances are routinely used that could potentially be injurious to health if not properly stored, handled or used correctly. The Control of Substances Hazardous to Health Regulations 1999 establishes a duty on the Company to assess the risks from the use of substances at work.

A risk assessment will be conducted of all work involving exposure to hazardous substances. The assessment will be based on manufacturers' and suppliers' health and safety guidance and the Company's own knowledge of the work process and utilising relevant information and guidance made available by the Health and Safety Executive (e.g. EH40).

The Company will ensure that exposure of workers to hazardous substances is minimised and adequately controlled in all cases. All employees who will come into contact with hazardous substances will receive comprehensive and adequate training and information on the health and safety issues relating to that type of work.

Assessments will be reviewed periodically whenever there is a substantial modification to the work process.

Employees at Special Risk

The Company recognises that some workers may from time to time be at increased risk of injury or ill-health resulting from work activities. The Company therefore requires that all employees advise their Line Manager if they become aware of any change in their personal circumstances which could result in their being at increased risk. This could include medical conditions, permanent or temporary disability, taking medication and pregnancy. Where personnel at special risk are identified, for example learners/apprentices with disabilities, with learning /language difficulties or young persons, a further assessment of risk in addition to the general risk assessment will be undertaken.

Fire Safety Precautions

Fire is a significant risk within the workplace. This is the Company's Fire Safety Policy and all the procedures that must be adhered to.

The Company responsible for the maintenance and testing of fire extinguishers and equipment is Thameside Fire Protection Co. Ltd, Unit 4, Sovereign Park, Cranes Farm Road, Basildon, Essex, SS14 3JD.

Trained Fire Wardens are located on both floors of the premises.

All employees have a duty to conduct their operations in such a way as to minimise the risk of fire. This involves taking care, keeping combustible materials separate and away from sources of heat or ignition and avoiding unnecessary accumulation of combustible materials anywhere. Employees must report any faulty electric cable or flex or loose connection immediately to their Line Manager or Health and Safety Representative. All electrical equipment which does not require continuous operation should be switched off when not in use and plugs removed from socket outlets. Employees should never attempt to repair or interfere with electrical equipment or wiring themselves, and should not use dual or other socket outlets unless these have been properly authorised.

Exit doors and corridors must never be locked, blocked or used as storage space.

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Smoke detectors, automatic and manually operated fire alarms (shouting FIRE or blowing a whistle) are located at strategic points throughout the workplace. If a smoke detector sounds, it is the responsibility of any employee present to activate the alarm and evacuate the building. Fire extinguishers are also located at strategic points throughout the workplace; however, employees are not expected to tackle a fire themselves as it would pose a threat to their personal safety to do so. If the situation is dangerous or potentially dangerous, the employee should activate the alarm (Shout FIRE or blow a whistle) and evacuate the building immediately.

In the event of the fire alarm being activated/raised, or in any other emergency situation (such as a bomb scare), all employees must leave the building by the nearest available exit in an orderly fashion and assemble at the designated assembly point. The designated assembly point for TheLightBulb is: The far side of the pavement outside the front of the building (closest to the roundabout).

Line Managers are responsible for keeping their operating areas safe from fire, ensuring that their staff are trained in proper fire prevention practices and emergency procedures.

Employees should ensure that they are familiar with the position of the nearest fire fighting equipment, alarms and emergency exits.

Practice fire drills will be conducted regularly to ensure employee familiarity with Emergency Evacuation Procedures.

Smoking

Smoking (including e-cigarettes and vaping) is not permitted anywhere within a 10 meter perimeter boundary of this site at any time, by any person regardless of their status or business with the organisation.

Please also refer to TheLightBulb's Smoke Free Policy.

Report an Accident or Disease Under the Reporting of Injuries Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR)

The current regulations governing the notification and recording of accidents are the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995. These regulations require that certain prescribed events, injuries and diseases be formally reported. Notwithstanding our legal obligations, the Company views accident investigation as a valuable tool in the prevention of future incidents. In the event of an accident resulting in injury, a report will be drawn up by the Line Manager detailing:

- The circumstances of the accident including photographs and diagrams wherever possible.
- The nature and severity of the injury sustained.
- The identity of any eye witnesses.
- The time, date and location of the incident.
- The date of the report.

All eyewitness accounts will be collected as near to the time of the accident as is reasonably practicable.

The completed report will then be submitted to the Health and Safety Representative who will attempt to discover why the accident occurred and what action should be taken to avoid a

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recurrence of the problem. A follow up report will be completed after a reasonable period of time examining the effectiveness of any new measures adopted.

Line Managers are responsible for reporting all cases of accident and disease to the Health and Safety Representative. The Health and Safety Representative is responsible for reporting cases of accident and disease to the relevant enforcing authority under the regulations where applicable.

First Aid

The first aid box is clearly marked and is easily accessible by all employees during all working hours, first aider names are clearly displayed around the premises.

Those persons holding a current First Aid Certificate are responsible for the proper use and maintenance of the first aid station, taking care of any first aid requirements and to assist in completion of the accident book and ensure records are handed to Health & Safety representative who shall make sure all records are held and stored in secure place in accordance with Data Protection Act.

Company Safety Rules

- All employees should be aware of, respect and adhere to the rules and procedures contained in this Policy.
- All employees must immediately report any near misses, unsafe practices or conditions to their Line Manager and/or their Health and Safety Representative.
- Horseplay, practical joking, misuse of equipment or any other acts which might jeopardise the health and safety of any other person are forbidden.
- Any person whose levels of alertness and/or ability are reduced due to illness, fatigue or medication will not be allowed to work if this might jeopardise the health and safety of that person or any other person.
- Employees must not adjust, move or otherwise tamper with any electrical equipment, machinery or air or water lines in a manner not within the scope of their duties, unless instructed to do so by their Line Manager.
- All waste materials must be disposed of carefully and in such a way that they do not constitute a hazard to other workers.
- No employee should undertake a job which appears to be unsafe.
- No employee should undertake a job until he or she has received adequate safety instruction and is authorised to carry out the task.
- All injuries must be reported to their Line Manager and/or Health and Safety Representative.
- Employees should take care to ensure that all protective guards and other safety devices are properly fitted and in good working order and shall immediately report any deficiencies to their Line Manager.
- Work shall be well-planned and supervised to avoid injuries in the handling of heavy materials and while using equipment.
- No employees should use chemicals without the knowledge required to work with those chemicals safely.
- Suitable clothing and footwear will be worn at all times. Personal protective equipment must be worn wherever appropriate.
- All employees are expected to participate in H&S discussions during meetings.

Housekeeping

- Work sites must be kept clean and tidy.

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- Any spillage must be cleaned up immediately.
- Waste materials and rubbish must be placed in the receptacles provided and removed routinely.
- All combustible waste materials must be discarded in sealed metal containers.
- All pits and holes must be covered when not in use and clearly marked with warning signs when in use.
- All materials must be properly and safely used and when not in use properly and safely secured.
- All recycling waste or materials that have been bagged must be regularly disposed of correctly.

Access and Egress

- Walkways and passageways must be kept clear from obstructions at all times.
- If a walkway or passageway becomes wet it should be clearly marked with warning signs and/or covered with non-slip material. Any liquid spilt on the floor should be wiped up immediately.
- Trailing cables are a trip hazard and should not be left in any passageway.
- Any change in the floor elevation of any walkway or passageway must be clearly marked.
- Where objects are stored in or around a passageway, care must be taken to ensure that no long or sharp edges jut out into the passageway in such a way as to constitute a safety hazard.
- Where a passageway is being used by any vehicles or other moving machinery, an alternative route should be used by pedestrians wherever possible. If no alternative route is possible, the area should be clearly marked with warning signs.
- All fire doors must be kept clear at all times.

Tools and Equipment

- Company machinery and tools are only to be used by qualified and authorised personnel. It is the responsibility of the Line Manager to determine who is authorised to use specific tools and equipment.
- It is the responsibility of all employees to ensure that any tools or equipment they use are in a good and safe condition. Any tools or equipment which are in any way defective must be reported to a Line Manager so that they can be repaired or replaced.
- All tools must be properly and safely stored when not in use.
- No tool should be used without the manufacturer's recommended shields, guards or attachments.
- Approved personal protective equipment must be properly used where appropriate.
- Persons using machine tools must not wear clothing, jewellery or long hair in such a way as might pose a risk to their own or anyone else's safety.
- Employees are prohibited from using any tool or piece of equipment for any purpose other than its intended purpose.

Protective Equipment

Employees must use all personal protective equipment provided to them in accordance with the training and instruction given to them regarding its use. Employees who have been provided with personal protective equipment must immediately report any loss of or obvious defect in any equipment provided to their Line Manager or to the Health and Safety representative.

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Stress

We are committed to protecting the health, safety and welfare of our employees. We recognise that workplace stress is a health and safety issue and acknowledge the importance of identifying and reducing workplace stressors. Should you have any concerns in this area please do not hesitate to bring it to the attention of your Line Manager, Health and Safety Representative or a Director.

Alcohol and Drugs

The Company recognises that for a range of reasons individuals can and do misuse drugs and alcohol and that this represents a problem for the individual on a personal basis and for the business in that the individual may not operate to required standards. The effects of drug and alcohol misuse range from absenteeism, low productivity, unsafe working practices and increased disciplinary action for injury in the workplace, both to the employee or other parties. This Policy has therefore been adopted in order to protect all employees and the business, and to offer appropriate help and support to the individuals concerned. The Policy applies to all workers and employees from senior managers to temporary workers.

Alcohol misuse is defined as consumption of alcohol during working hours, or attending work under the influence of alcohol.

Drug misuse refers to the use of illegal substances and the misuse of prescribed drugs and other substances such as solvents.

During working hours includes during breaks or on the way to work.

The Company does not permit:

- drug or alcohol misuse during working hours;
- being under the influence of drugs or alcohol while at work;
- encouraging others to misuse alcohol or drugs;
- drugs (apart from over the counter medication and personal prescribed medication) or alcohol on Company premises.

Drug and alcohol misuse may become a matter for disciplinary action in accordance with the Company's disciplinary policy. Dismissal may result from disciplinary action. Possession of and dealing in illegal substances will be immediately reported to the police in all cases. There is no alternative to this procedure.

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