

# **HEALTH AND SAFETY POLICY**

## **OF**

### **FOX CARNIVAL / UFO STEELBAND**

#### **1 POLICY STATEMENT**

FOX CARNIVAL / UFO STEELBAND is committed to maintaining safe and healthy working conditions and to preventing accidents and instances of work-related ill health by ensuring that all activities carried out on company premises or undertaken by its employees are managed in such a manner so as to avoid, reduce or control all foreseeable risks to the health and safety of anyone who may be affected by such activities as far as is reasonably practicable. This policy will be reviewed and revised every year.

#### **2 EMPLOYER'S RESPONSIBILITIES**

In furtherance of the above policy statement and the need to ensure compliance with the Health and Safety at Work etc Act 1974 and other relevant health and safety legislation, FOX CARNIVAL / UFO STEELBAND / will:

- provide and maintain safe plant and equipment and safe systems of work;
- ensure materials and substances used are properly stored, handled, used and transported;
- assess the risks to the health and safety of anyone who may be affected by work activities;
- consult with employees on matters affecting their health and safety and ensure that all employees are competent to do their tasks;
- provide information, training, instruction and supervision;
- provide a safe place of employment;
- provide a healthy working environment;
- provide a written Health and Safety Policy;
- look after the health and safety of other people, in addition to employees;
- talk to safety representatives.
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We have a comprehensive insurance policy in place overning our board, our staff whether paid or volunteers, and all participants who have signed our participation agreement. This can be maid available to any person who wishes to see it.

#### **3 EMPLOYEES' RESPONSIBILITIES**

Employees have a legal responsibility to take care of the health and safety of themselves and others who may be affected by their actions or omissions and to co-operate with supervisors and managers on health and safety issues. Employees should not interfere with anything provided to safeguard their health and safety and should report all health and safety concerns to the appropriate person as set out in this policy.

#### **4 ROLES**

- 4.1 Andrea James has overall responsibility for health and safety in the workplace and for ensuring that adequate resources are made available to allow the implementation of this policy.
- 4.2 Fiona Hawthorne has day-to-day responsibility for ensuring that this policy is implemented.
- 4.3 All supervisors and managers must adequately supervise the work activities of employees and others under their control to ensure that safe systems of work are being followed.

## **5 RISK ASSESSMENTS**

Every work activity to be undertaken will be subjected to a health and safety risk assessment prior to the activity starting, in consultation with those who will undertake the work. A separate fire risk assessment will also be undertaken by a "responsible person" who will take reasonable steps to reduce the risk from fire and ensure occupants can safely escape the premises if a fire does occur. A written record of the assessments will be provided identifying any significant hazards and describing the preventative and protective measures required to avoid, eliminate, reduce or control the risks identified to a tolerable level. The control measures must be implemented and adequately maintained and records kept of any monitoring or maintenance of equipment undertaken. The following people have responsibility for the different stages of the health and safety risk assessments and the fire risk assessments:

- health and safety risk assessments will be undertaken by Fiona Hawthorne and the findings will be reported to Andrea James and recorded in a separate document entitled "Health and Safety Risk Assessments Findings". Action required to remove or control health and safety risks will be approved by Andrea James. Fiona Hawthorne will be responsible for ensuring the action required is implemented. Andrea James will check that the implemented actions have removed or reduced the risks. Health and safety risk assessments will be reviewed every month or when significant changes in the work activity occur, whichever is soonest;
- fire risk assessments will be undertaken and implemented by Fiona Hawthorne and recorded in a separate document entitled "Fire Risk Assessments Findings" which, in addition to identifying hazards and describing preventative measures, will outline an emergency plan. Andrea James will also check that the implemented actions have removed or reduced the risks. Assessments will be reviewed every month or when significant changes in the work activity occur, whichever is soonest.

## **6 SAFE PLANT AND EQUIPMENT**

When selecting and purchasing items of plant and equipment it is essential to ensure, as far as possible, that such items are safe and are appropriate for the task and location for which they are intended to be used. Fiona Hawthorne is responsible for ensuring that any new plant and equipment meets health and safety standards before it is purchased. Account must be taken of the persons required to use the items which must be selected to minimise any possible adverse effects to the user and other persons who may be affected. It is also essential to ensure that all plant and equipment is kept safe through regular maintenance and inspection and that all employees are trained to use equipment safely and are aware of instructions provided by manufacturers and suppliers. Any problems found with plant and equipment should be reported to Andrea James. Fiona Hawthorne is responsible for identifying all plant and equipment needing maintenance. Fiona Hawthorne] is responsible for ensuring effective maintenance procedures are drawn up and Andrea James is responsible for ensuring that all identified maintenance is implemented.

## **7 HAZARDOUS SUBSTANCES**

Using chemicals or other hazardous substances at work can put people's health at risk. The law requires employers to control exposure to hazardous substances to prevent ill health. The main law on hazardous substances at work is the Control of Substances Hazardous to Health Regulations 2002 ("COSHH"). It defines hazardous substances to include most hazardous chemicals (including waste and by-products), biological agents and any dust. Harmful substances which are covered by COSHH include the vast majority of commercial chemicals, many of which have a warning label. Examples may include bleach and other cleaning agents with a warning label, wood dust, glues and adhesives, solvents, paints, pesticides and chemical fertiliser, medicines and biological agents, oils and fuels, printer/copier toner, inks, and paper dust. This list is not exhaustive. Fiona Hawthorne is responsible for identifying all substances that need a COSHH assessment. Andrea James is responsible for undertaking COSHH assessments. Colin Salmon is responsible for ensuring that all actions identified in the assessments are implemented. Fiona Hawthorne is responsible for ensuring that all relevant employees are informed of the COSHH assessments. Liz Walkrer is responsible for checking that new substances can be used safely before they are purchased. Assessments will be reviewed every month or when the work activity changes, whichever is soonest.

## **8 TRAINING**

All employees must receive health and safety induction training as soon as possible after starting employment and job specific health and safety training where work activities require it. Training will also be provided when risks change. Supervisors and managers have a responsibility to identify training needs and to arrange and monitor training of all employees and others under their control. A training needs analysis should be conducted for each job and if this highlights a training requirement then appropriate training must be provided within a reasonable time scale. Records of all training undertaken by employees will be kept by Fiona Hawthorne. Fiona Hawthorne will provide induction training for all employees. Fiona Hawthorne will provide job specific training for the following jobs:

- Working with fibre glass poles / steelpan instruments / Steelpan stands
- Working in loud conditions
- Working with tools with young people

## **9 REPORTING ACCIDENTS, INVESTIGATING AND MONITORING**

9.1 All employees are required to report all accidents and work-related causes of sickness absence to their supervisor or manager. The purpose of reporting such incidents and any subsequent investigation is to identify the underlying cause(s) and any contributing factors and to prevent a recurrence. Fiona Hawthorne is responsible for investigating accidents. Fiona Hawthorne is responsible for investigating work-related causes of sickness absence. Andrea James is responsible for acting on investigation.

- 9.2 To monitor the implementation of safe working practices and to assess whether the practices are being effectively pursued, FOX CARNIVAL / UFO STEELBAND will carry out inspections and investigate any accidents or sickness absences that occur.

## **10 ACCIDENTS AND FIRST AID**

10.1 Employers are required by law to have first aid provisions in the workplace and to ensure that there is always a qualified first aider or an "appointed person" present. An appointed person is someone who is authorised, in the absence of a trained first aider, to take charge of the situation if there is a serious injury or illness. They should record all the cases they treat and each record should include at least the name of the patient, date, place, time and circumstances of the accident and details of the injury suffered and treatment given. The records should be kept in a suitable place,

and should be readily available. Employers are also required to report certain work-related accidents, dangerous occurrences and diseases. The appointed person or first aider is Andrea James. The first aid box is kept in kitchen 2<sup>nd</sup> cupboard in workplace, on stage in workshops. With driver at events. All accidents and instances of work-related ill health will be recorded in the accident book which is kept by Fiona Hawthorne. Andrea James is responsible for reporting accidents, diseases and dangerous occurrences to the enforcing authority.

- 10.2 Employees must also receive specialist health surveillance for certain work activities. For now this is NOT APPLICABLE” in FOX CARNIVAL / UFO STEELBAND, but Fiona Hawthorne will monitor changes and take responsibility if this becomes applicable in the future.

## **11 EMERGENCY PROCEDURES**

All employees should read the Fire Action Notices provided in all areas of the workplace which give details of the company's fire and emergency procedures. Escape routes will be checked every week by Fiona Hawthorne. Fire extinguishers will be maintained and checked every month by Fiona Hawthorne. Alarms will be tested every week by Fiona Hawthorne. Emergency evacuation will be tested every three months.

## **12 CONSULTATION WITH EMPLOYEES**

Employees will be consulted on matters affecting their health and safety by monthly meeting. The employee representatives is Andrea James

## **13 INFORMATION AND SUPERVISION**

13.1 Employers must display the health and safety law poster or alternatively, provide employees with individual copies of the same information in a leaflet [the Health and Safety Law leaflets are available from [Andrea James. Health and safety advice is available from Andrea James.

13.2 Employers have an added duty to young people to provide information, instruction, training and supervision. Supervision given to young people must be greatly increased to ensure that they are fully supervised at all times. Supervision of any young workers or trainees will be undertaken and monitored by Fiona Hawthorne.

13.3 Fiona Hawthorne is responsible for ensuring that all employees working at locations under the control of other employers are given relevant health and safety information.

## **14. PARTICULAR SAFETY PROCEDURES IN WORKSHOPS IN SCHOOLS, AT CARNIVAL EVENTS AND AT THE OFFICE AT 10 ALDBOURNE ROAD, LONDON W12 0LN**

- 14.1. All tools used in the construction of artwork will only be used after appropriate instruction and training has been given and children will only be permitted to use the tools under supervision and after demonstration by an adult.
- 14.2. Glue guns and other tools or equipment requiring an electrical supply will be switched off when not in use.
- 14.3. Any damaged or defective tools will be replaced.
- 14.4. All loose fibres will be removed from fibre glass rods in an appropriate manner prior to being handled in workshops.
- 14.5. Glue, varnish, paint, etc. will be only be used according to manufacturers' instructions in a well ventilated location or preferably in the open air.

- 14.4. Generator fumes will be kept to a minimum by the use of an encased, silent generator. The generator will be placed in a secure area on the truck only accessible to authorised persons.
- 14.5 All electrical equipment will be placed in a secure area on the truck only accessible to those operating the equipment.
- 14.6. Two fire extinguishers are carried on the truck, one by the driver and one in the catering section both of which are suitable for all types of fire.
- 14.7. All child participants must be accompanied by a responsible adult and must remain either behind the truck in the body of the band or seated on the truck.
- 14.8. All children under 6 taking part in a Carnival event will be required to wear a badge/label stating the name of FOX CARNIVAL / UFO STEELBAND Band, that the band is performing at that event and that the child must be returned to the band. The label will also state the number of a mobile phone which will be left in the cab of the truck or with a designated steward and checked for messages and/or texts at regular intervals.
- 14.8. No one is permitted to get on or off the truck unless the truck is stationary. Children must be supervised and/or assisted when getting on or off the truck.
- 14.9. Band stewards and the Dance Captain ensure that no one becomes close enough to the rear of the truck to be affected by exhaust fumes. The truck is hired from a reputable transport company with well maintained vehicles ensuring that such fumes are kept to a minimum.
- 14.10. Band stewards discourage pedestrians/audience members from getting too close to the truck or near to the wheels.
- 5.11. Our music is kept to a moderate level and we carry professional earplugs for participants to use, and to distribute to any audience members who may ask for them. We ask all adult participants to make sure their children use earplugs at all times.
- 5.12. Employees are instructed in pool safety and maintenance and safety requirements in using the pool
- 5.13. Employees are instructed in particular hazard with regard to slippery patio area and are shown the procedures for keeping mats covering exposed areas of patio

This policy was agreed on 14<sup>th</sup> November 2014

*14th November 2014*

And updated on \_\_\_\_\_