

# HSE SAFETY CORNERSTONES

Provided by **The Risk Hub Ltd**

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## Preparing and Updating Health and Safety Policies

Workplace disasters can happen to any worker across any industry, making health and safety management priority number one. Moreover, having a specific policy for managing health and safety is required by law. According to the HSE, this policy should include the following:

- **A statement of intent**—The policy must state the organisation’s commitment to health and safety management.
- **Health and safety responsibilities**—The policy should include the names, positions and roles of anyone with specific health and safety responsibilities.
- **Health and safety arrangements**—The policy should outline the practical health and safety arrangements in place, such as risk assessments and employee training.

As on-site safety risks are ever-changing, health and safety procedures must be routinely updated. Indeed, something as simple as getting new equipment could drastically alter the workplace’s hazards, placing employees at an increased risk of harm. With this in mind, it’s critical for organisations to regularly review their health and safety policies. The

following guidance can assist with this endeavour:

- **Identify a competent person.** When reviewing policies, engage with a [competent person](#)—someone with sufficient knowledge or experience to address workplace safety concerns. If there isn’t anyone in-house with adequate knowledge, seek help from external safety professionals.
- **Consult employees.** According to the HSE, workplaces where employees assist in decisions about organisational health and safety matters experience lower accident rates. As such, ask for employee input, particularly from those who will be directly impacted by any procedural changes.
- **Review risk assessments.** Written risk assessments must be completed in organisations with five or more employees. When reviewing health and safety policies, don’t forget to evaluate company risk assessments, too.

Preparing and updating health and safety policies can help organisations protect employee welfare and prevent costly workplace disasters.

Contact us today for additional workplace safety guidance.

## Company Fined After Worker Falls

A metal-casting company in Saltburn has been fined after an employee suffered a broken rib after a fall on 27th August 2021. The employee was walking across the company’s casting room when they fell into a moulding pit. An investigation by the HSE found that the company had failed to properly assess the risk created by the pits and that suitable edge protection had not been provided. On 24th January 2023, the company pleaded guilty to breaching Section 2(1) of the Health and Safety at Work Act. [It was fined £26,666 and ordered to pay costs of £4,105.](#)

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