



CAMBRIDGE UNITED FOOTBALL CLUB

Health & Safety Policy

Last Reviewed: 22/03/2022

Next Review Date: 21/03/2023

Review Table

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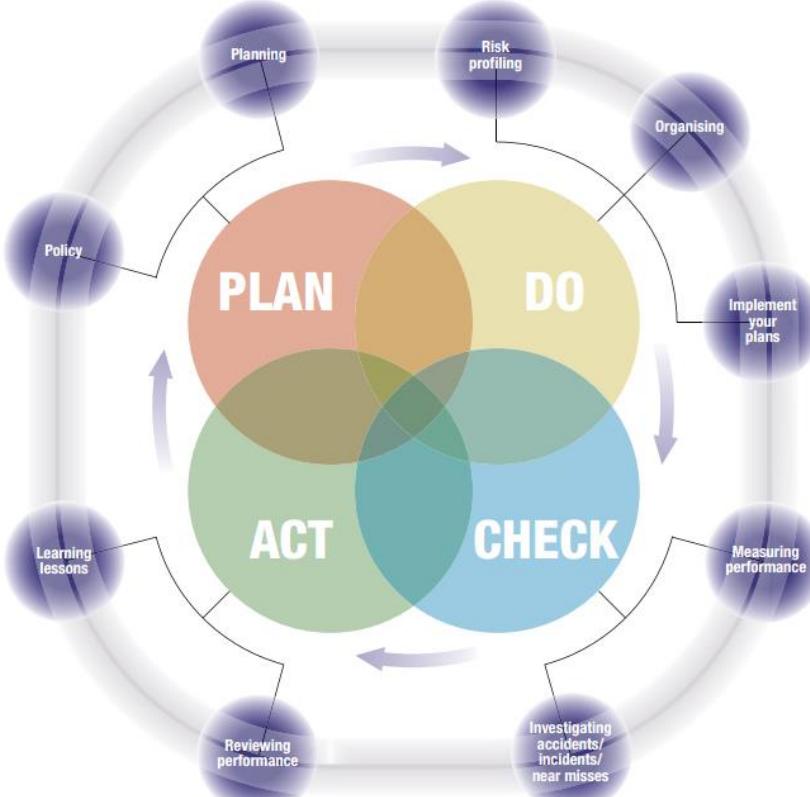
1.0 Health & Safety Management System

The Board of Directors accept that they are ultimately responsible for the actions of the Company under their control. However, they clearly cannot be responsible for every aspect of Health and Safety but must delegate these duties to responsible persons within The Company. The organisation chart shows the basic structure of the Company and outlines the way in which this is delegated to the senior staff together with their areas of responsibility.

In accordance with the requirements of the Management of Health & Safety at Work Regulations 1999 (as amended), The Company feels it does not have an employee with adequate knowledge and experience to fulfil the role of health and safety advisor and, so it has appointed external advisors to this function. The Advisors are Sphere Risk Health & Safety Management Ltd First Floor, Minerva House, Minerva Business Park, Lynchwood PE2 6FT.

With regards to driving Health and Safety forward, there will be strong commitment from the Board of Directors and Staff. The Board of Directors have shown this commitment in The Company's Health & Safety policy statement. The following diagram illustrates the basic building blocks of a progressive health and safety management system. The Company's procedures are based on this accepted model.

Plan, Do, Check, Act



Extract from INDG 417 HSE Publication

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1.1 Health and Safety Policy Statement

- a. The Health and Safety at Work Act 1974 and other relevant legislation obliges statutory duties on employers and employees. It is the policy of Cambridge United Football Club (also referred to as 'The Company') to carry out these statutory duties, so far as is reasonably practicable, and to ensure that the responsibilities for Health and Safety are properly assigned, accepted and fulfilled at all management levels. Employees are required to fully co-operate and support this legal requirement.
- b. The Company will ensure that all reasonably foreseeable practical steps are taken to safeguard the Health, Safety and Welfare of all employees and visitors to the premises or operations under the Company's control.
- c. Our aim is zero lost time accidents with the objective of training & utilising our staff to become a safety conscious workforce which utilises current best practice.
- d. The Company is committed to continuous improvement in health and safety within all areas and aspects of Cambridge United Football Club's undertaking. In this respect it will take all necessary steps to ensure that at all times there is appropriate resourcing in the provision of manpower, materials and training, for the organisation and arrangements for health and safety.
- e. The Company will, so far as is reasonably practicable, ensure that:
 - i. The provision and maintenance of plant and systems of work are safe and without risk to health.
 - ii. Arrangements for use, handling, storage and transport of articles and substances for use at work are safe and without risk to health.
 - iii. Adequate information is available with respect to articles detailing the conditions and precautions necessary to ensure that when properly used they will be safe and without risk to health.
 - iv. The maintenance of all plant, machinery and equipment at any premises or operations under our control are safe to employees, contractors and any other person who may be affected.
 - v. The working environment of all employees is safe and without risk to health, and that adequate provisions are made with regard to the facilities and arrangements for their welfare at work'
 - vi. The Health and Safety Policy is appraised and updated at least annually or after any unplanned or unconsidered event, following liaison with our company Health and Safety Consultants.
 - vii. Health & safety management systems will be tailored to HS (G) 65 guidelines with adequate resources being provided for this requirement.
 - viii. All staff, contractors or sub-contractors will be advised of any changes to this policy.
 - ix. Communication of any such changes will be made to all employees in line with the Health & Safety (Consultation with Employees) Regulations 1996.

Signed:

| **Business Director (on behalf of the CUFC Board of Directors)**

Date: 22/03/2022

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1.2 Environment Policy Statement

Cambridge United Football Club is committed to conducting its business operations in an environmentally responsive manner and recognises the need to continually improve its operations, where practicable, in order to further reduce its effects on the environment.

In order to achieve these overall objectives, the following policy has been adopted:

- To identify and use materials/processes that reduce the risk of pollution
- To re-use, recycle and responsibly dispose of any material in a practical manner
- To promote natural resource conservation by the efficient use of energy and the minimum use of raw materials
- To minimise discharges, emissions and waste and their environmental effects, including maximisation of recycling
- To set environmental objectives and targets against which to measure improvements of environmental improvement
- To ensure compliance with environmental legislation
- To document procedures and continuously monitor progress in environmental performance through regular measurement, review and audit, utilising a management system compliant with ISO 14001
- To ensure that all employees are made aware of environmental issues through a programme of training relevant to their roles.
- To provide information on environmental performance to all interested parties
- To review the Environmental Policy and arrangements at least annually

Signed: | **Business Director (on behalf of the CUFC Board of Directors)**

Date: 22/03/2022

1.3 Statement of Principal Hazards

The following is a list of considered principal hazards which are controlled by the management and organisation of The Company.

- Emergency procedures
- Portable Electrical equipment
- Lifting and Moving equipment
- Loading & Unloading activities
- Vehicle Use
- Office Related Dusts & Substances
- Energy Systems and Utilities

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2.0 Organisation and Responsibilities

2.1 Company Structural Diagram

See appendix 1 for Company Organogram.

Cambridge United Football Club - also referred to as "The Company" within this document

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2.2 Board Members Duties

- a. Demonstrate & provide clear leadership on Health & Safety matters
- b. Ensure that safety and health is given the same priority as any other organisational responsibility
- c. Provide adequate resources for the organisation to comply with essential legislation obligations and internal safety plans as agreed in committee or other official meetings
- d. Ensure that a nominated Safety person is appointed
- e. Have overall responsibility for Health and Safety within the Organisation and produce clear safety planning for the organisation.
- f. Delegating the necessary authority to one or more persons within the Organisation for the implementation of the policy.
- g. Comply with the Directors Responsibilities guidance as issued by the HSE.

2.3 Financial Director

- a. Ensure that the Health & Safety policy and any safety procedures are being used, implemented and fulfilled in a timely manner
- b. Ensure that unsafe actions are stopped, where reasonably practicable, and that safe corrective actions are implemented in a timely manner
- c. Ensure that site hazards are rectified or if they cannot be rectified then these are reported through to the Boards appointed Safety person immediately
- d. Ensure that safety systems and procedures are audited where applicable
- e. Ensure persons are adequately trained for their role
- f. Ensure that accident or incident investigations take place for learning outcomes and organisational improvement
- g. Provide an arbitrator to any dispute on Health and Safety and shall have the final decision, where appropriate, within the confines of any relevant laws etc., in any such dispute.
- h. To provide a structure and organisation for Safety & Health issues to be dealt with in a timely manner
- i. Ensure that Managers & Supervisors actively involve themselves in implementation of the Health and Safety Policy and its actions
- j. Shall take reasonable care of their own Health & Safety and that of anyone who may be affected by their acts or omissions.

2.4 Managers & Supervisors Duties

- a. Demonstrate clear leadership on Health & Safety matters within their environment
- b. Must fully familiarise themselves with the Organisation Safety Policy.
- c. Must ensure that all employees in his/her section know the whereabouts of the Fire, Emergency and First Aid facilities.
- d. Must ensure that designated employees in his/her section know the whereabouts of the firefighting equipment, how to use it effectively and the Fire Safety Rules and procedures.
- e. Must ensure that adequate supervision is available at all times where young or inexperienced workers are concerned.
- f. Shall, if required, accompany the Safety Officer on inspections and co-operate with him on safety matters.
- g. Shall ensure that all safety/emergency devices are properly fitted, regularly checked and properly maintained.
- h. Shall ensure that all safety rules/procedures are observed by staff and temporary workers
- i. Ensure that protective clothing and equipment is worn when required.
- j. Shall maintain good housekeeping in his/her area.
- k. Shall ensure that all employees receive adequate training to allow them to do their job safely.
- l. Ensure that all new employees are informed of the Organisation's Safety Policy and Procedures
- m. Ensure that any unsafe machine or tool is adequately immobilised such that it cannot under any circumstances be used until the machine/tool has been repaired and made safe.

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- n. Maintain a vehicle operator register, where applicable, and advise where necessary on any training before any person is appointed to the register.
- o. Stop any unsafe actions and implement safe corrective actions immediately
- p. Ensure that all work necessary to ensure safety and good health is carried out as soon as possible
- q. Check the fire equipment in their area and ensure that it is serviced or inspected regularly by the Organisation's nominated Fire Personnel.
- r. Rectify site hazards within a timely manner, or if they cannot rectify then report site hazards to Senior Management.
- s. Shall take reasonable care of their own Health & Safety and that of anyone who may be affected by their acts or omissions.

2.5 Health, Safety and environment Advisors Responsibilities

Advisors will be responsible for:

- a. Ensuring the objectives of the Health and Safety Policy are fully understood and observed by all levels of Management and employees.
- b. Monitoring the effectiveness of the Health and Safety Policy and procedures and ensuring that any necessary changes are made and maintained in line with development.
- c. Ensuring that adequate communication channels are maintained so that information concerning Health and Safety matters which may affect any employee is communicated to them and any matter concerning Health and Safety raised by any employee is directed to the appropriate member of management, necessary action will then be taken.
- d. Ensuring that The Company's senior management team is advised of any subject, object or item deemed to be unsafe or any breach of Company/statutory regulations/requirement which cannot be effectively remedied.
- e. Ensuring that new employees or representatives are advised as to the nature of The Company best practices, safe systems of work and work rules. This is to ensure they can behave safely whilst on Company business.
- f. Investigating along with Supervisors, all accidents or near misses to determine the cause(s) and to ensure action is taken to prevent any recurrence.
- g. Ensuring adequate stocks of suitable Personal Protective Equipment are available, issued and worn where ever necessary. Maintaining registers relating to Health, Safety and Welfare.
- h. Liaison with the companies Health and Safety advisors who in turn can liaise with the Health and Safety Executive or other government / independent bodies on matters concerning the Health and Safety of employees.
- i. Liaison with other departments or sections when necessary in matters concerning the Health safety and welfare of all employees.
- j. Co-ordinating The Company Fire Prevention Policy and liaise with other Company Fire Protection Officers, and other similar outside professional bodies.
- k. Ensuring, so far as is reasonably practicable, the compliance of The Company with all relevant Fire prevention and allied precautionary measures.

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2.6 Employees Responsibilities

Employees have responsibility for:

- a. Observing all safety rules at all times and conforming to all safety instructions provided by Supervision and anyone with responsibility for safety.
- b. Conforming to The Company policy for Health and Safety and employee's duties as laid out in the Health and Safety at Work Act.
- c. Reporting all accidents and near misses to management.
- d. Co-operating with the safety officer in investigating all accidents and incidents.
- e. Wearing all issued personal protective clothing and issued personal protective equipment.
- f. Properly using any safety device involved in their work.
- g. Not miss-using anything provided in the interests of Health & Safety and Welfare.
- h. It shall be the duty of every employee at work:
 - i. To take reasonable steps for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.
 - ii. To co-operate with the management so far as is necessary to enable that duty or requirement to be performed or complied with.
 - iii. To not tamper with equipment provided for Health & Safety purposes
 - iv. To look after and safely store personal protective equipment
 - v. To not use chemicals without there being a suitable assessment and being in receipt of that assessment
 - vi. To not use work equipment, whether purchased or hired, without first being suitably trained on the equipment
 - vii. To ensure that first aid boxes sited within vehicles are kept tidy and complete
 - viii. To undertake user checks and visual inspections on electrical equipment

2.7 Contractors Responsibilities

- a. Shall make themselves familiar with and conform to the Health and safety procedures of the organisation at all times.
- b. Shall take reasonable care of their own Health & Safety and that of anyone who may be affected by their acts or omissions.
- c. Shall wear appropriate safety equipment and use appropriate safety equipment and shall not misuse or interfere with anything so provided in the interests of Health and Safety at work.
- d. Will conform to all instructions given by the Organisation and others, with regards to safety & health, with a responsibility for Health & Safety.
- e. Will report all accidents incidents/near miss events, environmental damage and collateral damage to Line Management whether persons are injured or not.
- f. Rectify site hazards within a timely manner, or if they cannot rectify then report site hazards to Line Management.
- g. Have a responsibility for ensuring that the Health and Safety policy is followed in spirit and in action
- h. Will not intentionally or recklessly interfere with or misuse anything provided in the interests of Health, Safety or Welfare.
- i. If they are a forklift truck or other vehicle driver, to drive vehicles with extreme care at all times and observe all recognised working practices, safety precautions and traffic signs.
- j. Shall maintain equipment in accordance with current best practice procedures and are liable for their own safety instruction.
- k. Shall only work on equipment for which they have previously been trained.
- l. If a defect is found with the machine, not use the machine until the defect has been made good and the machine safe to use.

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2.8 Visitors Responsibilities

Are owed a duty of care by The Company, and it is The Company's responsibility to ensure that visitors access and egress is controlled, that they are made aware of The Company's Health and Safety rules and it is made difficult for them to come to harm.

This is achieved by restricting access through procedural control and accompanying Visitors when possible.

3.0 Appointed Persons

3.1 Welfare

The Company will ensure that essential welfare facilities are provided at the Club. These will consist of at least toilets, hot/warm running water, an eating/restroom & drying room.

3.2 First Aid

The following persons have successfully completed the first aid course to become recognised first aiders.
(Records held with personnel file)

The Company will ensure that there is at least one first aider available on site or at the club with a basic first aid kit.

3.3 Health, Safety and Environment Concerns

The following persons have been appointed to overview and supervise Health Safety & Environmental concerns on site

Alex Tunbridge - CEO

Graham Daniels, Renford Sargent, Christoph Loch, Ian Mather, Godric Smith, Shaun Grady, Dave Matthew-Jones - Board of Directors

Dominic Knighton – Academy Manager

Ben Strang – Sporting Director

Andy Beattie – General Manager

Ian Darler - Stadium Manager and Head Groundsman

Stephen Smith CMIOSH

Shahida Akhtar TechIOSH

Gary Van Zandt AIOSH

Ian Cullingford CMIOSH

Nic Petruzzello TechIOSH

3.4 Communication with Workforce

The Company will use face to face meetings and toolbox talks to communicate health safety and environmental information and awareness.

3.5 Health & Safety Training

Staff will be given training commensurate with the role within the organisation. This training will be specified within their job description, continued into their induction and then further updated within appraisals.

Line Managers are responsible for ensuring this training is undertaken.

3.6 GDPR

From a H&S point of view its simple:

- Keep all injury related documents for 6 years (accident book, emails, etc)

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- Keep all ill health related documents for 30 years (whether these may be muscular skeletal, lung function, hearing, etc)
- Keep all training documents for 30 years (online training, face to face, etc)

3.7 Monitoring, Auditing & Review

This Policy and the Health and Safety management systems within the organisation will be reviewed at least annually or when a major incidence or change of legislation occurs.

Site inspections will be carried out by Supervision at least monthly with the necessary report being filed within the Office. Items which need to be addressed and improved will be undertaken in a timely manner commensurate with the issue at hand and in a similar manner to "Priority of Actions determined by Risk Ranking" table within Section 5.1

3.8 Communication & Coordination

Projects will be managed via essential lines of communication by face to face meetings, letters, email & telephone calls. If required changes to the project will be communicated to the responsible person via email or letter format. The Manager responsible for external project will manage the communication process with regards to the project at hand.

4.0 Health, Safety & Environment Accident/Incident/Near Miss Reporting Policy

4.1 Accident/Incident Reporting

- a. It is our policy to report all notifiable accidents, industrial diseases and dangerous occurrences to comply with the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013. We will also record all injuries in the Accident Book, as required by the Social Security (Claims and Payments) Regulations 1979.
- b. Environmental incidents will be reported to the Environment Agency.
- c. The Board Directors with assistance as required from the Health & Safety Advisor is responsible for reporting all notifiable accidents to the enforcing authority and also for collecting and collating information on all accidents so that we can find ways to eliminate causes.
- d. Reportable accidents and incidents must be notified online via www.hse.gov.uk/riddor
- e. Employees must report all injuries to the Board of Directors immediately after treatment.
- f. The Accident Book must be fully completed for all injuries incurred at work, however minor. Accident books are located within the office and in Company vehicles.
- g. If, because of their injury, employees are incapable of making an immediate entry, then that entry must be made by their Manager, the first-aider, the appointed person, or a nominated person, who will sign the entry once only, in column 2.
- h. The Accident Book will be investigated at least monthly by the Board of Directors or the Safety Advisor
- i. Following any accident that requires treatment, the Board of Directors will notify the Safety Advisor, who will:
 - j. Investigate and complete an accident report.
 - k. Notify the HSE, via www.hse.gov.uk/riddor if the accident is reportable.
 - l. Also, following any accident that requires treatment, the Board of Director will take statements and retain any other documents or items related to the accident, such as containers (with contents listed), equipment logs, environmental or process recordings, etc.
- m. If the injury is of a serious nature or if there is any doubt, the injured person will be sent to the nearest hospital for treatment.
- n. Although it is not our legal duty, we will notify the enforcing authority of injuries to non-employees and Contractors employees, if the injury takes place on our premises and we become aware of it. It is our legal duty to report injuries to self-employed contractors if they take place on our premises. Accidents and injuries that are reportable to the HSE will also be reported to our employer's liability insurer.
- o. Near misses that had the potential to cause injury must be reported so that the near miss can be investigated to prevent a similar or serious accident from occurring in the future. A near miss is an "unplanned event that did not result in injury, illness or damage – but had the potential to do so". An

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example of a near miss could be a roof tile falling from a roof and narrowly missing a person who was standing underneath.

- p. Any lessons learned from an accident/incident/near miss must be shared with relevant employees and subcontractors.

4.2 Reportable Accidents

- a. Reportable injuries under RIDDOR are divided into "over 7 day" injuries or specified or fatal injuries. Employers must report all over 7 day injuries to the HSE via the online reporting www.riddor.gov.uk within 15 days. An over 7 day is where an accident at work results in an employee being unable to perform his or her normal work for more than 7 consecutive days. The 7 days excludes the day of the accident, but includes any days that are not working days, such as time-in-lieu, weekends or bank holidays.
- b. For a specified injury or in the event of death, the employer must
 - i. Report the incident as soon as it is practicable. All incidents can be reported online, but a telephone service is also provided for reporting fatal/specified incidents only - call the Incident Contact Centre on 0345 300 9923

- c. Specified injuries are listed in RIDDOR as:

The list of 'specified injuries' in RIDDOR 2013 replaces the previous list of 'major injuries' in RIDDOR 1995. Specified injuries are (Regulation 4):

- fractures, other than to fingers, thumbs and toes
- amputations
- any injury likely to lead to permanent loss of sight or reduction in sight
- any crush injury to the head or torso causing damage to the brain or internal organs
- serious burns (including scalding) which:
 - covers more than 10% of the body
 - causes significant damage to the eyes, respiratory system or other vital organs
- any scalping requiring hospital treatment
- any loss of consciousness caused by head injury or asphyxia
- any other injury arising from working in an enclosed space which:
 - leads to hypothermia or heat-induced illness
 - requires resuscitation or admittance to hospital for more than 24 hours

RIDDOR also requires that dangerous occurrences must be reported to the HSE. The dangerous occurrences which must be reported under RIDDOR are fully detailed in Schedule 2 of the RIDDOR 2013 and guidance can be found online at www.hse.gov.uk/riddor

- d. Documents:

1. Accident Record book - kept in office
2. Company Accident Report Form
3. Records: Maintained by Board of Directors in the folder marked "Accident Reports & RIDDOR"
4. The record folder will contain the RIDDOR guide, a copy of this policy document, blank and completed copies of documents.
5. Dangerous occurrences and incidents may be reportable. Before reporting such occurrences please refer to the Safety Advisor for help and information.

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4.3 Health, Safety & Environment Accident/Incident/Near Miss Report Form

Health, Safety & Environment Accident/Incident Report			
Date of Incident:	DD/MM/YYYY		
Time:			
Site Location:			
Area:			
Person Affected:			
Name:	Job Title:	Sex:	Age:
Nature & Location of Injury:			
Additional Information, if any (see RIDDOR Report Form)			
After Effects:			
Additional Information on Incident:			
1.)			
2.)			
3.)			
Conclusion:			
Actions:		Person Responsible:	Date Completed:
1.)			
2.)			
3.)			
Investigated by			
Name:	Signature:	Date:	DD/MM/YYYY

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5.0 Risk Assessment Procedure by Risk

5.1 Risk Assessment Procedure

- a. A risk assessment is required by law under The Management of Health & Safety at Work Regulations 1999 (as amended) to evaluate the exposure to risk whilst at work by employees. MHSW Regulation 3 obliges the employer to anticipate systematically, by assessing the risks & recording the findings, as distinct from merely reacting to failure. This procedure will identify the main constituents of a risk assessment format.
- b. The risk assessment should identify the hazard – anything with the ability to cause harm and then evaluate the risk – the likelihood that the hazard will occur and its severity in terms of ill health, physical, collateral or environmental damage.
- c. The risk assessment needs to consider all hazards, (these may include the employee, physical, chemical, biological, environmental, energy related sources of risk – non-exhaustive list) and the risks which emanate from that hazard, (e.g. crush injuries, electrocution, eye damage, Mesothelioma).
- d. The responsible persons identified for undertaking risk assessments, fire & workplace assessments would include the competent Health & Safety Advisor or any person nominated by Company management who has competence in undertaking risk assessments.
- e. Risk assessments should be undertaken where there is believed to be a risk to health, safety or welfare and in medium and high risk situations. Low risk situations should be assessed after the medium and high risk areas have been completed.
- f. The system uses a matrix with immediate, medium & long term actions which are identified by set phrases which use a numbering system of 1 to 5, these are identified in the table below:

Priority of Actions determined by Risk Ranking										
Likelihood						Priority		Action		
Severity	1	2	3	4	5					
	1	1	2	3	4	5	1.) RED	17 to 25 - Unacceptable risks – Stop activity immediately and improve at once!		
	2	2	4	6	8	10	2.) AMBER	10 to 16 - Acceptable short term risk – Look to improve within a short term specified timeframe.		
	3	3	6	9	12	15	3.) BLUE	5 to 9 - Adequately controlled risk – Look to improve at next review.		
	4	4	8	12	16	20	4.) GREEN	1 to 4 - Residual risks – No further actions required but ensure controls are maintained.		
	5	5	10	15	20	25		(Grid taken from IOSH, “Managing Safely”.)		

Key	Li = likelihood of risk	Se = Severity	RR = Risk ranking
The risk ranking is the likelihood multiplied by the severity (Li x Se = RR)			
Likelihood	1 = Unlikely	2 = May Happen	3 = Likely
Severity	1 = Delay Only	2 = Minor Injury or damage	3 = Lost time injury, illness, damage
	4 = Major injury, disabling illness or major damage		5 = single death, multiple deaths

- g. The risk assessment needs to identify persons of extra need or special risk groups e.g. the young, the elderly, the pregnant or nursing mothers, persons with an injury.
- h. The risk assessment needs to identify persons working in non-normal conditions e.g. maintenance staff or persons not employed by The Company who may be affected by its actions e.g. the public, cleaner's contractors.
- i. The risk assessment needs to take account of other non-normal states e.g. fire and evacuation conditions or threats from terrorists or activists.
- j. The risk assessment should also be seen as an indicator of what method statements and safe systems of work should reflect and safeguard
- k. The risk assessment will identify areas where health surveillance may be required and desired. Areas which would need some form of health surveillance managed through an occupational health provider would

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include such areas as, medium and high risk chemicals, manual handling, noise, vibration, biological contaminants.

- I. Contractors which are well managed and vetted are a benefit in specialist areas. Contractor's competency will be assessed by the H&S Advisor and MD. Initial competency will be assessed using a supplier questionnaire as identified below and scheduled at the pre-tender stage.

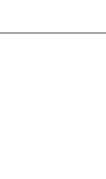
The risk assessment main sections identify -

- The site & area
- The date
- Unique risk assessment identification
- Task/activity
- Hazards associated with the task/activity
- Hazardous events linked to the task Activity
- The likelihood, severity & risk ranking
- Required control measures/actions
- Control measures or actions in place
- Identified Health & Safety legislation
- Identified environmental legislation
- Assessors
- Responsible person
- Review date
- Action plan & agreed timetable
- Employees sign off

5.2 Manual Handling Procedure

- a. The Manual Handling Operations Regulations 1992 (as amended) requires the employer to eliminate the need for manual handling operations as a first step, after that investigation & assessment, the employer needs to reduce the risk of injury to as low a level as possible.
- b. Various assessment forms are provided by the HSE in respect to this assessment and should be utilised where practicable. The Company will use the latest Manual Handling Assessment Chart as a primary tool to evaluate the risk. A blank version is attached at the end of this procedure.
- c. The assessment chart uses colour coded areas to identify activities which are very high risk, high risk, medium & low risk.
- d. The responsible persons identified for undertaking risk assessments would include the competent Health & Safety Advisor or any person nominated by Company management who has competence in undertaking risk assessments.
- e. The safe way to lift is described in the guidance, L23, as follows –
 - i. Stop & Think – plan the lift, use lifting aids if possible, get help if required, remove obstructions and consider rests for long lifts.
 - ii. Place the feet – have the feet apart giving a balanced and stable base for lifting and have the leading leg as far forward as possible.
 - iii. Adopt a good posture – bend the knees so that the hands when grasping the load are as near to level with the waist as possible, do not over flex the knees, keep the back straight, do not twist and lift, keep the hips on the same line as the shoulders.
 - iv. Get a firm grip – try and keep the arms with the boundary created by the legs. Keep the grip as secure as possible, vary the grip for long lifts as desired to rest individual muscle groups within the hand.
 - v. Don't jerk when lifting – lift smoothly lifting the chin as the lift begins and keeping control of the load.
 - vi. Move the feet – do not twist the trunk when lifting
 - vii. Keep the load close to the body – keep the heaviest side of the load next to the trunk. If a close approach is not possible, try sliding it towards you before attempting to lift it.
 - viii. Put down, then adjust – if precise positioning of the load is necessary, put it down first, then slide it into the desired position.
- f. Other guidance can be sought in the form of solutions to problems, these can be accessed in the guidance Manual Handling Solutions You Can Handle ISBN0717606937

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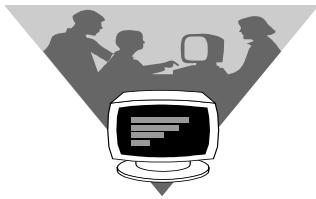
	<p>Stop and think. Plan the lift. Where is, the load going to be placed? Use appropriate handling aids if possible. Do you need help with the load? Remove obstructions such as discarded wrapping materials. For a long lift - such as floor to shoulder height - consider resting the load mid-way on a table or bench in order to change grip.</p>
	<p>Place the feet. Feet apart, giving a balanced and stable base for lifting (tight skirts and unsuitable footwear make this difficult). Leading leg as far forward as is comfortable.</p>
	<p>Adopt a good posture. Bend the knees so that the hands when grasping the load are as nearly level with the waist as possible. But do not kneel or over flex the knees. Keep the back straight (tucking in the chin helps). Lean forward a little over the load if necessary to get a good grip. Keep shoulders level and facing in the same direction as the hips.</p>
	<p>Get a firm grip. Try to keep the arms within the boundary formed by the legs. The optimum position and nature of the grip depends on the circumstances and individual preference, but it must be secure. A hook grip is less fatiguing than keeping the fingers straight. If it is necessary to vary the grip as the lift proceeds, do this as smoothly as possible.</p>
	<p>Don't jerk. Carry out the lifting movement smoothly, keeping control of the load at all times.</p>
	<p>Move the feet. Don't twist the trunk when turning to the side.</p>
	<p>Keep close to the load. Keep the load close to the trunk for as long as possible. Keep the heaviest side of the load next to the trunk. If a close approach to the load is not possible, try sliding it towards you before attempting to lift it.</p>
	<p>Put down, and then adjust. If precise positioning of the load is necessary, put it down first, and then slide it into the desired position.</p>

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5.3 Sub. Contractor Questionnaire

Sub. Contractor Questionnaire
Name of Company:.....
Address:.....
Telephone number:.....
Fax Number:.....
Email contact:.....
Responsible Person/Contact Person:.....
Please answer the following questions listed below 'yes' or 'no':
1. Do you have a formal Health & Safety Policy? 1.1 Do you have a formal induction procedure for new staff? 1.2 Do you have a formal induction procedure for agency/temporary staff? 1.3 Do you have any employees trained in first aid operations? 1.4 Do you have any employees trained in the IOSH safety passport scheme?
2. Do you undertake formal risk assessments relevant to the following regulations: 2.1 Management of Health & Safety At Work Regulations 1999 (as amended)? 2.2 Control of Substances Hazardous to Health 2002? 2.3 Control of Asbestos at Work Regulations 2012? 2.4 Lifting Operations & Lifting Equipment Regulations 1998? 2.5 Provision & Use of Work Equipment Regulations 1998? 2.6 Control of Noise at Work Regulations 2005? 2.7 Manual Handling Operations 2002? 2.8 Construction Design and Management Regulations 2015 2.9 Working at Height Regulations 2005?
3. Has any of your Staff undertaken Health and Safety training in the last 3 years? (If so please list examples on the reverse of this sheet and attach certificates).
4. Do you assess the competency of your sub-contractors/agency Staff?
5. Do you have an environmental policy? 5.1 Do you comply with any environmental legislation? 5.2 Do you comply with environmental legislation please supply proof i.e. 'Duty of care - special waste' certificates.
6. Do you have a drug/alcohol policy?
7. Do you undertake internal/external Health & Safety Audits/inspections?
8. Do you undertake internal/external Environmental Audits/Inspections?
9. Do you have a formal accident reporting system?
10. Total number of accidents in the last 3 years?
11. Total number of lost time accidents in the last 3 years?
12. Number of Prohibition Notices/Improvement Notices received in the last 3 years?
13. Is your Staff trained in the work you are being asked to perform?
14. Please attach copies of training certificates pertinent to the job?
15. If you supply equipment & plant please supply the last maintenance period records?
16. If you are an Employer, please attach a copy of the Employer's liability insurance certificate.
Note: Please feel free to add any further evidential material on separate sheets if you so desire.

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Work Station Self-Assessment Form

Department:	Users Name:		
Date of Assessment: DD/MM/YYYY			
	Circle		
1	Are you experiencing any difficulties associated with the level of lighting, glare or other lighting issues e.g. task lighting?		
	YES	NO	
2	Is there any hardware or environmental noise sources affecting your concentration, from which you prefer to be shielded from in the future?		
	YES	NO	
3	Are you experiencing excessive heat or cold, which you feel affects your personal comfort or work performance?		
	YES	NO	
4	Do you experience problems with draughts?		
	YES	NO	
5	Is your work chair suitable your purposes?		
	YES	NO	
6	Does your work chair have a five-star castor base?		
	YES	NO	
7	Is the work chair adjustable for height?		
	YES	NO	
8	Can the back be locked into position?		
	YES	NO	
9	Have you been given information on how to correctly adjust the seat?		
	YES	NO	
10	Do you have enough working or storage space to meet your normal requirements?		
	YES	NO	
11	Do you regularly suffer from dry, sore eyes or sore throats?		
	YES	NO	
12	Are you suffering from any muscular/skeletal, hand, wrist, arm or neck problems which trouble you at work?		
	YES	NO	
13	Do you wish to discuss any other Health, Safety or Welfare issues which may affect your work?		
	YES	NO	
Health & Safety Advisor Notes:			

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5.5 Work Equipment and Portable Appliances

- a. The Management of Health and Safety at Work Regulations 1999 (as amended) requires formal assessment of risk and is required especially on work equipment & portable electrical appliances along with suitable and sufficient training. The Provision and Use of Work Equipment Regulations (PUWER) require that equipment provided for the purposes of work is suitable and sufficient and maintained adequately.
- b. The responsible persons identified for undertaking these assessments on work equipment would include the competent Health & Safety Advisor or any person nominated by Company management who has competence in undertaking such assessments.
- c. The Board of Directors will ensure that the Work Equipment & Portable appliances are regularly inspected, tested and maintained as required. This will be undertaken with reference to the "In Service Inspection & Testing" regime laid down by the IEE for electrical equipment and in accordance with manufacturer's instructions/Lifting Operations and Lifting Equipment Regulations (LOLER) for other plant.
- d. Records of any inspection, testing or maintenance will be kept in the Office.
- e. The only Portable Electrical equipment used by The Company is held in the office and is limited to telephone, computer and printer and as such, formal visual checks carried out and recorded monthly.
- f. Operators will be trained in visual inspections which should be undertaken prior to using the equipment.

Equipment/Environment	User Checks	Formal Visual Inspections	Combined Inspection & Testing
Battery Operated (less than 40 volts)	No	No	No
Extra Low Voltage (e.g. telephones)	No	No	No
Desktop Computers & Computer Screens	No	Yes, 2 – 4 years	No if double insulated otherwise 5 years
Photocopiers & Fax Machines	No	Yes, 2 – 4 years	No if double insulated otherwise 5 years
Double Insulated (Class II) equipment, moved occasionally (e.g. fans)	No	Yes, 2 – 4 years	No
Double Insulated (Class II) equipment, hand held (e.g. kitchen equipment)	Yes	Yes, 6 months to 1 year	No
Electrical Equipment Class I (earthed) (e.g. Kettles)	Yes	Yes, 6 months to 1 year	Yes, 1-2 years
Mains voltage cables leads and plugs and battery chargers	Yes	Yes, 6 months to 4 years dependant on the type of equipment it is connected to	Yes, 1-5 years dependant on the type of equipment it is connected to

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5.6. Control of Substances Hazardous to Health (COSHH)

The Company has a duty to assess the risk from substances used or produced in its undertaking. Assessments of substances should include, identification of the harmful substance or the harmful component of a substance, the process in which it is used or produced, those persons at risk (users or others), the potential harmful effects of the substance, control measures required to eliminate or reduce the risk to an acceptable level and the means to monitor the exposure of those at risk so as to ensure the control measures are adequate.

There is a requirement for those at risk to be informed of the risks involved in the use of a harmful substance and the control measures required.

Control Measures are: -

1. Eliminate the substance (stop the process).
2. Substitute the substance with a less harmful one.
3. Enclose the process totally or partially.
4. Change the form in which the substance is used (e.g. powder to paste).
5. Provide Local Exhaust Ventilation to remove the substance.
6. Provide Dilution Ventilation (general ventilation) to reduce the concentration of the substance in the air.
7. Reduce the time a person is exposed to the substance.
8. When all of the above have been considered and are not deemed reasonably practicable, and only then, should the use of suitable personal protective equipment be considered.

The Board of Directors and/or the Health and Safety Advisors will in the first instance complete the assessments, however, all employees should refer to the assessments before starting to use a potentially harmful substance. Substances given off during a process (e.g. fumes) must be assessed along with substances that have been purchased.

"Substance Hazardous to Health" means any substance which is: -

1. Listed in the current 'CHIP' list and /or carrying a hazard warning symbol as shown below.
2. A substance with an occupational exposure limit: These are listed in HSE document EH40 entitled 'Occupational Exposure Limits'.
3. A biological agent. i.e. Leptospirosis
4. Dust of any kind, when present in a substantial concentration.
5. Any other substance which has comparable hazards to people's health.

There are other hazardous substances, but because they have legislation specifically covering their use they are not covered by the COSHH Regulations, for example, asbestos and lead substances. Substances covered by the COSHH regulations will typically be denoted by warning symbols as shown below.

Classification					
	Acute Toxicity		Health hazard / Hazardous to the ozone layer		Explosive
	Corrosive		Serious health hazard		Flammable
	Gas under pressure		Oxidising		Hazardous to the environment

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5.7 Health Surveillance, Air Monitoring and Exposure Testing

In line with current legislation, it is recognised that the health of employees is as important as training and experience in ensuring that an employee is able to function effectively and safely. Employees may be required to see an occupational health Nurse or Physician dependant on the ill health at hand.

The local NHS Occupational Health Unit will be used where practicable or other competent source of advice.

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6.0 Company Driving Policy

This Driving and Vehicle Policy has been produced to outline The Company's requirements to safe guard not only its employees but temporary staff and others who need to drive vehicles as part of their normal undertakings.

1). Responsibilities

The Company has a responsibility to prevent avoidable accidents.

The employee has a responsibility to act in a professional manner, at all times, when on Company business.
The employee also has a responsibility not to injure others whilst in his normal undertakings.

The employee will be seen as representing The Company in his normal undertakings.

2). Some general action points to observe.

Theft prevention –

- Remove keys & lock the vehicle when you are not using it.
- Park in well-lit or observable/visible areas
- Hide valuables in the boot or glove compartment
- Use anti-theft devices if fitted

Other advice –

- Always wear seat belts.
- Obey speed limits.
- Be familiar with your intended route, research before you start on your journey.
- Take regular breaks.
- Make the seat area as comfortable as possible for yourself before you set off.
- Check that medication does not affect your driving ability.
- Park in a sensible area if at all possible to prevent/avoid damage to the vehicle.
- Ensure the vehicle is left in a clean and respectable state.
- A no smoking policy is to be observed in all Company vehicles.
- Mobile phones to be housed in hands free units.
- Do not answer the mobile or phone from the hands free set if it is unsafe to do so, e.g. dense traffic, hazardous conditions, at the end of an extended working day.
- Employees without hands free units to turn their mobiles off whilst driving.

3). Driving Period

- Max driving period of 2 hrs.
- Stop and have a 15 min break (rest & refreshment).
- Carry on with another max period of 2 hrs driving.
- Stop for 1 hour (rest & refreshment).
- Drive for a further hour and then there must be a 9 hour break.
- A maximum total driving period of 90 hours in any 2 week period.
- A break would be anything other than driving except where stipulated.

4). What you must do in the event of an accident

In the event of an accident the following format should be followed –

- Exchange names and addresses of all drivers
- Exchange insurance info and registration numbers but do not admit liability
- Inform the police if there are injuries
- Complete an internal road accident report detailing –
 - Registration of Company vehicle
 - Registration of other vehicles
 - Time, date & location of accident
 - Names and addresses of injured persons if possible

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- Description of injury sustained
- Name & addresses of any witnesses
- Description of circumstances

5). Eligibility.

Insurance & Authorisation

There is a Company Vehicle Driver Registration Form which must be completed and signed for authorisation to drive by your Manager.

To drive a Company vehicle as part of the normal undertakings there are certain criteria which must be established and originate from the employees competence to drive a vehicle with Company approval. These are:-

a). Current driving licence (Managers responsibility to ensure compliance)

b). Fitness to drive

c). Vehicle (Managers responsibility to ensure compliance)

The vehicle must be fit for purpose and regularly checked as per manufacturer's advice.

6). Accidents (For insurance purposes please contact The Health and safety Advisor immediately)

- All accidents will be reported using the vehicle accident notification form within 5 working days of the accident for investigation. (Managers responsibility to ensure compliance)
- Accidents will be investigated by the Directors with assistance from H&S Advisers as per any other accident whether on or off site. These accidents may not be injurious but will be key to improving attitude, understanding and communication of driving risks.

7). Records

- Records will be kept as a normal course of driving and vehicle management.
- The MD will keep all details regarding testing and written authorisation.
- The H&S Dept will keep records of the individual risk assessments and accident investigations.
- It is the responsibility of the employees' manager to provide & collate information as stated within this policy.
- The hire car, insurance & tachograph system will be managed as at present by the Director.

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6.1 Company Vehicle Driver Registration

Company Vehicle Driver Registration Form			
Employee Name:		D.O.B	DD/MM/YYYY
It is a requirement of The Company and our insurers that all drivers of Company vehicles provide the following information together with their driving licence prior to registration as a driver of Company vehicles.			

Driving License Number:	Country of Issue:	
Validity From:		Expires:
Licensed Groups:		
Current Endorsements – (Date, offence, Code, Fine):		
Details of motoring convictions in the last five years:		
Details of traffic accidents within the last five years:		
Details of any health impairment which may affect driving – (e.g. vision, hearing, physical impairment):		
Are you currently receiving any medical treatment which may affect your driving?		
I hereby certify that the above details are correct and undertake to immediately advise my line Manager of any material change to the above details as soon as they are known.		
This registration is the final part of The Company's Driving and Vehicle Policy which I have read and understand.		

Employees Signature:	Date:	DD/MM/YYYY
Managers Signature:	Date:	DD/MM/YYYY

Approval for Driving Company Vehicles			
Line Managers Name (Print):	Date:	DD/MM/YYYY	
Line Managers Signature:		Date:	DD/MM/YYYY
Note: Employees are not authorised to drive Company vehicles until this document has been registered with and authorised by the Club/Manager			

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6.2 Vehicle Accident Notification Form

Vehicle Accident Notification Form			
Employee Name:		D.O.B	DD/MM/YYYY
Registration of Company Vehicle:			
Registration of Other Vehicles:			
Time, date & location of accident:			
Names and address of injured persons if possible:			
Description of injuries sustained:			
Name & addresses of any witnesses:			
Description of circumstances (please use back of form if necessary):			

Employees Signature:		Date:	DD/MM/YYYY
I hereby certify that the above details are to the best of my knowledge correct and true.			
Managers Signature:		Date:	DD/MM/YYYY
To affirm communication of accident ONLY			

Please pass completed form to the Club/Manager immediately upon completion.

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7.0 General Policies and Procedures:

7.1 Drug & Alcohol Policy

- a. The Company takes the issue of its employee's Health, Safety & Welfare seriously and to that end the recreational stimulants also. The Company does not condone the breaking of any law with regard to recreational stimulants and therefore this Drug & Alcohol Policy has been developed to demarcate and define areas where support and discipline may be utilised.
- b. Employees have a duty to turn up for work in a condition which is alcohol & drug free, the exception to this being prescription drugs. Your system must be free from the direct effects of alcohol & Cannabis, Cocaine, Heroin etc.
- c. Support will be given to employees who need it and ask for it. This can be in varying forms and will be identified at the time of reporting.
- d. Prescription drugs are made of similar substances to non-prescribed drugs therefore if you are taking any drugs which may hinder your alert state whilst driving or using machinery or working in a high-risk area e.g. confined space, electricity you must inform your Line Manager/Supervisor of this.
- e. Disciplinary measures will be taken on those persons who do not inform The Company of any issues with regard to this policy within six months of its ratification and consultation period.

7.2 Machinery Safety

- a. Machinery must comply with specific machinery safety legislation and if sold in the EU be supplied with a CE mark.
- b. Machinery must only be operated by trained personnel
- c. The machinery to be used onsite will have a varying degree of safety systems designed within the machine and include:
 - i. Fixed guarding
 - ii. Interlocked guarding
 - iii. Automatic guarding
 - iv. Trip based guarding
 - v. Interlocks and sensing equipment
- d. Each machine will have its own specific set of safety and sensing systems, it is essential that machinery is not used if any of these safety and sensing systems malfunction or do not work consistently well and to the parameters as set out within the machinery safety legislation
- e. Defects must be logged and reported through to a responsible person for rectification.
- f. Suitable guards and controls must be in place to prevent injury within the machinery used onsite
- g. See 'Machinery Hazards' illustration below.

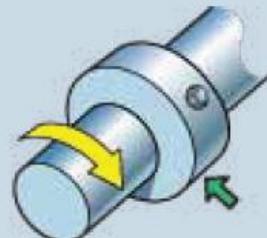
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The following are examples of machinery hazards - some or all of these may be relevant to your workplace.

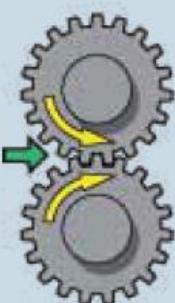
Parts of the body, clothing and cleaning cloths can become entangled in rotating and in-running parts such as inking and damping rollers, printing cylinders, nipping rollers or transmission machinery.



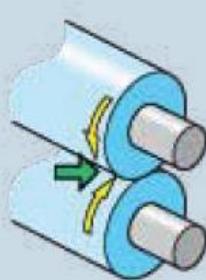
Transmission machinery



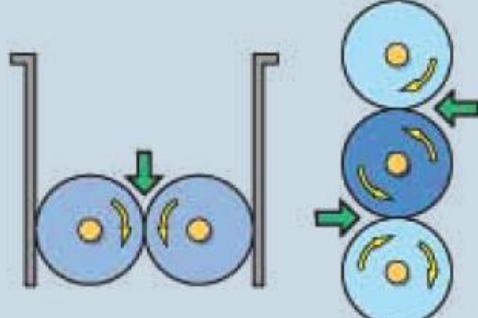
Conveyors



Gears



Ink rollers



Nipping rollers



Printing cylinders

7.3 Visitors & Control of Contractors Policy

The Health & Safety at Works Act 1974 places a legal obligation on organisations to provide a safe environment for invited visitors, contractors and other persons who enter or work on the site. This policy aims to establish a safe procedure which can be utilised by all departments in fulfilling this obligation.

Persons who are invited onto the site fall into two main categories –

Category 1 – Persons who come into The Company to sell, advise or observe.

Category 2 – Persons who undertake manual/skilled work of some kind, e.g. maintenance engineers.

Persons who undertake manual/skilled work will therefore need a differing level of protection, because of the higher risk, to those who advise, sell or observe.

The employee in control of the category 2 persons and task will be referred to as the "Supervisor of Works" for the purpose of this policy. This will allow the respective responsible persons to be easily identified.

Cat. 1 The procedure to be adopted for Category 1 visitors will remain as at present –

- At commencement, the visitor will sign in at reception
- The Company employee to be visited is responsible for ensuring the safety of the visitor whilst on site, ensuring they do not enter any high-risk area,
 - Or -
- Ensuring that the visitor is qualified to enter that area and the visitor has been informed of the safety implications for that area.
- At the conclusion of the visit, ensure the visitor has signed out and has left the site.

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Cat. 2 The procedure to be adopted for Category 2 visitors will be as follows –

- Prior to the work commencing, the employee in control of the task (Supervisor of works), or a nominated deputy, will request and receive a method statement/risk assessment for the task to be undertaken
- The Supervisor of the work will ensure that the method statement is suitable for the task at hand. The Health & Safety Advisor will assist where practicable and requested.
- Any queries with regard to the method statement will be investigated and resolved prior to work commencement.
- At commencement, the visitor will sign in at reception and at the conclusion of the visit, the Supervisor will ensure the visitor has signed out and has left the site.
- The Supervisor of works will ensure that an employee will be assigned to chaperone the visitor if necessary throughout the work period.
- Induct the visitor using the information below in section A.
- Walk around the site and inform the visitor of the evacuation procedure and where the evacuation points are.
- Highlight rest rooms and canteen facilities.
- The Supervisor of works is responsible for ensuring the safety of the visitor whilst on site, ensuring they do not enter any high-risk area, or
- Ensuring that the visitor is qualified to enter that area and the visitor has been informed of the safety implications for that area.
- Roof work and works at height may require a specific risk assessment to identify control measures e.g., scaffolding, safety harnesses etc. This must be undertaken prior to work commencing.
- Hot work, welding & cutting will require a specific risk assessment to identify control measures, e.g. fire watch, fire extinguisher, removal of stored stock.
- Ensure the area is left in a safe condition or safe state and that any warning notices are posted.

7.3.1 General Undertakings

All employees, contractors, visitors have a responsibility as follows –

- a. To work safely and consider the safety of others at all times
- b. To report all unsafe or potentially unsafe incidents, whether injury is caused or not, to their Responsible person &/or the appropriate Director
- c. To report all unhealthy/unsafe working conditions to their Supervisors &/or the Appropriate Director
- d. To assist in the investigation of items under b or c with the objective of introducing corrective action and to prevent recurrence.
- e. To comply with The Company's safety rules, policies and procedures and with any statutory obligations
- f. To use safety equipment and clothing provided where necessary.
- g. To undergo safety training where appropriate.
- h. All tools and associated equipment brought onto site will be tested, inspected and certified to the appropriate level with respect to the task at hand, e.g. pat testing, certificate of inspection.
- i. All visitors/contractors/others will be adequately supervised whilst on site. Supervisor of Works to specify level of supervision and identify supervising staff.

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7.3.2 Fire & Evacuation

- a. A fire and evacuation system will be implemented onsite following a thorough fire risk assessment. The risk assessment will highlight where fire extinguishers, manual call points, emergency exits, evacuation point, audio/visual alarms and signage are required along with a simple fire action procedure.
- b. On hearing the fire alarm visitors/contractors/other person will make their way to the nearest exit and gather in their designated evacuation point.
- c. The Supervisor of works will ensure the visitors' presence at the evacuation point.

7.3.3 First Aid

- a. All accidents will be noted in The Company's accident book.
- b. The Supervisor of works will be notified as to the accident by the injured person
- c. The accident may be investigated if necessary under The Company's Accident Reporting Policy.

7.3.4 Works Transport

- a. Lorries, forklifts and other vehicles may only be driven by staff designated by Company responsible persons.
- b. These staff will have provided licenses to prove appropriate training for the vehicles concerned and will have been authorised in writing to drive Company vehicles.

7.3.5 Smoking, drinking and non-prescribed drugs

- a. The Company operates a no smoking policy within the club. Smoking areas are designated in areas outside of the building. (Ask the Supervisor of Works to show you where they are situated)
- b. The consumption of alcohol and non-prescribed drugs is not permitted on The Company's premises.

7.4 Working at Height

The Working at Height Regulations 2005 obliges employers to assess the risk when working at height and to take the following steps:

- a. Eliminate work at height if at all possible as a first step
- b. Assess the risk and then install suitable control measures dependant on the type of work required, the duration of that work and the relative risk.
- c. Use fall protection which protects the many (e.g. scaffolding) in preference to fall prevention that protects the few (e.g. harnesses)
- d. Ensure Staff is fully trained in working at height, and use the correct systems and procedures at all times.

Typical examples would include:

- a. Long duration work at topple height – provision of suitable scaffolding and access equipment
- b. Long duration work at topple height moving along a wall – use of a MEWP with associated safety harnesses, restriction lanyards and respective training.
- c. Short duration work where three points of contact can be used (30 minutes) – use of a suitably secured, maintained and inspected ladder
- d. Low height works utilise a proper, inspected and checked step up to BS standards or step ladder.

The Company will adhere and work to the above regulations to provide a safe working environment at all times.

(Reference INDG 401 – The Work at Height Regulations 2005 – a brief guide)

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7.5 Hand Arm Vibration

- a. The Control of Vibration at Work Regulations 2005 obliges employers to assess the risk of any vibrating equipment, likely to cause harm, and then install suitable control measures to reduce the risk of injury to employees.
- b. The exposure action value (EAV) (2.5 m/s²) is a daily amount vibration exposure above which employers are required to take action to control exposure
- c. The exposure limit value (ELV) (5 m/s²) is the maximum amount of vibration an employee may be exposed to in any single day, (8 hour period). This represents a high risk above which employees should never be exposed.

Tool Type	Lowest	Typical	Highest
Road Breakers	5	12	20
Demolition Hammer	8	15	25
Hammer Drills	6	9	25
Angle Grinders	4		8
Chainsaws		6	
Orbital Sanders		7-10	
Needle Scalers	5		18

- d. Typical exposure in m/s² for certain equipment can be seen in the table below:
- e. The assessment will take account of the actual time exposed or "trigger time"
- f. In the table above a road breaker with a typical value of 12 m/s² could be used for only 14 minutes before reaching the EAV and 25 minutes before reaching the ELV. The employee will be rotated to a new task after these time periods.
- g. Alternatively, a points system can be used as specified in INDG 175. The points system accurately reflects the above system but in a simple points format.
- h. The Company will adhere and work to the above regulations to provide a safe working environment at all times. (Reference: INDG 175 Control the risks from hand arm vibration.)

7.6 Noise at Work

- a. The regulations require employers to prevent or reduce risks to Health & Safety from exposure to noise at work.
- c. The regulations require employers to:
 - i. Assess the risk
 - ii. Take action to reduce the noise exposure
 - iii. Provide hearing protection
 - iv. Ensure legal limits are not exceeded
 - v. Provide information instruction & training
 - vi. Carry out health surveillance where applicable
- d. The action levels are: (daily or weekly)

Action Level	Action Required
Lower Action Level	80dB (A)
Upper Action Level	85dB (A)
Exposure Limit Value	87dB (A)

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7.7 Smoke-Free Regulations 2012

- a. Employers, Managers and those in charge of smoke-free premises and vehicles will need to:
 - i. display 'no-smoking' signs in smoke-free premises and vehicles
 - ii. take reasonable steps to ensure that staff, customers/members and visitors are aware that premises and vehicles are legally required to be smoke-free
 - iii. remove any existing indoor smoking rooms
 - iv. ensure that no one smokes in smoke-free premises or vehicles

7.7.1 Smoke Free Premises

- b. The Smoke-free law applies to virtually all 'enclosed' and 'substantially enclosed' public places and workplaces. This includes both permanent structures and temporary ones such as tents and marquees. This also means that indoor smoking rooms in public places and workplaces are no longer allowed.
 - i. Premises are considered 'enclosed' if they have a ceiling or roof and (except for doors, windows or passageways) are wholly enclosed either on a permanent or temporary basis.
 - ii. Premises are considered 'substantially enclosed' if they have a ceiling or roof, but have an opening in the walls, which is less than half the total area of the walls. The area of the opening does not include doors, windows or any other fittings that can be opened or shut
- c. Smoke-free vehicles
- d. The new law also requires vehicles to be smoke-free at all times if they are used:
 - i. to transport members of the public or
 - ii. In the course of paid or voluntary work by more than one person - regardless of whether they are in the vehicle at the same time.
- e. Vehicles that are used primarily for private purposes are not required to be smoke-free.

7.7.2 Required Signage for Smoke-Free Premises

- f. The law requires no-smoking signs to be displayed in all smoke-free premises and vehicles. Signs help to make it clear which premises and vehicles are smoke-free and demonstrate that you are taking the necessary steps to meet the requirements of the new law.
- g. The law requires no-smoking signs to be displayed in all smoke-free premises and vehicles. Signs help to make it clear which premises and vehicles are smoke-free and demonstrate that you are taking the necessary steps to meet the requirements of the new law.
- h. At least one legible no-smoking sign must be displayed in smoke-free premises
- i. Ensure that at least one legible no-smoking sign is displayed in vehicles.

7.8 Control of Asbestos at Work

The Control of Asbestos at Work Regulations 2012 requires the employer:

- a. To not expose his workforce, or the workforce of others to dangerous asbestos fibres.
- b. Find out whether the building or premises has asbestos within it.
- c. Have samples taken to determine what type of asbestos is present in the workplace
- d. Display signage, bringing the attention of asbestos to his employees
- e. Ensure that a full asbestos report and samples are taken of any asbestos with the operating premises of The Company
- f. Ensure that the asbestos report is reviewed at least annually
- g. Have a fully intrusive survey undertaken prior to major works on any premises
- h. Train his employees to recognise & deal with asbestos & asbestos products
- i. Have suitable procedures and practices in place to allow his staff to inform the management team of the presence of asbestos
- j. Make no use of asbestos products
- k. Ensure that any asbestos is removed and disposed of by a competent licensed person

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- I. Ensure that any employee asbestos exposure is immediately reported to the HSE

The Company will comply fully with this regulation and ensure that the Board of Directors will ensure that the regulations and their obligations are fully complied with.

7.9 Fire Procedures

- a. The Regulatory Reform (Fire Safety) Order along with other affiliated regulations places the following obligations on the employer:
 - i. To assess fire risk
 - ii. To provide suitable detection and protection measures
 - iii. To provide suitable procedures so that staff so as they are confident in their emergency actions, should an incident occur
 - iv. To train staff to be competent in their actions with regards to fire incidents
- b. The Company will place systems and procedures in place, both in the offices and on site, to comply with its legal obligation.

7.10 Dusts, Dermatitis & Skin Care

- a. All construction based dusts have the potential to cause ill health and therefore the following hierarchy will be used to prevent dusts or exposure.
 - i. Where practicable dusts will be eliminated by using fluids to suppress the dust
 - ii. Where this cannot be achieved, dusts will be collected using vacuum type systems with Hepa filters – the guidance contained in HSE Leaflet CIS69 – Controlling Dusts with on tool extraction will be followed.
 - iii. Where this cannot be achieved, masks will be provided to at least FFP3 standard. It is noted that all personnel using dust masks/RPE will be required to undergo FaceFit testing provided by a Fit2Fit accredited provider – suppliers of PPE to The Company will be approached in the first instance.
- b. Dermatitis & Skin Care will be achieved:
 - i. by using barrier creams and low strength soaps along with replenishing creams
 - ii. Gloves will be supplied where appropriate
- c. Staff will be supplied with the HSE guidance note (INDG 233) on dermatitis and encouraged to seek help from their doctor when applicable

7.11 Training

All employees will be interviewed and assessed at their induction and on a regular basis to establish their training requirements. Records will be kept, and a training programme will be established giving priority to the most hazardous areas and needs of young and/or new employees. No person will be permitted to drive a Company vehicle or use an article of plant unless they are authorised and trained to do so. In addition, they will not be permitted to operate any machinery, apparatus, tool or installation unless they have received appropriate training. Arrangements will be made, where necessary, for suitable training of staff in the use of firefighting equipment. A health & safety induction will be provided on the first day of their employment or as soon as possible thereafter, advising on health and safety hazards and explaining safe systems and methods of work. Staff will be issued with training on personal protective equipment.

7.12 Protective Clothing & Equipment

The Directors will ensure that adequate resources are available for the provision of suitable personal protective clothing or equipment (PPE). The site supervisor will ensure that before employees are set to work, necessary information, instruction, and training in the correct use of PPE will be given. PPE will be used, stored, cleaned and maintained in accordance with the manufacturers' instructions. PPE will be provided for

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those employees who require it and matched to the requirements of each task. A record of the issue of personal protective equipment will be kept.

7.13 The Provision of Safe Working Environment & Welfare Facilities at Work

In striving to provide a safe place of work and working environment, The Company will endeavour to provide suitable welfare facilities as well as a safe means of access and egress to and from every place at which any of the facilities are provided. Every such place shall, so far as is reasonably practicable, be made and kept safe. Attention will be given to;

- Ventilation
- Temperature
- Lighting, windows, skylights and ventilators
- Cleanliness
- Room dimensions and space
- Work stations and seating
- The potential for falls or falling objects
- The condition of floors and traffic routes
- Sanitary and washing facilities
- The provision of drinking water
- Accommodation changing and drying facilities for clothing
- The provision of a rest room or canteen or other area to rest and to eat meals

In regard to prevention of unauthorised access to sites, Operatives will comply with The Company's arrangements i.e. ensure that any visitors are notified. Site induction should address what procedure to follow in the event that operatives identify an unauthorised person in their area. Operatives will not interfere with or misuse any security arrangements in place e.g. unauthorised amendment or removal of fencing or barriers.

7.14 Construction Design & Management Regulations 2015

These Regulations came into force from 6 April 2015 and replaced the previous Regulations of 2007. The Duties of Designer, Contractor (and Workers) are recognised as being applicable to the operations of The Company. The HSE Guidance Notes (L153) are held within the office. The list of Duty holders and Responsibilities are overleaf.

The Company understands its responsibilities to be to plan, manage and monitor construction works so that it is carried out without risks to Health and Safety. For projects where there is more than one Contractor, we would co-ordinate our activities with others. If we are the sole contractor, we will prepare a written Construction Phase Plan (comprising site specific method statement and risk assessments with additional information as required). We will ensure that workers are consulted on matters related to their Health and Safety (evidenced by toolbox talks) and enforce rules/operating procedures to protect these (evidenced by signed copies of method statements and site rules where applicable).

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CDM Dutyholders - Who are they?	Summary of Role/Main Duties
Clients Organisations or individuals for whom a construction project is carried out.	<ul style="list-style-type: none"> » Make suitable arrangements for managing a project. This includes making sure: <ul style="list-style-type: none"> i. other dutyholders are appointed; ii. sufficient time and resources are allocated; » Making sure: <ul style="list-style-type: none"> i. relevant information is prepared and provided to other dutyholders; ii. the principal designer and principal contractor carry out their duties; iii. Welfare facilities are provided. iv. The HSE are notified of the project where applicable
Domestic clients People who have construction work carried out on their own home, or the home of a family member that is not done as part of a business, whether for profit or not.	<ul style="list-style-type: none"> » Domestic clients are in scope of CDM 2015, but their duties as a client are normally transferred to: <ul style="list-style-type: none"> i. the contractor, on a single contractor project; or; ii. The principal contractor, on a project involving more than one contractor. <p>However, the domestic client can choose to have a written agreement with the principal designer to carry out the client duties.</p>
Designers Part of a business, prepare or modify designs for a building, product or system relating to construction work.	<ul style="list-style-type: none"> » When preparing, or modifying designs, to eliminate, reduce or control foreseeable risks that may arise during: <ul style="list-style-type: none"> i. Construction; and ii. The maintenance and use of a building once it is built. » Provide information to other members of the project team to help them fulfil their duties.
Principal designers Designers appointed by the client in projects involving more than one contractor. They can be an organisation or an individual with sufficient knowledge, experience and ability to carry out the role	<ul style="list-style-type: none"> » Plan, manage, monitor and coordinate Health and Safety in the pre-construction phase of a project. This includes: <ul style="list-style-type: none"> i. identifying, eliminating or controlling foreseeable risks; ii. ensuring designers carry out their duties; » Prepare and provide relevant information to other dutyholders; » Liaise with the principal contractor to help in the planning, management, monitoring and coordination of the construction phase. » Prepare the Health & Safety File for the end of the project.
Principal contractors Contractors appointed by the client to coordinate the construction phase of a project where it involves more than one contractor.	<ul style="list-style-type: none"> » Plan, manage, monitor and coordinate the construction phase of a project. This includes: <ul style="list-style-type: none"> i. liaising with the client and principal designer; ii. preparing the construction phase plan; iii. Organising cooperation between contractors and coordinating their work. » Ensure: <ul style="list-style-type: none"> i. suitable site inductions are provided; ii. reasonable steps are taken to prevent unauthorised access; iii. workers are consulted and engaged in securing their Health and Safety; and iv. Welfare facilities are provided.
Contractors Those who do the actual construction work and can be either an individual or a Company	<ul style="list-style-type: none"> » Plan, manage and monitor construction work under their control so that it is carried out without risks to Health and Safety; <ul style="list-style-type: none"> For projects involving more than one contractor, coordinate their activities with others in the project team – in particular, comply with directions given to them by the principal designer or principal contractor; » For single-contractor projects, prepare a construction phase plan.
Workers People who work for or under the control of contractors on a construction site	<ul style="list-style-type: none"> » They must: <ul style="list-style-type: none"> i. be consulted about matters which affect their health, safety and welfare; ii. take care of their own Health and Safety and others who may be affected by their actions; iii. report anything, they see which is likely to endanger either their own or others' Health and Safety; » cooperate with their employer, fellow workers, contractors and other dutyholders;

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7.15 Stress Management

See separate Policy within the Policies folder.

7.16 Covid 19

Employers have a legal duty to manage risks to those affected by their business. The way to do this is to carry out a health and safety risk assessment, including the risk of Covid-19, and to take reasonable steps to mitigate the risks you identify.

Covid is a highly contagious disease that can have severe effects on people, especially those who are vulnerable. The virus is likely to pass from person to person in communal areas and where it is not possible to maintain safe distances between persons even if you are fully vaccinated.

If a person is infected while working, it can be passed on through families and other contacts. You can spread the virus even if you don't have symptoms. The measures necessary to minimise the risk of spread of infection rely on everyone taking responsibility for their actions and behaviours.

The best way to deal with this virus is to utilise the following system:

- Minimise the number of people on site & have work / stay at home policies.
- Make sure employees and contractors can spot symptoms.
- Tell workers with symptoms to quarantine immediately (see government website for latest information regarding isolation).
- Wash hands with soap for at least 20 seconds (using replenishing creams after).
- Encourage your staff to obtain the Covid vaccination.
- Utilise online video and meeting systems such as Microsoft teams and Zoom etc
- Explain the procedure and provide training where necessary.
- Consider the protected characteristics of your workers when making decisions, and to prevent discrimination.

If you must go into work:

- Display notices to warn staff and others of your Covid procedures.
- Encourage washing of hands with soap for at least 20 seconds.
- Enforce health screening at workplace entrance.
- To minimise risk of spreading Covid, you should limit the close contact you have with those you do not usually live with e.g. 2 metre distance.
- Wear face coverings to prevent Covid exposure when working closer than 2 metres.
- Using screens of a suitable and sufficient size and stature to protect staff.
- Wear face coverings and face screens.
- Wipe downs ledges and work surfaces and surfaces in communal areas with disinfectant regularly.
- Wipe down packages and items delivered with disinfectant.
- Allow staggered start and finishing time procedures to be put in place and used.
- Travel in vehicles separately (unless staff live together).

Red List Countries:

- If you live in England, you should follow Government guidance with regards travel to countries or territories on the Governments red list.
- When you arrive in England from a red list country you must follow Government guidance with regards isolation.

Cases of Covid must be reported to the enforcing authority in your workplace under RIDDOR when exposure is as a result of a person's work:

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- An accident or incident at work has, or could have, led to the release, or escape of coronavirus. This must be reported as a dangerous occurrence
- A person at work (a worker) has been diagnosed as having Covid attributed to an occupational exposure to coronavirus. This must be reported as a case of disease
- A worker dies as a result of occupational exposure to coronavirus. This must be reported as a work-related death due to exposure to a biological agent

Timeline for reporting an incident:

- The responsible person should notify the enforcing authority by the quickest practicable means, without delay, and send a report within 10 days.

References: HM Government, HSE and NHS

7.17 Policy Review

A review of this Policy will occur at least annually. Provision will also be made for review in the event of the introduction of new legislation, the amendment of existing legislation, or any additional or change to existing Approved Codes of Practice or guidance notes. This Policy will be subject to regular audits/monitoring to ensure the effectiveness of preventative and protective measures and reviewed as necessary.

Employees are encouraged bring to the attention of their Director or Manager any areas which, in their opinion, this policy appears inadequate. Comments will be passed onto the Director for consideration and review.

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**IMPORTANT NOTICE
FOR
ALL EMPLOYEES/CONTRACTORS AND OTHERS**

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**Health Safety & Environment Policy
Review & Amendment Log**

DATE	ISSUE	AMENDMENT NO.	BY WHOM	SIGNATURE
31/03/2017	First	1	Stephen Smith CMIOSH	<i>S J Smith</i>
13/06/2017	First	2	Steve Smith CMIOSH	<i>S J Smith</i>
22/03/2018	Second	3	S Akhtar TechIOSH	<i>S Akhtar</i>
24/09/2018	Second	4	S Akhtar TechIOSH	<i>S Akhtar</i>
22/03/2019	Third	5	S Akhtar TechIOSH	<i>S Akhtar</i>
22/03/2020	Fourth	6	S Akhtar TechIOSH	<i>S Akhtar</i>
20/11/2020	Fourth	7	S J Smith CMIOSH	<i>S J Smith</i>
22/03/2021	Fifth	8	N Petruzzielo TechIOSH	<i>N Petruzzielo</i>
22/03/2022	Sixth	1	N Petruzzielo TechIOSH	<i>N Petruzzielo</i>
12.05.2022	Sixth	2	N Petruzzielo TechIOSH	<i>N Petruzzielo</i>

Date of Next Policy Review: 22/03/2023