



Health & Safety Policy

Guardian Site & Event Security Ltd

Reviewed: 05/11/2025

1. Statement of Intent

Guardian Site & Event Security Ltd is committed to maintaining the highest standards of health, safety, and welfare throughout all operations. Our aim is to prevent accidents, injuries, and occupational ill-health by creating a safe working environment for employees, clients, contractors, and the public.

2. Responsibilities

Managing Director:

- Ensures compliance with all health and safety legislation.
- Provides training, equipment, and supervision.
- Reviews policies annually or when significant changes occur.

Supervisors and Team Leaders:

- Conduct briefings and toolbox talks.
- Monitor welfare and safe working practices.
- Report hazards and complete incident reports.

Security Operatives:

- Take reasonable care of their own safety.
- Follow procedures and wear PPE.
- Report hazards, near misses, and unsafe behaviour.

3. Risk Assessments

Guardian conducts general, site-specific, and dynamic risk assessments to identify hazards and reduce risks to acceptable levels.

4. Training & Competence

All staff receive:

- SIA licence checks
- Conflict management training
- Emergency procedure training
- Incident reporting and evidence handling

5. PPE (Personal Protective Equipment)

Mandatory PPE includes:

- Guardian uniform
- Hi-visibility vest
- Safety boots (where required)
- Radios
- Body-worn cameras (where applicable)

6. Communication Procedures

Primary communication: radios

Secondary: mobile phones

Emergency: site control or 999

7. Incident & Accident Reporting

Incidents and near-misses must be reported immediately. Reports include location, individuals involved, actions taken, and evidence.

8. Welfare Arrangements

Guardian ensures access to breaks, water, rest areas, and safe travel after late shifts.

9. Emergency Procedures

All staff must follow site-specific emergency instructions including fire, medical emergencies, violent incidents, and security alerts.

10. Drugs, Alcohol & Substance Policy

Zero tolerance. Anyone suspected of being under the influence will be removed and may face disciplinary action.

11. Review & Continuous Improvement

Policy reviewed annually, after major incidents, or when legislation changes

Signed: M Hayes

Matthew Hayes
Managing Director
Guardian Site & Event Security Ltd