

# **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.

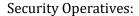
# 2. Responsibilities

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.



- 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