



**ST. ALBAN'S**  
Catholic Primary School

# **St. Alban's Catholic Primary School**

## **Health and Safety Policy**

|                                        |                                  |
|----------------------------------------|----------------------------------|
| <b>Version: 1</b>                      | <b>September 2025</b>            |
| <b>Ratified by the Governing Body:</b> | <b>September 2025</b>            |
| <b>Signed by the Governing Body:</b>   | <b>Mrs Jodie Clinton (Chair)</b> |
| <b>To be reviewed (annually):</b>      | <b>September 2026</b>            |

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## **1. STATEMENT OF GENERAL POLICY**

The Governing Body for St. Alban's Catholic Primary School acknowledge and accept their statutory duty and corporate responsibility for the health, safety and welfare of all staff and pupils, whether on the St. Alban's Catholic Primary Schools premises or carrying out the St. Alban's Catholic Primary Schools business elsewhere.

This duty also extends to ensuring that other agencies or contractors on the St. Alban's Catholic Primary School premises have adequate safety policies and procedures in place.

- 1.1** On behalf of the Governing Body, I accept the duties and obligations imposed upon us under the Health and Safety at Work etc Act 1974, The Occupiers Liability Acts 1957 and will through this Policy ensure, so far as is reasonably practicable, the Health and Safety of:
  - a. All persons employed at St. Alban's Catholic Primary School whilst they are at work;
  - b. Persons other than St. Alban's Catholic Primary School employees who may be exposed to risks arising out of, or in connection with, the activities of employees of Somewhere St. Alban's Catholic Primary School whilst they are at work.
- 1.2** To effectively achieve this, St. Alban's Catholic Primary School will provide, so far as is reasonably practicable:
  - a) Safe premises, plant and systems of work;
  - b) Safe methods of using, handling, storing and transporting of articles and substances;
  - c) Information, instruction, training and supervision;
  - d) A safe working environment;
  - e) Safe access to, and egress from, a place of work and procedures for evacuation in an emergency.
- 1.3** The Governing Body for St. Alban's Catholic Primary School will adopt best practice safety policies, guidance and advice issued by BCC, and advice from Safety Services. St. Alban's Catholic Primary School will further provide, so far as is reasonably practicable, any additional codes of practice and safe systems to effectively cover all aspects of health, safety and welfare.
- 1.4** While this policy is written to comply with the Health & Safety at Work Act 1974, we consider the matters of pupil and staff safety and welfare to be of equal importance. Where necessary this will be expressed in specific arrangements, otherwise it is implicit in all actions and arrangements within this policy.
- 1.5** It is an offence under the Health & Safety at Work Act 1974 to intentionally or recklessly interfere with, or misuse, anything provided in the interests of health and safety

All members of staff must co-operate fully with measures St. Alban's Catholic Primary School will be taking to comply with the relevant statutory provisions and in implementing this Health & Safety Policy, in order to ensure that their working environment, together with those of their colleagues and pupils, are as safe and healthy as possible.

Signed by Jodie Clinton Chair of Governors (on behalf of G.B) Date: 25<sup>th</sup> September 2025

## 2. ORGANISATION AND RESPONSIBILITIES

### **Governing Body**

Governors are responsible for the strategic overview of health and safety including that of ensuring full implementation of the St. Alban's Catholic Primary Schools Health and Safety at Work Policy. **This will be achieved by ensuring there is an effective plan for safety that sets clear areas of responsibility and achievable standards for all St. Alban's Catholic Primary School staff.**

**2.1** The Governors consider the best means of developing and progressing this policy, thus providing effective management of health & safety, is to establish a **Safety Improvement Group**. The role of the Group will be to act as a communication link between the Governing Body, Head Teacher, Trade Union Appointed Safety Representatives and members of staff generally. Its terms of reference are to:

- Identify and develop practicable arrangements for health & safety
- Develop strategies/arrangements to actively monitor their enforcement
- Consider/assess any safety issues for new equipment or in anticipation of organisational change
- Ensure effective remedial action has been considered and implemented following any accident investigation (see most current accident forms on Birmingham Education Support Services Portal).
- Identify opportunities for further improvement to safety arrangements
- Carry out a review of the policy and its arrangements annually and recommend necessary improvements on general strategic matters of health & safety
- Draft a brief status report to the full Governing body each year
- Bring any matter of concern relating to health and safety, that cannot be resolved through the St. Alban's Catholic Primary Schools management structures or by the Head Teacher, to the immediate attention of the Chair of Governors

A clear intention is to seek continual improvement through the development of a safety culture built on a common understanding of safety and a commitment by all staff to meet their challenging goals.

**2.2** Members of the Group shall include the following:

Governor Representative – Ms Sue Allen

Site Manager/Safety Manager – Mr Mark Dean

St. Alban's Catholic Primary School has a strong ethos about empowering its pupils including an opportunity to make a contribution for a safer St. Alban's Catholic Primary School. The St. Alban's Catholic Primary School Council therefore is actively consulted and is able to make representation to the Safety Improvement Group.

Additional members will be co-opted where appropriate to discuss safety matters relating to specific areas of work. Each Group member will be confirmed annually by their respective bodies as appropriate and confirmed by a full governing body at its AGM. The Group will meet at least each term and more often at the request of one Group member, the Head Teacher or the Governing body.

### **2.3 Supervisory St. Alban's Catholic Primary School Staff**

Members of staff who manage, or supervise other staff/trainees, or are responsible for pupils/members of the public, who may be affected by work activities, have a particular responsibility for the health and safety of those under their charge.

**They will carry out and/or assist in the process of undertaking a suitable assessment of the risks to health and safety arising out of or, in connection with their undertakings. These assessments shall be reviewed periodically, following accidents and in light of improved knowledge or technical change. This is the principal cornerstone of St. Alban's Catholic Primary School health and safety management.**

Supervisory staff will instruct those under their charge/control precisely and clearly on their duties with regard to the health and safety of themselves and others, and will inspect their designated area of responsibility at periodic intervals.

### **2.4 Head Teacher**

The Governors charge the Head Teacher - Mrs Rebecca McKinney with the day-to-day responsibility of managing and enforcing St. Alban's Catholic Primary School Health and Safety at Work Policy. Where necessary the Head Teacher will initiate, support and assist all staff in the risk assessment process and, take appropriate steps and make the final decision on any safety question where matters are unable to be resolved satisfactorily through delegated responsibility arrangements within this safety policy.

The Acting Assistant Headteacher will assume these responsibilities in the absence of the Head Teacher.

### **2.5 Health and Safety Co-ordinator**

The Building Services Manager – Mr Mark Dean is appointed by the Head Teacher to assist in the day-to-day implementation of the St. Alban's Catholic Primary School safety plan. As Safety Co-ordinator his role is to ensure that other members of staff are familiar and clear as to their duties and responsibilities stated in this Health and Safety Policy. He will also be responsible for convening meetings of the Safety Improvement Group, ensuring that minutes are taken and stored in a place accessible to all interested parties. The Safety Co-ordinator will also provide/arrange assistance and support to relevant staff to ensure that risk assessments are actually carried out. He will endeavour to keep up-to-date with safety regulations and through the Safety Improvement Group initiate steps that

ensure arrangements for health and safety at St. Alban's Catholic Primary School conform to both current regulations and best-known practice.

## **2.6 Phase Leaders**

The nature of the St. Alban's Catholic Primary Schools activities can be diverse from an operational point of view and essential activities and priorities may vary between key stages and subjects. Leaders will be responsible for initiating/undertaking/assisting in the risk assessment process in areas and for tasks relating to pupils, members of staff and others in their sphere of operation.

They will ensure their designated Zones are inspected regularly to identify hazards and bring any concerns to the attention of the Head Teacher. Where significant hazards are identified a formal risk assessment process will be undertaken to determine the risk factor and what measures, if any, are needed to either eliminate or adequately control the risk. Relevant staff will be informed of any findings that will also be recorded and filed in the St. Alban's Catholic Primary School Office for audit inspection.

In the event of a hazard presenting a significant risk to anyone in St. Alban's Catholic Primary School, steps will be taken immediately to ensure health & safety is not compromised. This may require immediate intervention actions - such as restricting exposure to the hazard before reporting the matter to the Head Teacher or Safety Coordinator. Leaders will also assist in the implementation of other safety arrangements considered necessary to comply with health & safety regulations and codes of practice as may be determined from time to time and approved by the Governing body/Head Teacher.

## **2.7 Classroom Teachers/Office Manager**

Will be responsible for initiating/undertaking/assisting in the risk assessment process in areas and for tasks relating to pupils, members of staff and others in their sphere of operation. They will inspect their designated areas regularly to identify hazards and raise any concerns with their line manager or a member of the Safety Improvement Group. Where significant hazards are identified a formal risk assessment process will be undertaken to determine the risk factor and what measures, if any, are needed to either eliminate or adequately control the risk. Staff members under their charge will be informed of any findings that will also be recorded and filed in the St. Alban's Catholic Primary School office for audit inspection.

In the event of a hazard presenting a significant risk to anyone in St. Alban's Catholic Primary School, steps will be taken immediately to ensure health & safety is not compromised. This may require immediate intervention actions - such as restricting exposure to the hazard before reporting the matter to their designated SLT member/Head Teacher. Classroom Teachers/Office Manager will also assist in the implementation of other safety arrangements considered necessary to comply with health & safety regulations and codes of practice as may be determined from time to time and approved by the Governing body/Head Teacher.

## **2.8 Site Manager SM**

The Site Manager has a key role to ensure that the St. Alban's Catholic Primary School premises are kept clean, secure and maintained in a safe condition. This is achieved by undertaking tasks as defined in the job description or additional tasks as determined by arrangement with the Head Teacher. The SM is also

responsible for the supervision of cleaning staff, materials and any equipment they use. He will be responsible for undertaking/assisting in the risk assessment process in matters relating his work and that of other members of staff within the sphere of his work. This will include responsibility as first point of call and active liaison with contractors who are at the St. Alban's Catholic Primary School premises, ensuring they comply with and are aware of Health and Safety Policy and arrangements.

It is expected that particular work undertaken by the BSS will identify quickly areas that threaten the safety of him/herself, pupils or other members of staff.

The SM will inspect specified designated areas regularly to identify hazards and will raise any concerns with the Head Teacher/Line Manager. Where necessary a formal risk assessment process will be undertaken to determine the risk factor and what measures, if any, are needed to either eliminate or adequately control the hazard. Relevant staff will be informed of any findings that will also be recorded and filed in the St. Alban's Catholic Primary School Office for audit inspection.

In the event of a hazard presenting a significant risk to anyone in St. Alban's Catholic Primary School, steps will be taken immediately to ensure health & safety is not compromised. This may require immediate intervention actions - such as restricting exposure to the hazard before reporting the matter to the Head Teacher or Safety Co-ordinator. The SM will also assist in the implementation of other safety arrangements as considered necessary to comply with health & safety regulations and codes of practice, as may be determined from time to time and approved by the Governing Body/Head Teacher.

## **2.9 All Other Staff (Non-Supervisory)**

A vital role and responsibility for implementing St. Alban's Catholic Primary School safety plan is that of the individual member of staff who has a statutory duty to co-operate with the St. Alban's Catholic Primary Schools managers and comply with all arrangements considered necessary for the health, safety and welfare of pupils, themselves and their work colleagues.

They will assist in the process of undertaking a suitable assessment of the risks to health and safety arising out of or, in connection with their work.

In the event of a hazard presenting a significant risk to anyone in St. Alban's Catholic Primary School, steps will be taken immediately to ensure health & safety is not compromised. This may require immediate intervention actions - such as restricting exposure to the hazard before reporting the matter to their line manager.

## **3. ARRANGEMENTS**

The Governing Body will ensure that those appointed and charged with responsibility for implementing St. Alban's Catholic Primary School Health and Safety at Work Policy and its arrangements will be adequately trained to fulfil their delegated responsibilities.

Where specialist knowledge is required under a Service Level Agreement (SLA) advice and support can be sought from Safety Services to advise/assist directly or where appropriate identify other competent persons to provide support.

**Staff will be made aware and encouraged to consult the safety policy and/or Safety Services Safety web site for guidance on specific safety topics.**

The arrangements for managing health and safety within St. Alban's Catholic Primary School are designed to eliminate hazards or adequately control risks to staff and pupils are as follows:

### **3.1 Safety Services – St. Alban's Catholic Primary Schools - Policies for Safety**

Useful information, guidance and policies can be viewed on the St. Alban's Catholic Primary Schools internal site. Information and guidance can also be found at [birminghameducationsupportservices.co.uk](http://birminghameducationsupportservices.co.uk)  
Safety Services provide support and advice on 0121 303 2420, or email [Schoolsafety@birmingham.gov.uk](mailto:Schoolsafety@birmingham.gov.uk)

### **3.2 Staff Induction**

All Teachers, new Teaching Assistants, Lunchtime Supervisors and students are assigned a mentor who guides them through the induction process. A record of the induction process will be kept. Safety policies are available through the internal St. Alban's Catholic Primary School Staff network drive.

### **3.3 Fire Safety**

The Head Teacher will ensure a fire risk assessment is carried out to comply with the Regulatory Reform (Fire Safety) Order 2005. The risk assessment will be reviewed annually or in the event of change and significant findings will be processed onto a priority action plan of remedial steps needed to be taken. In addition it will be ensured that arrangements for staff training are undertaken and recorded, and procedures to be followed in the event of a fire emergency are set out.

All documentation including records of fire drills and equipment test will be retained in a Fire Safety Log in the main school office.

### **3.4 Safeguarding/Security**

St. Alban's Catholic Primary School will undertake a review of security annually. This will be undertaken by the Safety Improvement Group. Findings will be recorded and progressed onto action plan of remedial measures. Staff and pupils will be urged to bring any concerns they may have to the immediate attention of the Head Teacher.

### **Supporting Pupils at St. Alban's Catholic Primary School with Medical Needs**

The Governing Body will ensure that a policy is drafted that complies fully with the Statutory Guidance that is required to be implemented from September 2014. This policy will incorporate arrangements requiring that steps are taken to identify any consequential health & safety risk to staff or pupils in the support provided for pupils with medical needs. Where necessary, in consultation with relevant staff a specific risk assessment will be undertaken that will also identify relevant staff training needs. The SIG should discuss this topic and amend it as necessary.

### 3.5 Safety Training

Training needs for staff will be identified through the induction process. Future training needs will be identified through the staff development review process or in light of changed responsibilities.

### 3.6 Premises Safety Sweeps

Will be carried out on a continuous basis so that physical type hazards are identified as soon as possible. This will be achieved by staff teams sweeping a designated safety zone within the St. Alban's Catholic Primary School and findings will be recorded on a Safety Sweep checklist every term or other specified period.

Completed, checklists will be handed onto a member of the Safety Improvement Group to sign off and where necessary ensure appropriate action is taken or seek advice on what steps could be taken to manage any safety concerns.

Any issues raised on the Safety Sweep forms will be collated into a 'job list' and distributed to those people who are required to action them. Completed checklists along 'job list' documentation of any remedial action taken will be retained in a Safety Sweep folder held in the St. Alban's Catholic Primary School office for future audit inspection.

These arrangements will be closely monitored and checklists inspected annually by the Safety Improvement Group. Any failure to comply with these arrangements must be brought to immediate attention of the Head Teacher and Governing Body.

### 3.7 External Educational Visits

Mrs Jones has been appointed and trained as Educational Visit Co-ordinator (EVC). The EVC will ensure all external visits are planned and detailed arrangements are recorded. This will include ensuring additional risk assessments are undertaken where necessary. As part of the planning process for external educational visits the EVC will consider whether there are any opportunities to involve the pupils in understanding how they could be harmed during the visit in order to underpin their understanding and cooperation in control measures.

### 3.8 Stress/Well-being

What are the St. Alban's Catholic Primary Schools arrangements and who provides service? St. Alban's Catholic Primary School will endeavour to support any member of staff experiencing anxiety or stress even though this may not be work related and a **strict need to know confidence will be observed at all times.**

Any member of staff who considers their well-being is being compromised due to work related pressures are to be encouraged to raise concerns with their line manager who will if necessary seek external advice from St. Alban's Catholic Primary Schools Employee Relations, BCC Occupational Health or other Service or external provider.

The St. Alban's Catholic Primary School will endeavour to support any member of staff experiencing anxiety or stress even though this may not be work related

and a **strict need to know confidence will be observed at all times**. The St. Alban's Catholic Primary School adopts the Mental Health & Well-Being Policy Guidance as recommended by Safety Services. Support for staff is provided through the 'Help' Employee Assistance.

Any member of staff who considers their well-being is being compromised due to work related pressures are to be encouraged to raise concerns with their line manager who will if necessary seek external advice from St. Alban's Catholic Primary Schools Employee Relations Service or Health and Well-being service on 0121 303 3300.

### **3.9 First Aid**

The school has 2 trained first aiders. The Senior Leadership Team are responsible for ensuring that the appropriate number of appointed persons and facilities provided for first aid are maintained. The St. Alban's Catholic Primary School reinforces the First Aid plan by providing periodic awareness training for all staff.

### **3.10 Accident Reporting and Investigation**

Accidents involving pupils will be recorded and copies kept in the main office, foundation stage and kitchen and will include an entry into a 1<sup>st</sup> Aid treatment book. Serious accidents involving pupils will also be recorded on the Accident A1 Form then sent to Education Safety Services.

**All** accidents involving staff must be reported and recorded on the Accident form and sent to Education Safety Services.

All accidents will be investigated by a member of the Safety Improvement Group in order to establish facts. Where necessary the risk assessment and procedures will be reviewed and where appropriate recommendations made to prevent any reoccurrence.

### **3.11 Key Building Duty Holders**

The main building duty holder for St. Alban's Catholic Primary School is the Head Teacher and the following staff are appointed as Support Duty holders:

|                   |           |
|-------------------|-----------|
| Fire              | Mark Dean |
| Asbestos          | Mark Dean |
| Legionella        | Mark Dean |
| Statutory Testing | Mark Dean |

Duty Holders understand their responsibilities and have been fully trained to discharge their duties.

### **3.12 Statutory Testing**

As a result of delegated responsibilities, St. Alban's Catholic Primary Schools and other establishments are responsible for managing significant elements of building maintenance to include statutory testing on a various items of plant and equipment at appropriate frequencies.

**This is not an option as failure to comply will contravene Health & Safety legislation and may result in fine or even imprisonment of the offender.**

Further information on statutory testing can obtained from Infrastructure and Development, Asset Management, Education & Skills Infrastructure Tel: 0121 303 3767

This arrangement will be closely monitored by Name Building Services Supervisor to ensure test results are entered into the Property Log Book. A matrix will also be displayed in the Site Manager's Room showing the ongoing status of test compliance.

### **3.13 Asbestos Management**

Recognising the absolute duty to **manage** asbestos containing materials (ACMs) effectively in the premises there will be strict compliance of the policy issued by Education Safety Services Health & Safety:

The Asbestos Management Survey has been consulted and a management plan has been developed to determine the likelihood of exposure during normal day-to-day activities or maintenance.

To reinforce this policy members of staff are instructed not to undertake any work that may disturb the fabric/surface finish of the building unless specifically authorised to do so by the Duty Holder who will take regard of the Asbestos Survey, Management Plan and Guidance.

Contractors will be made aware of the Asbestos Management Survey and this policy and instructed that any work they undertake has considered the possibility of disturbing asbestos. Where necessary an Intrusive Survey will be undertaken in areas to be disturbed before any work begins.

In order to prevent an unplanned disturbance of asbestos and before the fabric/surface finish of the building is disturbed a 'Permit to Work' system will be employed.

The asbestos management arrangement will be reviewed annually by the SAG.

The Duty Holder responsible for strict enforcement of this arrangement is the Head Teacher and in his/her absence the Deputy Head Teacher.

### **3.14 Electrical Equipment**

All electrical equipment used in St. Alban's Catholic Primary School must be authorised for use. In addition to the Statutory Portable Appliance Testing (3.16 above), staff are reminded to regularly carry out a visual inspections of electrical equipment and should any defects be identified they **must** stop using the equipment and bring concerns to the immediate attention of a member of the Safety Improvement Group.

### **3.15 Visitors and Contractors**

All visitors to the St. Alban's Catholic Primary School must sign in and be supervised by a member of the St. Alban's Catholic Primary School staff at all times. Contractors must report to the St. Alban's Catholic Primary School office who will contact either the Site Manager who will ensure appropriate Contractor St. Alban's Catholic Primary School Rules and/or for the Contractor RA to be completed for larger jobs.

### **3.16 Cooperation Liaison with other site/tenants users**

St. Alban's Catholic Primary Schools can have other agencies/partners working within St. Alban's Catholic Primary School. More recently Extended St. Alban's Catholic Primary Schools programmes have introduced such circumstances that include wrap around type provision with Breakfast and After St. Alban's Catholic Primary School Clubs that may be facilitated by external partners. Issues that

would need cooperation and liaison are likely to include Security, Fire safety and First Aid. It's really about joined up thinking and communication to ensure the questions have been considered.

### **3.17 Vehicle/Pedestrian Traffic**

If there is any possibility of a conflict between people and traffic a risk assessment must be undertaken. Such a risk assessment would identify the critical periods of the St. Alban's Catholic Primary School day where there is a significant risk of accident involving vehicles moving on the site. Control measures may need to include corridors of time when vehicles do not move and in particular at the beginning and end of the St. Alban's Catholic Primary School day.

### **3.18 Holiday Shut Down**

Many St. Alban's Catholic Primary Schools have deep cleans and refurbishment work undertaken during holidays. This can often involve contractors or other staff undertaking tasks that could be hazardous and jobs that would fall outside the normal routines such as moving heavy furniture about.

### **3.19 Safety Audit Arrangements**

The Safety Group needs to determine when specific arrangements are audited. For some areas this may be twice a year others may be every 2/3 years or even self-audited by the procedures in place i.e. External Educational Visits.

### **3.20 Policy Review Date**

Will be undertaken annually. Should any changes be made to conditions, arrangements or designated staff with responsibilities, this policy will be amended immediately. Such changes will be brought to attention of staff at the earliest possible opportunity.

## Matrix of delegated H&S responsibilities

| <b>Area of responsibility</b>                                                   | <b>Line Manager/s responsible to ensure compliance.</b> | <b>Staff responsible for implementing arrangement/task.</b> |
|---------------------------------------------------------------------------------|---------------------------------------------------------|-------------------------------------------------------------|
| 3.1 Safety Guidance                                                             | RM                                                      | MD                                                          |
| 3.2 Staff Safety Induction                                                      | RM                                                      | MD                                                          |
| 3.3 Fire Safety                                                                 | RM                                                      | MD                                                          |
| 3.4 Security Assessment                                                         | RM                                                      | MD                                                          |
| 3.5 Supporting Pupils at St. Alban's Catholic Primary School with Medical Needs | RM                                                      | MD                                                          |
| 3.6 Safety Training                                                             | RM                                                      | MD                                                          |
| 3.7 Dynamic Risk Ass                                                            | RM                                                      | MD                                                          |
| 3.8 Good House Keeping Safety Sweeps                                            | RM                                                      | MD                                                          |
| 3.9 Grounds Safety Sweeps                                                       | RM                                                      | MD                                                          |
| 3.10 Working at Height                                                          | RM                                                      | MD                                                          |
| 3.11 External Education Visits                                                  | RM                                                      | MD                                                          |
| 3.12 Stress/wellbeing                                                           | RM                                                      | MD                                                          |
| 3.13 First Aid                                                                  | RM                                                      | MD                                                          |
| 3.14 Accident Reporting                                                         | RM                                                      | MD                                                          |
| 3.15 Accident Investigation                                                     | RM                                                      | MD                                                          |
| 3.16 Key Building Duty Holders                                                  | RM                                                      | MD                                                          |
| 3.15 Statutory Testing                                                          | RM                                                      | MD                                                          |
| 3.17 Asbestos Management                                                        | RM                                                      | MD                                                          |
| 3.18 Substances Hazardous to Health                                             | RM                                                      | MD                                                          |
| 3.19 Electrical Equipment                                                       | RM                                                      | MD                                                          |
| 3.20 Tools & Equipment                                                          | RM                                                      | MD                                                          |
| 3.21 Visitors & Contractors                                                     | RM                                                      | MD                                                          |
| 3.22 Liaison with Other Site Users                                              | RM                                                      | MD                                                          |
| 3.23 Vehicle Pedestrian Traffic                                                 | RM                                                      | MD                                                          |
| 3.24 Holiday Shut Down Arrangements                                             | RM                                                      | MD                                                          |
| 3.25 Safety Auditing                                                            | RM                                                      | Safety Improvement Group                                    |
| 3.26 Safety Policy Review                                                       | RM                                                      | Safety Improvement Group                                    |