

# Health, Safety and Welfare Policy

December 2022

**Portland Works Little Sheffield Ltd**

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Portland Works, Randall Street, Sheffield S2 4SJ  
Registered in England & Wales. Company No: IP031143



# Background

1. Portland Works Little Sheffield Limited (PWLS) is a Community Benefit Society registered under the number 31143R as a society for the benefit of the community. The registered office, and location of all activities is Portland Works, Randall Street, Sheffield, S2 4SJ.

2. Workspace is let to tenants who undertake a range of metalworking and other crafts as well as artistic and creative activities. The number of tenants renting workshops at Portland Works will vary as workspace develops and there is tenant turnover. Tenants are able to undertake their activities at any time of the day or night. Tenants are responsible for making their own health and safety arrangements within their rented units and are encouraged to follow any HSE guidelines, or any official public health advice. The current lease (as at December 2022) includes a clause describing that the Landlord reserves the right to carry out inspections of the premises from time to time subject to reasonable notice. Tenants also need to access common areas of the yard and parts of the building. Whilst so doing, tenants are required to observe all PWLS health and safety policies and practices.

3. PWLS employs a General Manager who coordinates activities at the Works, providing an important link between tenants, volunteers, visitors, The Friends of Portland Works and the Board of PWLS. The Board of PWLS is supported and advised by a Health and Safety Committee, whose membership is drawn from Board Directors, tenants, volunteers and the PWLS Managers. It meets bi-monthly and reports to the PWLS Board.

4. PWLS has a room for hire which it hires out to external organisations and individuals from time to time. For the purposes of this document, hirers are regarded as visitors.

5. As a society for the benefit of the community, PWLS relies heavily on volunteers who undertake a variety of tasks at Portland Works including work on the fabric of the building. Volunteers carry out tasks on behalf of PWLS and at any one time there could be up to 30 volunteers attending the Works. The Portland Works building is a grade 2\* listed building, so there are limits on changes that can be made and the degree of improvement involving the fabric of the site.

6. Contractors are employed by PWLS from time to time, where external expertise is required to carry out repairs and restoration at Portland Works. PWLS through its contracting process will ensure that contractors and subcontractors conform with the relevant health and safety legislation.

7. PWLS recognises its responsibility and is committed to the health, safety and welfare of employees, volunteers, visitors and tenants. This will be achieved by directing, co-ordinating, and promoting efforts to ensure a safe working environment, safe working practice, and active monitoring by the Board of PWLS.

## Policy Statement

8. PWLS will always, as far as reasonably practicable, conduct its affairs such as to:

- Promote the safety, health and welfare of employees, volunteers, tenants, visitors and clients at its premises

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- Prevent harm and loss to all employees, volunteers, tenants, visitors, contractors and clients at its premises
- Comply with all relevant legislation

This will be achieved by creating a culture where everyone accepts and acts upon their health and safety responsibilities.

## Implementation

9. In order to implement its policy PWLS will so far as is reasonably practicable, undertake to provide and maintain:

- A working environment which does not endanger the health and safety of its employees and any others affected by PWLS
- Equipment which is safe
- Systems of work which promote the health and safety of employees, volunteers, visitors, and tenants
- Sufficient information, instruction, training and supervision to ensure that all employees, volunteers, contractors and tenants know, accept and act upon their health and safety responsibilities.

10. It is the responsibility of all employees, volunteers, tenants and contractors to work safely and to co-operate with each other to enable PWLS to fulfil its statutory obligations.

11. Any health, safety or welfare concerns related to common areas should be reported directly to the General Manager or in their absence to the Buildings Project Manager. The managers, in liaison with volunteers, contractors and/or tenants as appropriate, are to address urgent matters immediately; non-urgent matters will be referred by the managers to the Health and Safety Committee.

12. Health and safety risk assessments are carried out periodically and also in preparation for events or before the commencement of new or significant building works/tasks. These will be consolidated and held centrally in the office of the Managers. An Action Plan will be developed to address any risks found. This Action Plan will be discussed, and implementation over-viewed, by the Health and Safety Committee.

13. Employees, volunteers and tenants are to be made familiar with fire evacuation arrangements, particularly the actions in the event of an alarm and location of assembly areas. Visitors to the building will be briefed by their host - whether it be a tenant, an employee, a Director or a volunteer.

14. Accidents, dangerous occurrences, or sudden illness should be reported to the General Managers, who will arrange for any necessary first aid, subsequent treatment, and reporting requirements. Accidents, dangerous occurrences and sudden illnesses will be reviewed by the Health and Safety Committee and reported to the PWLS Board. The Board has a nominated Director with lead responsibility for Health and Safety, who will be on call should the managers need urgent assistance with any health and safety incidents. Where the nominated Director does not have specific qualifications, the Board may from time to time seek professional advice in relation to individual incidents and the overall implementation of the policy.

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15. Health guidelines and directives released by the British Government will be regularly reviewed and the implications for the health of staff, volunteers and visitors considered. Appropriate risks assessments will be written, and reviewed, and any actions required to make PWLS spaces and communal areas secure will be taken.

## Organisation

16. Annex 1 is illustrative of the connections between the Board, The Health and Safety committee, and the stakeholders who are essential to the success of the Health and Safety Policy in meeting its aims.

17. Health and Safety will be a standard heading in the monthly report from the General Manager to the Board of PWLS. The Health and Safety Committee will also provide a quarterly report to the Board through the Director with responsibility for Health and Safety.

18. It will be the job of the Health and Safety Committee to review, refine and develop health and safety procedures, and to analyse any accidents or other incidents falling within their area of responsibility.

## Co-Operation

19. PWLS is committed to engaging and cooperating with staff, volunteers, tenants, contractors and visitors to develop and maintain high standards of Health and Safety. The Board of PWLS in accepting overall responsibility to ensure that it fulfils its policy statement, requires that all parties cooperate fully with the aims and objectives of the Policy. Where shortfalls are identified, these are to be reported to the General Manager so that the Policy can be continuously improved; everyone involved at Portland Works has the responsibility to raise such concerns promptly.

20. PWLS will support employees and volunteers to carry out their duties in accordance with this policy, in keeping with the principle of vicarious liability.

**Signed:**

**PWLS**

**Chair/Nominated Director**

**Date: December 2022**

### Annex 1: Links Between Stakeholders



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