



What do I need for Health, Safety and Environment when I first start?

It's important to remember the primary purpose of policies, risk assessment and other resources is to protect the public, employees and the environment from any harm your business might cause them. There are already some excellent resources available from the likes of the Health and Safety Executive and Business Gateway. The law says that every business must have a policy for managing health and safety.

A health and safety policy sets out your general approach to health and safety. It explains how you, as an employer, will manage health and safety in your business. It should clearly say who does what, when and how.

If you have five or more employees, you must write your policy down. If you have fewer than five employees you do not have to write anything down, but it is useful to do so.

You must share the policy, and any changes to it, with your employees.

- You must have a Health and Safety Policy. If you have 5 or more employees, you need to write it down and share it with them.
- Assess your risks and remember they are not just about you or the staff, you need to consider any impact you may have on the public and environment.
- Remember accessibility. Think about your customers and visitors. What accessibility arrangements do you need to provide. This can include your website too.

Health and Safety

If in doubt, get professional help. The HSE website has some excellent free resources (see below). As well as a health and safety policy and risk assessment you might need to provide training, first aid provision and provide information on reporting accidents. You will also need business insurance.

Remember it's not just staff and customers you need to protect. You also need to protect the public and the environment, so make sure premises are safe and secure, equipment and materials are stored safely and correctly.

Activity



Carry out research on health and safety, risk assessment and accessibility before you start. It will make it easier in the long run.



Other related information

Health And Safety Executive Guide [here](#).

Business Gateway guidance [here](#).

Disability Information Scotland [here](#).

Need help?

You can contact at us and arrange a call at: sedg@tsdg.co.uk