

WORKING AT HEIGHT POLICY

Corporate Policy Document

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Policy owner	Shaye Grant, Managing Director
Approved by	Shaye Grant, Managing Director
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Next review	22nd July 2027

DOCUMENT CONTROL

Version History

Version	Date	Description of change	Author
1.0	22nd July 2026	First issue	S. Grant

Approval

Name	Position	Signature and date
Shaye Grant	Managing Director	<i>Shaye Grant</i> 22nd July 2026

Distribution

This policy is issued to all directors, employees, workers and sub-contractors of Grants Electrical Solutions Ltd, forms part of induction, and is available to clients and other interested parties on request.

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1 POLICY STATEMENT

- 1.1 Grants Electrical Solutions Ltd complies with the Work at Height Regulations 2005. Work at height is avoided where reasonably practicable, and where it cannot be avoided it is properly planned, supervised, and carried out by competent persons using suitable equipment, with collective protection prioritised over personal protection.

2 ARRANGEMENTS

- 2.1 Controls for work at height include:
- (a) task specific risk assessment before any work at height, selecting the safest practicable access: fixed scaffold or tower before MEWP, before ladders or steps, which are used only for short duration, low risk tasks with three points of contact;
 - (b) ladders and steps inspected before use and formally at recorded intervals, tagged, and withdrawn if defective;
 - (c) scaffolds and towers erected, inspected and modified only by trained, certificated persons (PASMA for towers), with inspection records kept;
 - (d) control of fragile surfaces, floor openings and falling objects, including exclusion zones and tool tethering where required; and
 - (e) no work at height in weather conditions that make it unsafe.

3 NON-COMPLIANCE

- 3.1 Breach of this policy by an employee is a disciplinary matter which may amount to gross misconduct. Breach by a sub-contractor is a breach of their terms of engagement.

4 REVIEW

- 4.1 This policy is reviewed at least annually by the Managing Director and following any incident or change in legislation or the business, with changes recorded in the version history.

Signed for and on behalf of Grants Electrical Solutions Ltd

Signed: 

Shaye Grant, Managing Director Date: 22nd July 2026