



OCCUPATIONAL HEALTH AND SAFETY - STRATEGIC GAP ANALYSIS

Protecting the health, safety and wellbeing of anyone affected by your business activities should be the number one priority for your organisation. However, it can be difficult to ensure that you are compliant with occupational health and safety legislation.

At Pennington Choices, we can help you gain assurance that your organisation is meeting its legal responsibilities. We will also provide specialist advice and guidance to support you with achieving your organisational objectives.



Our Strategic Gap Analysis assesses your health and safety (H&S) management systems against the ISO 45001 standard, as well as reviewing your H&S governance framework, assurance mechanisms and compliance management. Our assessment will also include the review of: roles and responsibilities, records and document management, employee participation and objective setting.

Principally, our methodology will adhere to the internationally recognised 'Plan-Do-Check-Act' framework and will follow a systematic review of 18 different areas of H&S management and governance.

Our Strategic Gap Analysis will identify potential gaps and areas for improvement against the ISO 45001 standard and includes the following approach:

- Initial briefing to understand the context in which your organisation operates, your existing arrangements, current position and where you would like to get to.
- Document review to assess key corporate H&S information such as H&S policy, strategies/plans, governance and assurance documentation, employee engagement data, communication strategies and H&S feedback loops.

- Review of H&S key performance indicators, targets and milestones to ensure they meet your strategic objectives, are 'SMART' and are monitored effectively.
- Interviews with senior leaders, managers and frontline staff to assess how H&S is embedded within the organisation and whether key messages and expectations are understood and delivered.
- Review of H&S arrangements including your H&S management systems, competent person(s) assessment (qualifications/training/against the IOSH Competency Framework) and governance structure.
- Review of your approach to H&S training from the top of the organisation to the frontline.
- Review of strategic procurement arrangements and whether these adequately protect your organisation from risks associated with contractor management.
- Production of a practical report that collates our findings and a prioritised action plan of clear recommendations, with suggested timeframes for completion. Where required we can also make recommendations for continuous improvement activities to move towards a higher level of safety maturity and a 'best in sector' approach.

For further information please contact us at:



Access to competent advice

Having access to competent advice plays a crucial part in ensuring that you are aware of and are managing the necessary risks.

We can provide you with access to a fully qualified health and safety consultant that can present competent advice to you and your organisation.



Health and safety competent person

At Pennington Choices, we can provide you with a fully qualified health and safety consultant that can act as the dedicated point of contact for your organisation, and would share responsibility for your compliance with you.



General risk assessment (GRA)

Our general risk assessment will review your current health and safety arrangements and will carry out a comprehensive assessment as required by The Management of Health and Safety at Work Regulations 1999.



Health and safety checklist

Our health and safety checklist will review the lower risk activities at your organisation to ensure that you are compliant with The Management of Health and Safety at Work Regulations 1999.



Health and safety health check

Are your people safe?

Are your health and safety strategies leader-led?

Do you have a clear, standardised approach for producing risk assessments?

Our health and safety health check assesses the central control, governance and auditing of health and safety compliance and performance, to ensure that it is in line with HSG65.



Health and safety handbook

Your health and safety handbook should provide employees with a summary of the information within your health and safety policy, as well as setting out their legal duties.

The handbook also provides information that will be of use about how a range of safety issues will be managed.

We can provide both practical support and also a bespoke approach to your situation to ensure that your handbook is fit-for-purpose.



Health and safety policy

A health and safety policy is required by The Management of Health and Safety at Work Regulations 1999.

The document provides a comprehensive source of information about the process for managing health and safety within your organisation.

We can provide you with bespoke assistance to create and, or review your policy.

Contact us for expert advice or a **FREE** quotation

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