

# T3 Residential Limited

## Health and Safety Policy

### 1 Introduction

- 1.1 T3 Residential Limited (“**T3 Residential**”) is committed to the health and safety of all staff, managing agents, contractors, tenants, and visitors to its offices or properties. We aim to minimise health and safety risks and foster a positive safety culture throughout the organisation. This policy sets out how T3 Residential will fulfil its health and safety duties and responsibilities to minimise the levels of health and safety risk which these parties are exposed.
- 1.2 T3 Residential recognises and accepts its responsibilities under the Health and Safety at Work Act 1974 (as amended) these are to:
- Provide and maintain a safe and healthy place of work;
  - Provide information, instruction, training and supervision;
  - Provide and maintain plant and equipment and safe systems of work;
  - Ensure safe access to and from the places of work; and
  - Work to prevent accidents and work related ill health
- 1.3 T3 Residential acknowledges and accepts its responsibilities under the Fire Safety Act 2021 and Fire Safety Order 2023.
- 1.4 T3 Residential also understands and accepts its responsibilities under the Building Safety Act 2022 for buildings that are applicable and accepts the position of “Principal Accountable Person” for such buildings. Whilst some functions can be delegated to third-parties / experts, ultimate responsibility sits with the Board.

### 2 Legal and Regulatory Responsibilities (not exhaustive)

- 2.1 This policy is aligned with the following legislative and regulatory requirements:
- The Regulator of Social Housing’s Safety and Quality Standard;
  - Housing Act 2004(Decent Homes Standard);
  - Building Safety Act 2022;
  - Health and Safety at Work Act 1974;
  - Landlord and Resident Act 1985 S11;
  - Defective Premises Act 1972;
  - Gas Safety (Installation & Use) 1998;
  - Electrical Equipment (Safety) Regulations 2016;
  - Control of Asbestos Regulations 2012;
  - Fire Safety – Regulatory Reform Order 2005;
  - Fire Safety Act 2021;
  - Fire Safety Order 2023;
  - BS 7671 IET Wiring Regulations;
  - Health & Safety (First Aid) Regulations 1981;
  - Control of Substances Hazardous to Health Regulations 2002;
  - Provision and Use of Work Equipment Regulations 1998;
  - Electricity at Work Regulations 1989;
  - Lifting Operations and Lifting Equipment Regulations 1998;
  - Personal Protective Equipment (PPE) at Work Regulations 1992;
  - Management of Health and Safety at Work Regulations 1999;
  - Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR); and

- Hazards in Social Housing (Prescribed Requirements) (England) 2025 (Awaab's Law).

### 3 **Scope**

- 3.1 This policy applies to all tenants, board members and employees of T3 Residential, visitors to T3 Residential's premises, and contractors and managing agents who are carrying out work on behalf of T3 Residential.
- 3.2 'Managing Agent' is defined as third-party organisation that undertakes housing and property management services and responsibilities on behalf of T3 Residential.
- 3.3 'Contractor' is defined as a corporate body providing the service as required by T3 Residential.
- 3.4 Health and Safety is regularly reviewed by the T3 Residential Board. The Board will receive performance reports on Health and Safety matters in order to review risk and performance and to address any resulting issues.

### 4 **Policy Commitment**

- 4.1 The purpose of this policy is to:
- Explain T3 Residential's commitment to health and safety of all staff, partners, visitors and tenants;
  - Ensure that all staff, managing agents and contractors are made aware of their responsibilities to promote health and safety; and
  - To outline how health and safety is governed and managed by T3 Residential.
- 4.2 T3 Residential will:
- Adhere to statutory standards for health and safety at all places of work and our tenants' homes;
  - Ensure the discharging of duties required under the Building Safety Act 2022.
- 4.3 As far as reasonably practicable, we will:
- Identify risks and put in place programmes to remove or reduce these risks;
  - Provide and maintain equipment and systems of work that are safe;
  - Provide tools, equipment and personal protective equipment to its employees for the safe execution of work and related activities;
  - Design and implement procedures to take account of health and safety considerations and that these are properly supervised;
  - Ensure that people employed by T3 Residential or their managing agents and contractors, are given the necessary information, instruction, training and supervision to enable them to work in a safe manner;
  - Ensure competence of all employees and suppliers;
  - Implement a robust governance structure for health and safety;
  - Make employees and employees of any contractors aware of their legal duty under the Health and Safety at Work Act 1974, to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions;
  - Require the co-operation of employees and employees of any managing agents and contractors in ensuring compliance with T3 Residential's health and safety standards and statutory duties;
  - Engage with our employees, tenants and suppliers to ensure health and safety concerns are heard and actioned as necessary in line with T3 Residential's resident engagement policy;
  - Consult with competent health and safety experts on key issues;

- Have in place regular monitoring arrangements, as appropriate, to confirm adherence to this policy and legislative requirements and to seek continuous improvement in health and safety performance;
- Have regard for the health and safety impact of the organisation's decisions or resultant changes brought about by new or modified legislation. Tenants will be provided with health and safety information relevant to them and their homes; and
- Staff at all levels, including board, will be provided Health and Safety training as required that is relevant to their specific roles as well as general health and safety training relevant to all roles across the organisation generally.

## 5 Responsibilities

5.1 The T3 Residential Board of Directors accepts that they are ultimately responsible for ensuring compliance with this policy, and for providing leadership and control on matters of health and safety. Their specific responsibilities under this policy include:

- Identifying staff, contractors, managing agents, tenants and visitors who are at risk;
- Introducing necessary precautions to safeguard staff and tenants;
- Releasing staff to attend training when required; and
- Reviewing the effectiveness of the policy in line with monitoring arrangements.

5.2 The Board has overall responsibility for the health and safety policy and its implementation. The responsibility is discharged through the following arrangements:

- The Board is responsible for ensuring appropriate resources and strategic direction is available to discharge T3 Residential's health and safety responsibilities;
- The Board will additionally monitor the overall performance of T3 Residential's health and safety management through KPIs on a quarterly basis;
- The Board will nominate an officer (Board member) to be T3 Residential's designated health and safety lead who will be responsible for managing and monitoring T3 Residential's compliance with its regulatory requirements in relation to health and safety. T3 Residential's nominated health and safety lead is Rafael Torres Villalba. Appendix 1 of this policy details the responsibilities of the Health & Safety lead;
- The Board take overall responsibility for preventing a building safety risk, identifying key risks associated with fire spread and structural failure, taking all reasonable steps to eliminate reduce and control these risks, and reducing the seriousness of an incident if one happens, in line with the requirements of the Building Safety Act 2022;
- T3 Residential's managing agents will be responsible for undertaking investigations into reports of damp, mould and condensation and completing works by the prescribed timescales set out within the Hazards in Social Housing (Prescribed Requirements) (England) Regulations 2025;
- Personal Evacuation Emergency Plans will be put in place as necessary for tenants;
- T3 Residential's managing agents will be responsible for carrying out health and safety checks. This includes fire safety checks to structure, external walls, flat front entrance doors and communal areas of the property to ensure they are compliant with the requirements of the Fire Safety Act 2021 and Fire Safety Order 2023, and will resolve any health and safety hazards identified, providing T3 Residential with a written report of actions taken; and
- It is furthermore expected that T3 Residential's managing agent will carry out regular compliance checks as set out in the service specification and in line with specified KPI's and progress any resulting issues.

5.3 Contractors and agencies working for T3 Residential have a duty to be aware of all aspects of this policy and for ensuring compliance. Contractors will also be required to provide a copy of their Employer / Public Liability Insurance.

## 6 Health and Safety of Tenants

- 6.1 As a provider of social housing, ensuring the safety of tenants is central to this policy. Key to T3 Residential's approach to the health and safety of its tenants is ensuring that all of its properties meet or exceed the Decent Homes Standard. A Decent Home is defined as one which:
- Meets current statutory minimum standards for housing
  - Is in a reasonable state of repair
  - Has reasonably modern facilities and services
  - Provides a reasonable degree of thermal comfort
- 6.2 In ensuring the continued safety of its properties and tenants, T3 Residential will observe all statutory and regulatory obligations relevant to the housing hazards identified in the Housing Health and Safety Rating System (HHSRS) and will meet all the relevant requirements to HHSRS hazards set within the Hazards in Social Housing (Prescribed Requirements) (England) Regulations 2025.
- 6.3 T3 Residential will meet all the requirements of the Fire Safety Order 2023, Fire Safety (England) Regulations 2022 and Fire Safety Act 2021.
- 6.4 T3 Residential will also observe all statutory and regulatory obligations relevant to overarching health and safety concerns for tenants, including:
- Electrical safety;
  - Gas safety;
  - Fire precautions and procedures;
  - Control of Hazardous Substances (e.g. Asbestos);
  - Legionella; and
  - Lifts and Hoisting Equipment (LOLER).
- 6.5 Health and safety files will be maintained on a regular basis and will include policies, risk assessments and incident reporting. Record keeping will be in compliance with data protection requirements. T3 Residential, its managing agent and its contractors will only share information relating to health & safety, building safety and fire safety in line with its Data Protection Policy.

## 7 Recording of Accidents

- 7.1 All accidents, incidents and near misses involving staff, contractors, tenants or visitors to T3 Residential properties or offices shall be recorded and all RIDDOR reporting requirements will be complied with within the required timescales.
- 7.2 Managers will complete a review of all accidents including number and seriousness at least annually with the designated Health and Safety Lead.

## 8 Appeals and Complaints

- 8.1 Where a tenant is not satisfied with a decision taken under this policy, they can appeal using the process outlined in our Complaints Policy.

## 9 Policy Review

- 9.1 The board is responsible for ensuring this policy is kept up to date, implemented within the organisation and monitored and evaluated.
- 9.2 The policy will be reviewed every year or more frequently as a result of an incident occurring, feedback obtained, internal/external audits and change in legislation or regulation. This process ensures the policy continues to be appropriate, adequate and effective.

## 10 Background Documents

10.1 This policy should be read in accordance with the following policy documents:

- Complaints Policy;
- Repairs and Maintenance Policy;
- Damp and Mould Policy; and
- Asset Management Policy.

### December 2025

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## Appendix 1: Health and Safety Lead

The Social Housing (Regulation) Act 2023 requires RPs to appoint a H&S Lead.

The Health and Safety lead must be; In the case of a private registered provider:

- i. if the provider has at least 15 employees, an employee of the provider;
- ii. otherwise, an employee or officer of the provider;

Responsibilities of the H&S lead will include to;

- Monitor the provider's compliance with health and safety requirements;
- Assess risks of failure to comply with health and safety requirements;
- Notify the 'responsible body' of risks of, and actual, material failures to comply with health and safety requirements; and
- Provide advice to the responsible body as to how the provider should address risks and failures to comply with health and safety requirements.

Registered providers will need to ensure the health and safety lead has 'sufficient authority' within the organisation and can devote enough time to perform the role effectively.

The name and contact details of the health and safety lead must be published and provided to the Regulator of Social Housing.