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	Template Rev Date: 04/10/2023	Number: IMS-POL-005 – Version 1/2

Work Safe Policy Statement

Borough Engineering Services Ltd acknowledge our responsibility under the Health & Safety at Work Act and associated regulations and recognise our duty of care and undertake to maintain safe systems affecting the health, safety and welfare of our employees. We will ensure that no one under our control is exposed to unacceptable levels of health or safety risks at work.

Borough Engineering Services Ltd operates a Work safe Policy (or Right to Refuse to Work Policy) to protect our employees and ensure others not in our employment are not placed at risk.


Every member of the Borough Engineering Services and every member of any Sub-contractor's team working on any Borough Engineering Services managed project(s), has the absolute right to decline to carry out work if they feel it is not safe to do so.

Where the operation of a machine, a site condition or a method of working constitutes a danger to the employee of another person the employee may refuse to work.

Any situation arising which leads to an individual refusing to work for Health and Safety reasons must be reported to the senior person on site as soon as possible, and no employee should continue to work until the working environment is made safe. The HSE Manager should be informed. Escalation for resolving a Refusal to Work is through the Operations Manager or the Managing Director and their decision will be final.

Managers and staff are also encouraged to report any unsafe acts or conditions, which they have witnessed through the Near Miss Reporting procedure.

Borough Engineering Services will not discipline, discharge, suspend, lay off or demote an employee or impose any financial or other penalty on an employee who invokes the Refusal to Work Procedure.

Managing Director	Signature	Date
Jeff Pollitt		01/09/2025