



# **GDP026**

## **Working at Height Policy**

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001	02/01/2020	First Issue

**Security Vetting Policy**

**DISCLOSURE AND BARRING CERTIFICATE(S)**

**Your initial employment is conditional upon the provision of a satisfactory Disclosure and Barring Certificate of a level appropriate to your post. You will be required to consent to subsequent criminal record checks from time to time during your employment as deemed appropriate by the company In the event that such certificate(s) are not supplied your employment with us will be terminated.**

1. Certain disclosures are prescribed by law as “qualifying disclosures”. A “qualifying disclosure” means a disclosure of information that the employee genuinely and reasonably believes is in the public interest and shows that the company has committed a “relevant failure” by:
  - a) committing a criminal offence
  - b) failing to comply with a legal obligation;
  - c) a miscarriage of justice;
  - d) endangering the health and safety of an individual;
  - e) environmental damage; or
  - f) Concealing any information relating to the above.
  
2. These acts can be in the past, present or future, so that, for example, a disclosure qualifies if iterates to environmental damage that has happened, is happening, or is likely to happen. The company will take any concerns that you may raise relating to the above matters very seriously.
  
3. The Employment Rights Act 1996 provides protection for workers who ‘blow the whistle’ where they reasonably believe that some form of illegality, injustice or breach of health and safety has occurred or is likely to occur. The disclosure has to be “in the public interest”. We encourage you to use the procedure to raise any such concerns.

## **B. THE PROCEDURE**

1. In the first instance you should report any concerns you may have to the Director who will treat the matter with complete confidence. If you are not satisfied with the explanation or reason given to you, you should raise the matter with the appropriate official organisation or regulatory body.
2. If you do not report your concerns to the Director you should take them direct to the appropriate organisation or body.

## **C. TREATMENT BY OTHERS**

Bullying, harassment or any other detrimental treatment afforded to a colleague who has made a qualifying disclosure is unacceptable. Anyone found to have acted in such a manner will be subject to disciplinary action.

**Latest Review Dated**

**28 October 2020**

**Signed By**

**Managing Director**



**Gary Venner**