

## Gritting Policy

Responsible Officer	Kelly Taylor, Assistant Director Housing
This policy is applicable to	Karbon Homes Group
Approved by	KMT
Date approved	July 2022
Frequency of review	Every 5 years
Date of next review	July 2027
Implementation date	July 2022
Sources of best practice or guidance used in developing this policy	Health & Safety guidance

Version control			
Version number	2	Author of Policy	Kelly Taylor Assistant Director Housing
Equality Impact Analysis	Initial	Equality Analysis Date	January 2022

Document change history		
Version	Date	Changed sections
2	July 2022	Additional section 3.6 re liability for welfare of pets coming into contact with grit/girtted surfaces
2.1	April 2024	New section 'Our Approach to Vulnerability' added

Consultation	
Consultation Group (if applicable)	Date of Consultation (if applicable)
Staff	January 2022
Union(s)	Not applicable
Customers	previously advised customers of approach in various communications January 2022 as part of ground maintenance specification consultation
Human Resources / Organisation Development	Not applicable
Health and Safety Working Group	Health & Safety Manager 13/01/22
Data Protection	Not applicable
Other stakeholder (please state)	Not applicable

## Policy statement

Karbon Homes is committed to ensuring it meets all relevant health & safety obligations with regard to gritting.

## Risk policy is designed to control

Health & safety of Karbon Homes staff and customers.

## Key performance measures

The cost of gritting will be measured.

## Definitions

For the purpose of this policy, severe weather can be defined as extreme conditions that may have a direct impact upon the health safety and welfare of our staff and customers.

Gritting - the spreading of grit or salt on road/footpath surfaces to render them less slippery for vehicles and pedestrians during severe weather.

### 1.0 Purpose of policy

- 1.1 This policy sets out the actions relating to gritting that will be taken by Karbon Homes during severe weather conditions.

### 2.0 Objectives

- 2.1 The key objectives relating to this policy are:
  - To meet all health & safety obligations for staff and customers
  - To have a clear approach to gritting that is communicated to staff and customers

### 3.0 Policy detail

- 3.1 This Policy aims to identify the appropriate actions that will be taken by Karbon Homes during severe weather conditions.
- 3.2 It is the policy of Karbon Homes to proactively implement a gritting policy to Karbon sites which are a place of work for Karbon staff. This will include all office locations and also some supported housing schemes. Schemes that fall into this category include sheltered and extra care housing. Karbon Homes will grit footpaths and car parks that allow access to the schemes and will not normally grit roads.

- 3.3 Karbon Homes will not normally grit any other housing schemes or estates. Where schemes are accessed via a steep gradient, or where a high proportion of customers are vulnerable or have impaired mobility, a grit bin will be provided by Karbon Homes. The grit bin will be filled at the beginning of the winter season and replenished as and when requested. The grit application matrix below summarises our approach:

Location Type	Action Required	Follow up Action
Sheltered Housing	Access footpaths/ car parks gritted	Further gritting where weather conditions dictate/allow
Extra Care	Access footpaths/ car parks gritted	Further gritting where weather conditions dictate/allow
Access via steep gradient and/ or vulnerable customers	Grit Bins provided	Bins replenished as requested
Karbon Homes Offices	Access footpaths/ car parks gritted	Further gritting where weather conditions dictate/allow

- 3.4 Footpaths will not receive precautionary gritting for frost nor under normal winter weather conditions. For severe or icy conditions gritting will commence as soon as practicable, given the ability of contractors or the in-house team to get to site. As far as weather conditions will allow, contractors will attend as often as necessary during the period of cold weather. Additionally, during periods of extreme snowfall consideration will be given to snow clearance. It is generally anticipated that gritting will be undertaken Monday to Friday (excluding bank holidays and the Christmas shutdown) only.
- 3.5 Karbon Homes cannot guarantee that those schemes gritted will be ice-free at all times. It is the responsibility of all staff, customers and their visitors to take appropriate care in poor weather conditions.
- 3.6 Karbon Homes will not be held responsible for the welfare of pets that come into contact with grit or gritted surfaces, with pet owners being responsible for exercising caution when taking or allowing their pets onto gritted walkways.

## 4.0 Monitoring and Review

- 4.1 This policy will be reviewed every three years unless there are significant changes in legislative requirements or good practice. Review will be coordinated by the Strategic Planning and Insight Team.
- 4.2 Kelly Taylor, Assistant Director Housing is responsible for the implementation of this policy.

## 5.0 Our Approach to Vulnerability

- 5.1 This policy is applied in line with Our Approach To Vulnerability Policy. Everyone matters. We want people to be treated fairly, have equality of opportunities, freedom, respect, and access to our services. We will offer support, reasonable adjustments, and adaptations to remove barriers. We will discuss with our customers what is reasonable and appropriate. In delivering this service we may need to escalate a particular case – if we do then customer vulnerabilities will be considered as part of the decision-making process.

- 5.2 We will support people with vulnerabilities to deliver this service. We will work alongside external agencies such as social services, the police and fire services and other appropriate agencies to help and support people with vulnerabilities in the delivery of our services but also to ensure we meet our statutory and regulatory requirements as a social landlord.
- 5.3 Details are provided in the appropriate areas in this policy.
- 5.4 All our customer policies are available on the website.

## **6.0 Equality and Diversity**

- 6.1 This policy is applied in line with Karbon's Equality and Diversity Policy and the associated legislation including the Public Sector Equality Duty and Equality Act 2010. At Karbon we aim to eliminate discrimination, promote equality of opportunity, foster good relations and define the protected characteristics of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
- 6.2 However, we like to go even further. Beyond these protected characteristics we also take into consideration additional factors such as socio-economic status and language barriers which may also play a part. Our vision is for everyone to be treated fairly, have equality of opportunities, freedom, respect and access to our services.
- 6.3 To help us achieve this, we will work to improve accessibility for all, offering reasonable adjustments, adaptations and discussing ways that we can work to remove any barriers. A reasonable adjustment involves making a change to the way that we usually do things.
- 6.4 All of our customer policies and key information are made available on the Karbon Homes website. Reasonable adjustments that can help for example to make our information and services more accessible are sign language and language interpreters. We will work to improve accessibility for everybody that we deal with offering reasonable adjustments, adaptations and discussing ways that we can work to remove barriers that you may experience. A reasonable adjustment involves making a change to the way that we usually do things.
- 6.5 We work together to look at options and agree what adjustments would be reasonable in your individual circumstances. If you would like to find out more please get in touch with the team.

## **7.0 Data Protection and Privacy**

- 7.1 We have a clear policy on data protection and sharing data with other partners/third parties under the requirements of the General Data Protection Regulation. This is clearly set out in the Data Protection Policy for the Karbon Homes Group which in association with the Data Protection Procedures must be followed throughout the operation of this policy.