

Gritting Policy

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 specialist housing schemes. Schemes that fall into this category include retirement living and extra care housing. Karbon Homes will grit footpaths/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 necessary. The grit application matrix below summarises our approach:

Location Type	Action Required	Follow up Action
Retirement Living 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 gritted	Further gritting where weather conditions dictate/allow

3.4 Footpaths will not receive precautionary gritting for frost or under normal winter weather conditions. For severe or icy conditions gritting will be commenced 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. Also during periods of extreme snowfall consideration will be given to snow clearance. It is generally anticipated that gritting will be done 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.

4.0 Monitoring and Review

4.1 This policy will be reviewed every five 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 Specialist Housing is responsible for the implementation of this policy.

5.0 Equality and Diversity

5.1 This policy is implemented in line with the Group's Equality and Diversity Policy and associated legislation. Consideration will be given to all protected characteristics under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations.

5.2 This policy and associated documents are available in different languages and alternative formats where necessary."

6.0 Data Protection and Privacy

- 6.1 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.