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GRITTING POLICY

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Gritting Policy

Responsible Officer	Group Director Housing
This policy is applicable to	Karbon Group
Policy version	3
Date this version implemented	October 2026
Date of next review	October 2031

Policy Statement

This policy sets out Karbon Group's approach to managing the risks associated with severe winter weather. It explains how the Group will take reasonable and proportionate action to support safe access for staff, customers, visitors, wider public and contractors at Group Gritting sites, including office locations and relevant supported housing schemes such as sheltered and extra care housing.

The Group will prioritise gritting in areas where it can have the greatest impact on safe pedestrian access, including designated footpaths, entrances, car parks and other priority routes identified through local risk assessment. Roads will not normally be gritted. While the Group will take reasonable steps to reduce foreseeable risks, weather and surface conditions can change quickly and it cannot guarantee that treated areas will remain free from ice or snow at all times.

Risk the policy is designed to control

1. Health & Safety - Risk of failure by the Group to take all reasonable health and safety measures leading to serious injury or loss of life.

Key performance measures

- Completion of site-specific winter-weather risk assessments before the winter season
- Completion of planned gritting activity for identified priority routes
- Number and trend of reported slips, trips, falls, complaints or service failures linked to winter-weather conditions
- Contractor or in-house team attendance, response and record completion against agreed service requirements
- Cost of gritting, reviewed alongside safety outcomes and service demand

Definitions

Severe Weather – 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

Group Gritting Sites – sites where gritting will take place which are limited to office locations and relevant supported housing schemes as detailed further in this policy

Abbreviations
None used

Policy Detail

1.0 Purpose of policy

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

1.2 The Group will manage winter-weather risks so far as is reasonably practicable and in accordance with the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, the Workplace (Health, Safety and Welfare) Regulations 1992 and, where relevant, the Occupiers' Liability Act 1957. This includes assessing foreseeable risks to employees and other people affected by the Group's activities, implementing proportionate controls and keeping workplace floors and traffic routes safe.

2.0 Objectives

2.1 To meet all health & safety obligations for staff and customers accessing Group Gritting Sites during severe winter weather.

2.2 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 the Group during severe weather conditions.

3.2 The Group will take a risk-based approach to gritting at Group Gritting Sites that are places of work for Group staff. This includes office locations and relevant supported housing schemes, including sheltered and extra care housing as detailed in section 3.6. Priority at these sites will be given to designated pedestrian access routes, entrances, steps, ramps, slopes and car parks identified through local risk assessment. Roads will not normally be gritted unless an exceptional site-specific risk assessment identifies that further controls are reasonably practicable and necessary.

3.3 The Group will not grit other housing schemes or estates. Where local risk assessment identifies factors such as steep gradients, high footfall, shaded or persistently wet areas, previous incidents, essential access requirements, or a high proportion of customers who may be vulnerable or have impaired mobility, proportionate controls will be considered. These may include providing grit bins, identifying priority pedestrian routes, issuing communications, restricting access,

using barriers or arranging further treatment where reasonably practicable. The grit application matrix at 3.6 summarises the Group's standard approach, but local risk assessments may require additional or alternative controls.

3.4 Before each winter season, and following any material change, site-specific winter-weather risk assessments will be reviewed for Group Gritting Sites. The assessment will identify who may be harmed, including employees, customers, visitors, contractors and people with impaired mobility. It will also consider priority pedestrian routes, entrances, steps, ramps, slopes, car parks, shaded or persistently wet areas, foreseeable weather conditions, suitable controls and residual risks. Findings will inform the site gritting plan and will be reviewed after relevant incidents, complaints, significant weather events or control failures.

3.5 The Group will ensure that suitable arrangements, resources and competent support are in place to implement this policy. Local managers will identify priority pedestrian routes, arrange or confirm local controls, communicate restrictions or alternative routes where required, and escalate unresolved issues. Contractors and in-house teams will work to the agreed specification, record attendance and treatment undertaken, and report any route that cannot be treated safely or effectively. Employees must follow designated routes, observe warnings and promptly report hazardous conditions.

3.6 Grit application matrix

Location Type	Action Required	Follow up Action
Group Gritting Site: Sheltered Housing	Access footpaths/ car parks gritted	Further gritting where weather conditions dictate/allow
Group Gritting Site: Extra Care	Access footpaths/ car parks gritted	Further gritting where weather conditions dictate/allow
Group Gritting Site: Karbon Group Offices	Access footpaths/ car parks gritted	Further gritting where weather conditions dictate/allow
Other Sites identified via risk assessment	Grit Bins provided	Bins replenished as requested

3.7 Weather forecasts and local conditions will be monitored during the winter season. Where frost, ice or snow is forecast, or where surfaces are likely to be wet at or below freezing, priority pedestrian routes at Group Gritting Sites will be treated in sufficient time for the control to become effective before normal periods of use, so far as reasonably practicable. Conditions will be reassessed following treatment and at suitable intervals, with further treatment, snow clearance, route closure, diversion, barriers or warnings used where necessary. Treatment outside normal working days or hours will be determined by the site-specific risk assessment, occupancy and foreseeable use rather than excluded automatically. If conditions

prevent safe access or effective treatment, affected routes or areas will be restricted and communicated promptly.

3.8 The Group cannot guarantee that treated surfaces will remain ice-free at all times because weather and surface conditions can change quickly. The Group will nevertheless assess foreseeable risks and take reasonably practicable precautions, including treatment, monitoring, communication, diversion or restriction of access where required. Staff, customers and visitors should follow designated routes, observe warnings and take reasonable care in poor weather conditions.

3.9 Records and Evidence: The Group will keep proportionate records to demonstrate how this policy has been implemented. Records may include winter-weather risk assessments, forecast monitoring, site inspections, gritting schedules, attendance records, routes treated, dates and times of treatment, grit bin replenishment requests, communications issued, route closures or diversions, complaints, incidents and post-incident reviews. Records will be retained in line with the Group's document retention requirements and made available for monitoring, review and investigation purposes where required.

3.10 Pet owners are responsible for taking reasonable care when allowing pets onto gritted surfaces. The Group will use appropriate gritting materials and will provide relevant information or warnings where specific hazards are identified. Pet owners should avoid prolonged contact with treated surfaces and should follow any site-specific advice provided.

4.0 Customer Vulnerabilities

4.1 This policy is applied in line with our Customers in Vulnerable Circumstances Policy. We want people to be treated fairly, have equality of opportunities, freedom, respect, and access to our services.

4.2 We will support people in vulnerable circumstances to help us 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 in vulnerable circumstances and to ensure we meet our statutory and regulatory requirements as a social landlord.

4.3 Policies and key information are made available on our website.

5.0 Monitoring and Review

5.1 This policy will be reviewed every five years unless there are significant changes in legislative requirements or good practice.

5.2 Review will be coordinated by the Strategy, Insight & External Affairs Team.

5.3 Group Director Housing is responsible for the implementation of this policy.

6.0 Equality and Diversity

6.1 This policy is applied in line with our Inclusion and Belonging Policy. This includes the legal requirements of the Equality Act 2010, Workers Protection Act 2023 and the Public Sector Equality Duty.

6.2 At the Karbon Group we aim to eliminate discrimination, promote equality of opportunity, foster good relations and define the nine protected characteristics of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

6.3 If you would like this or any other policies in a different language or format please contact inclusion@karbonhomes.co.uk.

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 UK General Data Protection Regulation, the Data Protection Act 2018 and other associated legislation. This is clearly set out in the Data Protection Policy for the Karbon Group which, along with its associated procedures, must be followed throughout the operation of this policy.