

HEALTH, SAFETY AND WELFARE REPORT

Prepared for

ACBA4023

Health, Safety and Welfare

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Swansea

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HEALTH AND SAFETY REPORT

PREPARED FOR

KINGS ROAD SA1

AFFORDABLE FLATS DEVELOPMENT (WALES)

PREPARED BY

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UWTSD CONSTRUCTION

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SECTION 1: INTRODUCTION

104 flats are to be constructed in SA1, Swansea, to accommodate approximately 300 people, following council approval of the development. The building is set to be 4 to 6 storeys high, with each flat including up to 3 bedrooms. Basement parking spaces and a commercial* floor on the ground is included.

This report has been written as a comprehensive* overview of key health and safety legislations* applicable to this construction project, with a particular focus on the Building and Safety Act 2022, core health and safety laws, and the Construction (Design and Management) Regulations 2015 (CDM).

This report will explain how these regulations* affect project planning and execution, the roles and responsibilities of involved parties, and strategies to ensure compliance and safety on-site.

SECTION 2: THE BUILDING SAFETY ACT AND ITS POTENTIAL IMPACT

The Building Safety Act is an Act of Parliament as of April 2022, after receiving Royal Assent*, and it represents the most significant overhaul of regulations in the construction and residential property sectors in recent decades. The Act introduces major changes to the legal requirements regarding the design and construction of buildings, with a particular focus on higher-risk residential developments (CIBSE, 2025). Its main aim is to establish the safety inside and surrounding the building and improve standards of buildings by controlling the building safety risks.

The Building Safety Act 2022 was introduced due to the construction industry being under intense review after the tragedy of more than 70 people losing their lives in a fire in Grenfell Tower in June 2017. The Act was designed in response to the Grenfell Tower report, which highlighted serious shortcomings that were concerning for professionals across the industry. The tragedy highlighted the need for a review by the government of how quality and safety were managed in high-rise buildings, so that a similar tragedy doesn't occur again (CIOB, 2025). In Wales, all multi-occupied residential buildings with two or more residential units are included in the Act (James, 2024).

The SA1 project falls within the residential construction category, therefore, the regulations will apply to the project by affecting how the project is planned, managed and executed. It will also affect all individuals involved in the project, such as the designers, contractors*, site managers, clients, etc. Enforcement will be managed by the Building Safety Regulator (BSR). The BSR will monitor private sector* regulators and the local authority building control* and offer guidance and support. No compliance means that enforcement action will be taken, such as fines and criminal proceedings. This can potentially affect the cost of the SA1 project.

There are 3 'gateways*' that need to be satisfied to guarantee safety in design and occupation before the SA1 project can commence:

Gateway 1

Gaining Building Control Approval – Planning permission can only be granted once the BRA is satisfied that the proposed design manages fire safety and structural risks. This responsibility lies with the client, such as the SA1 developer, building owner, or commissioning* organisation. The principal designer oversees the preparation and coordination of the submission, making sure all the design and safety components align with the Act's requirements (Goby, 2025).

Gateway 2

Pre-Construction Approval – This gateway serves as a hold point in the construction process, meaning that work won't be allowed to commence until the BSR approves the submitted building safety information. Any delays in preparing, submitting or receiving approval for this documentation can impact the start dates and scheduling of the SA1 project.

Managing Safety During Construction - Once the construction is underway, all work must comply with the approved safety standards. The principal contractor oversees this (Goby, 2025).

Gateway 3

Pre-Occupation Approval – The BSR will need to verify that all safety requirements have been met before the building can be occupied by the residents. The client provides the final set of documentation for approval by the regulator.

Registering the Building – The SA1 building needs to be registered with the BSR before being occupied because it is high-risk. This is done by the principal accountable person*, where it cannot be occupied legally if it has not been registered (Goby, 2025).

SECTION 3: KEY HEALTH AND SAFETY LEGISLATIONS AND OVERCOMING BARRIERS

There are many legislations and regulations in the UK to help promote and ensure that health and safety precautions are being complied with. Some legislations or regulations are more applicable to the SA1 construction project than others. These include the following.

Health and Safety at Work Act 1974 (HSWA)

This is a type of legislation that refers to occupational health and safety in Great Britain. It sets out legal duties to protect the health, safety and welfare of workers and the public, regulate dangerous substances and emissions, and improve workplace health services and building regulations (Legislation.gov.uk, 2025). All employers are legally required to comply with the HSWA. As a core piece of health and safety legislation, it is supported by a range of more specific regulations that address work environments, activities, processes, or distinct aspects of health and safety, such as the following:

- **Management of Health and Safety at Work Regulations 1999 (MHSWR)**

This legislation was introduced to help reinforce the HSWA 1974, but it goes further by requiring employers to assess and manage risks to employees, contractors, and the

public. Businesses with five or more employees, such as UWTSD Construction, must document these risk assessments and implement appropriate control measures. It's worth noting that the HSWA 1974 is a law passed by the parliament, with breaches resulting in legal liability. The MHSWR 1999 is supplementary, guiding compliance to avoid breaching the Act and facing penalties (Solo Protect, 2022).

- **Working at Height Regulations 2005**

This form of legislation is to prevent injuries and fatalities resulting from falls. They apply to employers and anyone responsible for work at height. Employers and those who are overseeing work at height need to ensure that it is properly planned, risk-assessed, supervised, and performed by capable individuals using appropriate equipment. Employees also must take care of their own and others' safety while cooperating with their employer in meeting the health and safety requirements (Health and Safety Executive, 2024a).

- **Control of Substances Hazardous to Health 2002 (COSHH)**

COSHH is a regulation which requires employers to assess risks from hazardous substances during storage, handling, use or disposal. Employers must control or prevent exposure where possible and prepare for emergencies like spills. They are required to inform, instruct and train staff on risks and safety measures, such as using protective equipment like gloves or eye protection. These steps help ensure safe working conditions at sites and legal compliance (Health and Safety Executive, 2024b).

- **Manual Handling Operations Regulations (MHOR) 1992**

The MHOR requires employers to assess and manage risks that come with manual handling* tasks. They must avoid hazardous manual handling where possible or reduce the risk through control measures such as mechanical aids or ergonomic solutions. Employers must also provide appropriate training to make sure that employees understand safe handling techniques and how to use equipment efficiently. This helps prevent injury and promotes safer working conditions across manual handling activities (Coster, 2024).

Practical implications for the SA1 site (e.g. scaffolding, PPE, site inductions)

There are many implications* that will need to be applied to the SA1 flat construction to comply with the health and safety legislations or regulations. These can include:

- **Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR)**

RIDDOR regulations require employers, the self-employed, and those in control of the construction premises to report specific work-related incidents. This can include fatalities, serious injuries, diagnosed occupational diseases, and dangerous occurrences. Only the person who's responsible, such as an employer or site manager, should make the report. Reportable injuries include death, specified injuries, hospital treatment, or more than 7 days of incapacity. Incidents must be work-related, meaning that they resulted from the way work was carried out, equipment used, or the condition of the site. RIDDOR helps authorities enforce health and safety laws and prevent harm in the future on construction sites (Health and Safety Executive, 2025c).

- **Personal Protection Equipment (PPE)**

PPE is something that should be used for the SA1 Construction because it helps to prevent injuries and protect people against workplace hazards like chemicals, radiological, electrical, etc. PPE is the equipment that is used by workers to stop injuries and illnesses from happening due to site hazards. In the construction industry, PPE covers protection of the body, eye and face, foot and leg, hand and arm, head, hearing, personal fall and respiratory protection (BigRentz, 2023). The SA1 site should have a PPE program in place that is designed to identify and address site hazards, ensure proper maintenance of PPE, and provide safety training for those required to wear it.

Barriers to effective health and safety

Many challenges come with ensuring effective health and safety at construction sites, such as the SA1, including:

- **Communication breakdown** - Communication breakdown increases accident risk, hinders hazard awareness, delays reporting, reduces coordination, and weakens safety culture, reducing overall health and safety.
- **Lack of training or awareness** – Lack of awareness and inadequate training increase workplace risks. Health and safety education is essential to promote hazard recognition, safe practices and accident prevention.
- **Financial constraints** – Limited budgets often lead to underinvestment in health and safety, increasing risks of accidents, injuries, and long-term harm, as cost-cutting often outweighs worker protection priorities.
- **Time pressures and deadlines** – Time pressures and deadlines can lead to rushed work, skipped safety procedures, and weakened standards, increasing the risk of accidents, injuries, and compromised health and safety outcomes (Malik, 2024).

Strategies to overcome barriers

To overcome the barriers associated with effective health and safety, it is essential that these barriers are identified, addressed, and managed. Some strategies to overcome the possible barriers at the SA1 site are:

- **Regular training and toolbox talk** - Regular training and toolbox talks* will help the employers reinforce safety standards, address site-specific tasks, ensure compliance, improve communication and reduce accidents on the construction site.
- **Strong leadership and safety culture** - Strong leadership and positive safety culture will help to promote safer behaviour, improve communication, encourage hazard reporting, enhance compliance, and reduce accidents across the construction project.
- **Clear Health and Safety communication** – Clear communication will improve safety by making sure workers understand risks, report hazards, follow procedures, and respond effectively to emergencies. This supports a well-coordinated site.

- **Regular site inspections and audits** – Regular site inspections and audits* will help identify risks, ensure compliance, promote accountability, and promote continuous improvement, which will reinforce a strong safety environment on the SA1 site.

SECTION 4: CDM REGULATIONS AND ROLES IN CONSTRUCTION PROJECTS

Construction (Design and Management) Regulations 2015 (CDM)

The CDM Regulations are the key regulations for managing health, safety and welfare on all construction projects. These include new builds, demolitions, refurbishments, and maintenance. They have been developed with the input of the Construction Industry Advisory Committee (CONIAC)*. The documents outline clear responsibilities for each of the CDM duty holders to deliver construction projects in a safe manner that prevents injury and illness (CITB, 2023). If one duty holder fails, it sets up failure for the other duty holders. Each duty holder is responsible for coordinating and cooperating with other duty holders by sharing relevant information, such as health and safety hazards and risks. They also must work collaboratively to achieve health and safety objectives.

Key duty holders:

- **The Client**

Under the CDM 2015, the client is the person or organisation having the construction work, which is UWTSD Construction. This means they hold key duties, and they must appoint duty holders, ensure their responsibilities are fulfilled, ensure health and safety measures are in place, allow sufficient time and resources, and provide relevant information (HASpod, 2024).

- **The Principal Designer**

The principal designer, often the lead architect, oversees the pre-construction phase, managing design health and safety. They coordinate designers, ensure CDM compliance, and control risks. They are appointed in writing on multi-contractor projects and share key design risk information. If a principal designer is not appointed, the client automatically takes the role unless they are a domestic client (HASpod, 2024).

- **The Principal Contractor**

The principal contractor, usually the main contractor, oversees the construction phase, ensuring all contractors comply with CDM. They are appointed by the client, UWTSD Construction, on projects with multiple contractors, such as builders, electricians and plumbers, and they manage health and safety, site inductions, welfare, access control and worker consultation. If unappointed, the client automatically takes these duties, excluding domestic clients (HASpod, 2024).

- **Designers**

A designer under CDM is anyone who prepares or modifies designs for construction, including architects, engineers and contractors. They are automatically appointed,

and they must eliminate or reduce risks, provide relevant safety information, and ensure their designs support safe construction and future maintenance. Designer duties apply to all construction projects. For example, in the SA1 flats, the architects must design layouts for safe access for future maintenance, and engineers must consider structural safety (HASpod, 2024).

- **Contractors**

Contractors under CDM are those who perform construction work, such as scaffolders, bricklayers or electricians. They must plan, manage, and monitor their work safely, coordinate with other contractors, and follow the instructions of the principal contractor and designer. On single-contractor projects, they also create and manage the construction phase plan (HASpod, 2024).

SECTION 5: CONCLUSION

The flat Construction project on the SA1 is heavily impacted by the Building Safety Act, the CDM regs and other key legislations. These require clear duty holder roles, a Gateway approval process, and maintenance of safety information, especially in high-rise buildings like the flats. CDM regulations manage planning and management of risks through competent Principal Designers and Contractors, where compliance ensures safety of workers and future residents, meets legal obligations, and protects the project's reputation. If these legislations or regulations aren't complied with, it will result in legal action, fines or delays. Proper adherence will support long-term building safety and performance.

GLOSSARY OF TERMS:

Term(s)	Definition
<i>Audits</i>	an official inspection of an individual's or organization's accounts, typically by an independent body (Oxford English Dictionary, 2025)
<i>Commercial</i>	concerned with or engaged in commerce (Oxford English Dictionary, 2025)
<i>Commissioning</i>	give an order for or authorize the production of (something such as a building, piece of equipment, or work of art) (Oxford English Dictionary, 2025)
<i>Comprehensive</i>	complete; including all or nearly all elements or aspects of something (Oxford English Dictionary, 2025)
<i>Construction Industry Advisory Committee (CONIAC)</i>	a statutory committee with members representing the interests of construction industry employers, employees, and the regulator
<i>Contractors</i>	a person or company that undertakes a contract to provide materials or labour to perform a service or do a job (Oxford English Dictionary, 2025)
<i>Domestic client</i>	someone who is having work done that is not connected to any business
<i>Gateways</i>	a way of achieving something (Oxford English Dictionary, 2025)
<i>Implications</i>	the conclusion that can be drawn from something although it is not explicitly stated
<i>Legislations</i>	a law or a set of laws passed by a parliament (Oxford English Dictionary, 2025)
<i>Local authority building control</i>	a not-for-profit organisation representing the local authority building control teams across England and Wales (ACI, 2019)
<i>Manual handling</i>	an activity of transporting or supporting a load including lifting, pushing, pulling, carrying, throwing, and moving objects by hand or bodily force (Tarlengco, 2024)
<i>Principle accountable person</i>	usually an organisation, like a commonhold association, local authority or social housing provider (Health and Safety Executive, 2024)
<i>Private sector</i>	the part of the national economy that is not under direct government control (Oxford English Dictionary, 2025)
<i>Regulations</i>	a rule or directive made and maintained by an authority (Oxford English Dictionary, 2025)
<i>Royal Assent</i>	assent of the sovereign to a Bill which has been passed by Parliament, and which thus becomes an Act of Parliament (Oxford English Dictionary, 2025)
<i>Toolbox talks</i>	brief, informal safety meetings held before the start of a work shift (Mishra, 2024)

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APPENDIX – RISK ASSESSMENT FOR EXCAVATIONS

Project Name/No:	Kings Road SA1 Flats	Last Review Date:	14/05/2025	Reviewed by TDM Name:	Emma Mackay
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RISK MATRIX – EXCAVATIONS

Consequences (Severity)	Catastrophic	5	5	10	15	20	25
	Major	4	4	8	12	16	20
	Serious	3	3	6	9	12	15
	Minor	2	2	4	6	8	10
	Negligible	1	1	2	3	4	5
Likelihood (Probability)			1 - Rare	2- Unlikely	3 – Possible	4 - Likely	5 – Almost Certain

1 – 4:  **Low risk** – Risk desirable. No design mitigation required.

5 – 18:  **Medium risk** – Risk tolerable, but to be further reviewed. Design mitigation required to Eliminate/Reduce/Inform/Control (SFAIRP).

20 – 25:  **High risk** – Risk not tolerable. Design mitigation required to Eliminate/Reduce/Inform/Control (SFAIRP).

Definitions of Probability of (Likelihood)		Definitions of Severity		
Likelihood (Probability)		Consequences (Severity)		Definition
Almost Certain	5	Catastrophic	5	Fatality, severe environmental damage, severe property/machine damage.
Likely	4	Major	4	Major injury or illness, significant environmental damage, significant property/machine damage.
Possible	3	Serious	3	2-day injury or illness, multiple minor injuries, notable property/machine damage, serious environmental damage.
Unlikely	2	Minor	2	First aid injury or illness, minor property/machine damage, minor environmental damage.
Rare	1	Negligible	1	Injury may need first aid, slight property//machine damage.

Hazard and Risk Identification	Without Control Measures			Design Measures taken to Eliminate or Reduce the Hazards	With Control Measures		
	Likelihood	Severity	Risk Matrix		Likelihood	Severity	Risk Matrix
Hazard – Buried electric cables strike Risk – Death by electrocution	4	5	20	- Utility detection surveys (CAT & Genny, GPR) and accurate service maps - Routes to avoid known service areas - Non-intrusive excavation methods near utilities - “No-dig” zones	2	5	10
Hazard – Buried pipes strike Risk – Damage to existing assets, contamination	4	4	16	- Pre-construction utility mapping and trial holes to verify positions - Plan pipe runs away from existing underground infrastructure - Pipe protection sleeves or reinforces zones in drawings	2	4	8
Hazard – Overhead electric cables strike Risk – Death by electrocution	2	5	10	- Layout to avoid working under or near overhead lines - Restricted equipment height zones - Line relocation or temporary isolation	1	5	5
Hazard – Crushing Risk – Death, internal injuries or long-term disability	3	4	12	- Design site layouts for clear exclusion zones,	1	4	4

				plant only areas and segregated walkways - Automated or remote-control plant in tight/confined spaces - Stable material storage with containment features - Traffic management plans in design documentation			
Hazard – Trench collapse Risk - Suffocation, crushing Injuries and death	3	5	15	- Trenchless technologies (directional drilling or auger boring) - Design excavations with safe slopes or benching - Pre-engineered shoring systems or trench boxes - Reduce trench depth or width	2	5	10
Hazard – Falling into excavations Risk – Broken bones, fatal injuries and crushing	3	4	12	- Use guardrails, edge protection and barriers - Safe access points (stairs, ladders and ramps) - Design for minimum open excavation time	1	4	4
Hazard – Noise Risk – Permanent hearing loss, tinnitus and fatigue/stress leading to risks of other accidents	4	4	16	- Low-noise equipment or methods - Design layout with noisy equipment away from people or properties - Noise barriers or enclosures	3	4	12

Hazard – Severe weather conditions Risk – Floods, electrocution, lightning strikes and heat stress or hypothermia	3	4	12	- Design excavations with drainage and slope stability - Weather resistant materials or modular construction techniques - Design working platforms and equipment foundations for wind loading or snow accumulation	2	4	8
Hazard – Fumes and toxic gases Risk – Asphyxiation, respiratory damage, and sudden unconsciousness or death in confined spaces	2	4	8	- Avoid confined spaces (open trenches or elevated access) - Forces ventilation systems - Gas monitoring ports and escape routes - Electric powered equipment	2	4	8