HEALTH & SAFETY
Gatewav Assessment Scheme Criteria

PILLAR 1 – LEADERSHIP AND BEHAVIOUR		
No.	**Description**	**Opportunity Areas**
1.01	Safety leadership visibility, tours and meetings	Formal arrangements for Senior Leadership presence on site which secures positive engagement, identifies opportunities for improvement and delivers feedback based on the findings and trends. Monitoring arrangements for Leaders' performance in achieving actions following meetings and tours.
1.02	BBS Programme and its effectiveness	Arrangements to ensure that staff engage in and demonstrate positive H&S behaviours. Identification, provision and monitoring of behavioural safety training and evidence that behaviour is incorporated into all H&S management aspects.
1.03	Safety Culture and Climate	Evidence of employee participation in culture surveys and that the information is clearly communicated and used to drive improvements on site and help to motivate the workforce.
1.04	Individual empowerment and intervention including Subcontractor engagement	Evidence that efforts have been made to promote a culture of positive intervention. Subcontractor engagement and initiative to drive performance. Examples of individuals who have been identified as future leaders including women, minorities etc.
1.05	Effectiveness of incident, observation and good practice reporting regime	Identification, implementation and monitoring of the reporting process which demonstrates that incidents and positive observations are reported, analysed, acted upon and the outcome is clearly communicated and understood by all employees.
1.06	Competency, training and managing vulnerable / at risk Individuals	Relevant procedures are in place to ensure that competency gaps of staff are identified and that development opportunities are provided for all in consideration of their specific needs. Arrangements for young / inexperienced / disabled / migrant / women / homosexual / transgendered and other vulnerable employees.
1.07	Reward, Recognition and Celebrating Success	Evidence that positive H&S performance, interventions and milestones are recognised and appropriately rewarded.
1.08	Disciplinary Programme	Evidence that disciplinary procedures are in place for those that deviate from core health, safety and inclusive behaviours and that they are communicated, understood and appropriately applied.

No.	Description	Opportunity Areas
PILLAR 2 – DESIGNING FOR HEALTH AND SAFETY		
2.01	Designing for Health and Safety	Risks designed out of construction to ALARP at the earliest possible stage. Evidence of communication of Design Risk Register.
2.02	Designer Behaviour	Designers involved in leadership tours, involvement in safety initiatives and help to identify risks on site which can be designed out.
2.03	Temporary works	Evidence that Temporary works have been recorded in a register and that all associated risks are planned and managed accordingly.
2.04	Issuing information for Construction	Evidence of effective exchange of information to ensure a full understanding of construction processes from both a design & operational perspective which helps to identify and minimise risk.
2.05	Controlling Changes to the Permanent Works Design	Evidence that the contractor is compliant with Crossrail's change procedures to ensure that changes to Permanent works designs are robustly implemented.
2.06	Effectiveness of Category II and Category III Design Checks	Evidence of Cat II and Cat III monitoring process in place which seeks to ensure compliance with CRL processes and that opportunities are identified to minimise potential impact of design issues across the project.
PILLAR 3 – COMMUNICATION		
No.	Description	Opportunity Areas
3.01	Target Zero Principles and Golden Rules	Evidence that Golden Rules, High Risk Activities and Target Zero principles are communicated and understood across site, innovative means of employee engagement.
3.02	Induction programme	An effective programme of induction in place and monitored to ensure relevance and understanding.
3.03	Lines and methods of Communication and dissemination of H&S information	Evidence that appropriate and innovative processes are in place to disseminate and receive H&S information. Employee awareness and understanding of the information communicated.
3.04	Roles and Responsibilities	Evidence that roles and responsibilities are clearly defined, understood and implemented. Evidence that training is provided to enable those with allocated responsibilities to fulfil them.
3.05	Consultation of workforce on H&S views	Evidence that forums have been established to ensure that a cross sectional representation of the workforce are able to contribute their views on health and safety.
3.07	External 3rd party engagement	Evidence that appropriate communication forums are established with neighbours, residents, adjoining infrastructure managers etc. and that risks are communicated, understood and reduced. Examples of voluntary engagement.

PILLAR 4 – WORKPLACE HEALTH		
No.	**Description**	**Opportunity Areas**
4.01	OH support, surveillance and CBH compliance	Evidence that the OH service provider is accredited and compliant, works closely with the PC to establish key health risks, provides a focal point for health related conversations and provides information to the PC on workforce health.
4.02	Drug and Alcohol testing and compliance	Appropriate D&A testing in line with Works Information requirements and evidence that findings are appropriately acted upon.
4.03	Health Campaigns and OH trending	Devised and implemented health promotion campaigns that are applicable to the entire workforce and give consideration to the health impacts associated with a migrant workforce.
4.04	OH Hygiene	Evidence that appropriate Occupational Hygiene assessments have been carried out, that the risks are communicated and mitigated and that improvement initiatives are communicated within and driven by the workforce.
4.05	Fatigue recognition and management	Evidence that fatigue risk is considered and mitigated SFARP including consideration for new / single parents and migrant workers.
4.06	Mental Health	Evidence that employee wellbeing is assessed and that that appropriate measures are in place to identify and remedy potential signs of stress.
4.07	HAVS recognition and management	Detailed HAVS management processes in place including identification of exposure trigger time and high output vibrating equipment. Innovative methods employed to reduce exposure risk.
4.08	Noise recognition and management	Noise assessments conducted for environmental and workplace noise hazards. Innovative methods for communicating and controlling noise.
4.09	COSHH recognition and management	Effective COSHH assessment and control processes in place. Adequate storage, inventories and training where appropriate.
4.10	DSE recognition and management	DSE Assessments conducted for all DSE users. Innovative ways to incorporate DSE / posture breaks etc.
4.11	Manual Handling recognition and management	Evidence that appropriate Manual Handling Assessments are carried out for all handling operations and that risks are minimised through innovative use of technology / processes.
PILLAR 5 – WORKPLACE SAFETY		
No.	**Description**	**Opportunity Areas**
5.01	First Aid and Emergency arrangements	Effective emergency preparedness and response processes are implemented. Not just in respect of Fire and first aid. Training provided where necessary.
5.02	Risk Assessments and Method Statements	Register in place of live RAMS or WPP as appropriate. Evidence that RAMS have been communicated / implemented effectively.
5.03	Confined Spaces	Appropriate management of Confined Spaces including permits, emergency rescue, etc. Efforts made to devise innovative ways of championing controls associated with confined spaces.
5.04	Electrical / Energised Systems	Appropriate management of Electrical / Energised Systems including permits, application of robust LOTO system, appointed persons, etc. Efforts made to devise innovative ways of communicating controls associated with Electrical / Energised Systems.
5.05	Drilling / Breaking Ground	Appropriate management of excavations including stats plans, scans, trial holes, insulated equipment etc. Efforts made to devise innovative ways of championing controls associated with excavation activities.

PILLAR 5 – WORKPLACE SAFETY		
No.	**Description**	**Opportunity Areas**
5.06	Lifting Operations	Appropriate management of lift operations including communicating risk / controls, slinger / signaller, etc. Efforts made to devise innovative ways of improving controls associated with lifting operations.
5.07	Plant Operation, Vehicles and Driving	Appropriate management of plant and vehicles on site, e.g. segregation, barriers, etc. and efforts made to devise innovative ways of improving controls associated with traffic management
5.08	Working at Height	Appropriate management of Work at Height activities, efforts made to eliminate Work at Height where possible, developments of good practice and innovative risk controls.
5.09	Fire / Hot Works Management	Appropriate management of Fire / Hot works. Identification of activities requiring hot works permits and appropriate management of permits. Innovative methods to control hot works activities.
5.10	Railway Operations	Evidence of appropriate management of rail operations to minimise risk of injury to staff. Examples of innovative controls.
5.11	Welfare and Housekeeping	Evidence of processes in place to ensure good housekeeping, staff input and feedback into facilities and adequate arrangements in place for all including females, disabled etc.
PILLAR 6 – PERFORMANCE IMPROVEMENT		
No.	**Description**	**Opportunity Areas**
6.01	Health and Safety Targets	Evidence of performance review and setting of continual improvement objectives to ensure project strives for world-class H&S performance.
6.02	Improvement planning	Detailed measurable improvement plan (which engages all staff) in place. Evidence of objectives being achieved, modified and reviewed accordingly.
6.03	Incident Investigation and actions	Innovative methods of investigating incidents to establish root causes. Evidence of appropriate communication of findings and completion of remedial actions.
6.04	Lessons learned and Sharing	Sharing of lessons learned and amendments to practice following incidents, updates etc. Efficient methods for communicating information including translation into relevant languages.
6.05	Innovation	Efforts made to improve H&S Management procedures, examples of innovations implemented, efforts to share practices with other organisations, use of Innovate 18 etc.

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