



The Callver Group Ltd

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Team Callver Welfare:

The Callver Group Ltd T/A The Callver Cleaning Co

2025- 2026



Our Commitment to Staff Welfare

At *The Callver Cleaning Co*, we are committed to providing a safe, hygienic and comfortable working environment. We ensure all employees have access to essential welfare facilities — regardless of the location or type of site, including offices, schools, show homes and construction environments.

This policy outlines the standards we uphold in line with the Workplace (Health, Safety and Welfare) Regulations 1992.



Toilet & Washroom Facilities

All staff must have access to clean, appropriate washroom areas:

- Adequate toilets and washbasins (no long queues expected)
- Separate male/female facilities, or private, lockable unisex toilets
- Running water (preferably warm/hot), soap and hand-drying facilities
- Hygienic surfaces (tiled or waterproof materials)
- Sufficient toilet paper and sanitary waste disposal
- Facilities suitable for employees with disabilities
- Showers available on specific sites as required



Drinking Water

By law, all workers must have access to clean, fresh drinking water.

- This will be confirmed during site setup.
- Where not available, bottled water will be provided by Team Callver.



Meal Breaks & Rest Areas

We ensure that staff on long or extended shifts can take proper breaks:

- Access to clean, designated food areas with seating
- Food heating facilities where possible (e.g. microwave)
- Clean handwashing facilities nearby
- Bins for food waste and packaging disposal



Smoking Policy

- Smoking or vaping is not permitted inside any work areas or vehicles.
- Designated smoking areas will be identified where available.
- If no safe smoking area is provided, staff must leave site to smoke and do so responsibly.
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Changing Facilities

If changing into workwear is required, staff will have:

- A clean, dry and ventilated space for changing
- Lockable storage for personal items
- Hooks/pegs for uniforms or coats
- Private areas for modesty
- Drying areas for wet clothing (especially on outdoor sites)



Illness, Emergency & First Aid

Staff must always feel safe and supported. The following measures apply:

- Mobile phones must be accessible to all staff during work hours
- At least two emergency contacts must be known (supervisor/management)
- First aid kits are available on site or carried in vehicles
- First aiders will be identified where applicable; if not, management will assist with sourcing help, including medical professionals or emergency services
- No staff member will be placed to work in an isolated or unsafe environment without means of support or contact



Covid-19 & Illness Reporting

- Staff must not attend work if unwell or showing Covid-19 symptoms
- Lateral flow tests are available from the office or in company vehicles
- Staff must continue to follow the latest HSE and NHS England guidance
- We reserve the right to revise procedures to meet public health needs



Further Information & Legal Guidance

For more on your rights and our responsibilities under UK law, visit:



www.hse.gov.uk

Signed on behalf of The Callver Group Ltd



Welfare Policy

