

IronOak



IRON OAK

ASBESTOS MANAGEMENT POLICY

Control Sheet

Version number	01
Date approved by Board	30 March 2026
Date of next review	February 2029
Status	Draft
Policy owner	Head of People
Policy location	IronOak Shared Drive
Target group	Employees

Document History:			
Version	Date of review	Author	Note of revisions
01	May 2025	Head of People	New Policy

Excellence ➤ Safety ➤ Sustainability ➤ Integrity

1. Introduction

- 1.1. Parasol Homes Limited (Parasol) is committed to providing safe, healthy and sustainable homes and workplaces. This Asbestos Management Policy sets out how Parasol Homes will manage asbestos-containing materials (ACMs) within its housing stock to prevent exposure and ensure compliance with all relevant legislative, regulatory and best practice requirements.

2. Purpose

- 2.1. The policy aligns with the Decent Homes Standard, the Health and Safety at Work etc. Act 1974, the Control of Asbestos Regulations 2012, guidance issued by the Health and Safety Executive (HSE), and the standards and expectations of the Regulator of Social Housing (RSH).

3. Scope

- 3.1. This policy applies to:
- All domestic properties owned or managed by Parasol Homes
 - All non-domestic premises, including offices, communal areas and plant rooms
 - All employees, contractors, consultants and others working on Parasol Homes' premises
 - Residents and visitors, insofar as their safety may be affected by asbestos

4. Legislative & Regulatory Framework

- 4.1. Parasol Homes will comply with, and have regard to, the following legislation and guidance (as amended from time to time):
- Health and Safety at Work etc. Act 1974
 - Control of Asbestos Regulations 2012
 - Management of Health and Safety at Work Regulations 1999
 - Housing Act 2004
 - Decent Homes Standard
 - HSE Approved Codes of Practice and Guidance (including L143)
 - Construction (Design and Management) Regulations 2015
 - Regulator of Social Housing – Safety and Quality Standard
 - Environmental Protection Act 1990
 - Hazardous Waste Regulations 2005

5. Policy statement

- 5.1. Parasol Homes recognises that asbestos was widely used in building materials prior to the year 2000 and that, when disturbed, asbestos fibres can present a serious risk to health. Parasol Homes will take all reasonably practicable steps to identify, assess, manage and control the risks from asbestos to protect employees, residents, contractors and others

Excellence ➤ Safety ➤ Sustainability ➤ Integrity

- 5.2. Asbestos will be managed on a precautionary basis. Where asbestos is present and in good condition, it will normally be managed in situ. Where asbestos presents an unacceptable risk, Parasol Homes will ensure it is repaired, encapsulated or removed by competent, licensed contractors.

6. Responsibilities

6.1. Board

- 6.1.1. The Board has overall responsibility for ensuring that Parasol Homes meets its legal and regulatory obligations in relation to asbestos management and that appropriate resources and governance arrangements are in place.

6.2. Head of Operations

- 6.2.1. The Head of Operations Is the policy owner and is responsible for:

- Implementing this policy
- Ensuring compliance with legislation and regulatory standards
- Monitoring performance and risk
- Ensuring appropriate reporting to the Board
- Ensuring effective asbestos management systems are in place
- Approving asbestos management plans and procedures
- Ensuring surveys, re-inspections and remedial works are undertaken
- Ensuring accurate records are maintained

6.3. Employees

- 6.3.1. All employees must:

- Comply with this policy and associated procedures
- Attend relevant training
- Not disturb or work on suspected asbestos unless authorised
- Report any damage to ACMs immediately

6.4. All contractors working on behalf of Parasol Homes must:

- Be competent and appropriately licensed where required
- Comply with all asbestos-related legislation and Parasol Homes' procedures
- Review asbestos information prior to commencing work
- Stop work and report immediately if suspected asbestos is discovered

7. Asbestos Identification and Surveys

- 7.1. Parasol Homes will ensure that appropriate asbestos surveys are carried out in accordance with HSE guidance:

- Management surveys for occupied buildings at onboarding stage
- Refurbishment and demolition surveys prior to intrusive works

- 7.2. Survey information will be recorded in a central asbestos register and kept up to date.

Excellence ➤ Safety ➤ Sustainability ➤ Integrity

8. Asbestos Register

8.1. Parasol Homes will maintain an accurate and accessible asbestos register for all applicable properties. The register will:

- Identify the location, type and condition of ACMs
- Include risk assessments and management actions
- Be made available to employees and contractors prior to works

9. Risk Assessment and Management

9.1. ACMs will be risk assessed based on their condition, location and likelihood of disturbance. Management actions may include:

- Monitoring and re-inspection
- Labelling and communication
- Repair or encapsulation
- Removal where necessary

10. Communication and Information

10.1. Parasol Homes will ensure that relevant asbestos information is communicated to:

- Employees
- Contractors
- Residents, where appropriate

10.2. Residents will be provided with clear and proportionate information where asbestos is present in their homes and how it is being safely managed.

11. Training and Competence

11.1. Parasol Homes will ensure that:

- Employees receive appropriate asbestos awareness training where relevant to their role
- Those with specific responsibilities receive enhanced training
- Contractors demonstrate suitable competence and accreditation

12. Emergency Procedures

12.1. Procedures are in place to manage accidental disturbance or exposure to asbestos, including:

- Immediate cessation of work
- Securing the area
- Arranging specialist assessment and remediation
- Reporting and investigation

Excellence ➤ Safety ➤ Sustainability ➤ Integrity

13. Monitoring, Audit and Review

13.1.Compliance with this policy will be monitored through:

- Regular audits
- Performance reporting
- Review of incidents and near misses

13.2.This policy will be reviewed at least every three years, or sooner if there are significant changes in legislation, guidance or organisational risk.

14. Equality and Diversity

14.1.Parasol Homes will implement this policy fairly and consistently and will consider the needs of all residents and employees, including those with vulnerabilities, when communicating asbestos-related information.

15. Related Policies and Procedures

- Health and Safety Policy
- Asset Management Strategy
- Repairs and Maintenance Policy
- Building Safety Policy