

ASBESTOS POLICY

Date Reviewed	June 2026	Next Review Date	June 2029
Consultation	Safety Panel	Reviewed by	Assistant Director Governance & Risk
EIA		Responsible Officer	Director of Customer Services
DPIA		Approval by	Executive Team

1. PURPOSE

This policy sets out how Black Country Housing Group (BCHG) will manage the risks associated with asbestos within properties it owns, manages, or occupies.

BCHG is committed to ensuring that all employees, residents, contractors, and visitors are protected from the risks of exposure to asbestos fibres and that all legal and regulatory responsibilities are fully met.

2. SCOPE

This policy applies to:

- All properties owned, managed, or maintained by BCHG, including domestic and non-domestic premises
- All employees, contractors, and third parties working on or within BCHG properties
- All activities that may involve or impact asbestos-containing materials (ACMs)

This includes communal areas, workplaces, residential properties, and care settings.

3. LEGAL AND REGULATORY FRAMEWORK

BCHG will comply with all relevant legislation, regulation, and guidance relating to the management of asbestos, including:

- Health and Safety at Work etc. Act 1974
- Control of Asbestos Regulations 2012
- Construction (Design and Management) Regulations 2015
- Hazardous Waste (England and Wales) Regulations 2005
- Relevant Approved Codes of Practice (ACoPs) and Health and Safety Executive (HSE) guidance

BCHG will also have regard to regulatory expectations set by the Regulator of Social Housing, including requirements to provide safe homes for tenants.

4. BCHG COMMITMENTS

BCHG will take a proactive and risk-based approach to managing asbestos. In doing so, BCHG will:

4.1 Identification and Risk Management

- Identify and assess asbestos risks within properties through appropriate surveys and risk assessments
- Maintain an up-to-date asbestos register, recording the location, type, and condition of ACMs
- Presume the presence of asbestos where there is insufficient evidence to confirm its absence

4.2 Management and Control

- Ensure asbestos-containing materials are managed safely in accordance with legal requirements and BCHG's asbestos management arrangements
- Remove, encapsulate, or manage ACMs where required to prevent exposure
- Ensure that no work is undertaken that may disturb asbestos unless appropriate controls are in place

4.3 Safe Delivery of Works

- Ensure that any work involving asbestos is carried out by competent and, where required, licensed contractors
- Ensure that appropriate information about asbestos is made available and accessible to employees, contractors, residents, and others who may be at risk
- Plan works to avoid inadvertent disturbance of asbestos

4.4 Information and Resident Safety

- Provide clear and accessible information to residents regarding asbestos risks within their homes where relevant
- Ensure that residents are informed about how asbestos is managed and how to report concerns
- Take account of the needs of vulnerable residents when managing asbestos risks

4.5 Training and Competence

- Ensure that employees and contractors receive appropriate training and information relevant to their roles
- Maintain oversight of competency requirements for those responsible for managing asbestos risks
- Monitor and report on training completion and competency through appropriate governance arrangements

5. ROLES AND RESPONSIBILITIES

Group Audit Committee (GAC)

- Receive assurance on asbestos compliance, performance, and risk
- Scrutinise the effectiveness of asbestos management arrangements, including the asbestos register and action plans
- Provide oversight and challenge in line with its Terms of Reference

Board and Executive Team

- Provide oversight and assurance that asbestos risks are effectively managed
- Receive regular reports on compliance and performance

Responsible Director; Director of Customer Services

- Ensure that appropriate resources, systems, and controls are in place to manage asbestos risks
- Ensure compliance with legal and regulatory requirements

Operational Managers

- Ensure that asbestos management arrangements are implemented within their areas of responsibility
- Ensure that staff and contractors have access to relevant asbestos information

All Employees and Contractors

- Comply with asbestos management arrangements
- Report any concerns or suspected asbestos issues promptly

6. ASSURANCE, MONITORING AND REPORTING

BCHG will maintain a robust framework for monitoring and providing assurance on asbestos compliance. This will include:

- Maintaining accurate and up-to-date records, including the asbestos register
- Monitoring completion of required surveys, inspections, and actions
- Regular review of asbestos risks and associated action plans
- Reporting compliance performance to senior management and the Board

Where risks or non-compliance are identified, BCHG will take prompt and appropriate action to mitigate risk and protect residents and others.

7. EQUALITY, DIVERSITY AND INCLUSION

BCHG will ensure that this policy is applied fairly and consistently and that no individual or group is disadvantaged.

Where required, reasonable adjustments will be made to ensure that information about asbestos risks is accessible and understood by all residents and stakeholders.

8. DATA PROTECTION

BCHG will ensure that any personal data processed as part of asbestos management activities is handled in accordance with UK GDPR and the Data Protection Act 2018.

Only data necessary to manage asbestos risks and ensure safety will be collected and retained, with appropriate safeguards in place.

9. REVIEW

This policy will be reviewed at least every three years, or sooner where there are changes in legislation, regulation, guidance, or organisational requirements.