

LIFTING EQUIPMENT AND LIFTING OPERATIONS POLICY (LOLER)

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 lifting equipment and lifting operations across its activities.

BCHG is committed to ensuring that all lifting equipment is safe, suitable, and compliant with the Lifting Operations and Lifting Equipment Regulations 1998 (LOLER), protecting employees, residents, and others who may be affected.

2. SCOPE

This policy applies to:

- All lifting equipment owned, operated, or managed by BCHG
- All employees, contractors, volunteers, and third parties
- All locations where lifting equipment is used, including homes, communal areas, care settings, and workplaces

3. LEGAL AND REGULATORY FRAMEWORK

BCHG will comply with all relevant legislation, regulation, and guidance relating to lifting equipment and operations, including:

- Lifting Operations and Lifting Equipment Regulations 1998 (LOLER)
- Health and Safety at Work etc. Act 1974
- Provision and Use of Work Equipment Regulations 1998 (PUWER)
- Relevant Approved Codes of Practice (ACoPs) and Health and Safety Executive (HSE) guidance

BCHG will also have regard to regulatory expectations, including the requirement to provide safe homes and services.

4. BCHG COMMITMENTS

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

4.1 Safe Equipment and Suitability

- Maintain an up-to-date register of all lifting equipment, including location, specification, inspection status, and certification
- Ensure lifting equipment is safe, suitable, and fit for purpose
- Ensure equipment is clearly identified and used within safe working limits

4.2 Inspection, Maintenance and Testing

- Ensure lifting equipment is inspected, maintained, and thoroughly examined in accordance with legal requirements and BCHG's planned maintenance and inspection arrangements
- Maintain accurate records of inspections, maintenance, and certification

4.3 Safe Operations

- Ensure lifting operations are properly planned and carried out by competent persons
- Ensure safe systems of work and risk assessments are in place

4.4 Risk Management

- Identify and manage risks associated with lifting operations
- Ensure defects are identified, reported, and addressed promptly

4.5 Training and Competence

- Ensure employees and contractors receive appropriate training for the safe use of lifting equipment
- Maintain oversight of competence requirements across relevant roles

5. ROLES AND RESPONSIBILITIES

Group Audit Committee (GAC)

- Receive assurance on compliance with LOLER requirements and performance
- Scrutinise reporting on inspection outcomes, defects, and risk
- Provide oversight in line with its Terms of Reference

Board and Executive Team

- Provide oversight and assurance that lifting equipment risks are effectively managed
- Receive reports on compliance and performance

Responsible Director; Director of Customer Services

- Ensure appropriate systems, resources, and controls are in place

Operational Management (e.g. Head of Assets / Compliance Manager)

- Ensure delivery of inspection, maintenance, and compliance programmes
- Monitor contractor performance and compliance

Employees and Contractors

- Use lifting equipment safely and in accordance with training
- Follow risk assessments and safe systems of work
- Report defects, faults, or concerns promptly

6. ASSURANCE, MONITORING AND REPORTING

BCHG will:

- ensure lifting equipment is safe, suitable, and fit for purpose
- ensure lifting equipment is inspected, maintained, and thoroughly examined in line with legal requirements
- ensure lifting operations are properly planned and carried out by competent persons
- ensure lifting equipment is clearly identified and used within safe limits
- ensure risks associated with lifting operations are identified and managed
- ensure defects are identified, reported, and addressed promptly

7. 7. EQUALITY, DIVERSITY & 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 safe use of lifting equipment and access to services.

8. DATA PROTECTION

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

Only data necessary for safety, compliance, and operational purposes will be collected and retained.

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.