



BUILDING SAFETY COMPETENCE POLICY

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Full Policy & Procedures: Available on request

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Statement

Alia Steel Fixing Ltd is committed to ensuring that all persons working for or on behalf of the company are competent to carry out their duties safely, effectively and in accordance with applicable building safety, health and safety, quality, client and project requirements.

We recognise that competent planning, supervision and workmanship are essential to the safe delivery of steel reinforcement works and to the integrity, quality and reliability of the finished structure. Our activities may contribute to commercial, residential, public sector, infrastructure and civil engineering projects, where accuracy, coordination, communication and compliance are critical.

Alia Steel Fixing Ltd is committed to providing suitably skilled, trained and experienced personnel for the work being undertaken. We aim to ensure that our directors, managers, supervisors, operatives and subcontractors understand their responsibilities, work within the limits of their competence and raise concerns where instructions, drawings, site conditions or work requirements are unclear.

Our approach supports our wider commitment to safe, high-quality steel fixing delivered on time, on specification and on budget wherever reasonably practicable.

Commitment

The objective of this Policy is, so far as is reasonably practicable, to confirm that:

- duties are carried out by competent persons;
- roles and responsibilities are clearly understood;
- suitable information, instruction, training and supervision are provided;
- competence is assessed, monitored and maintained;
- building safety risks are managed using appropriate controls.

Everyone working with, or on behalf of, Alia Steel Fixing Ltd must work within their competence, follow agreed procedures, and report any training or competence needs.

Working Arrangements

Alia Steel Fixing Ltd plans and manages its work to ensure that competence requirements are identified before works begin and controlled throughout the delivery process.

Where required, we review project information including drawings, bar bending schedules, specifications, site rules, risk assessments, method statements, temporary works information, sequencing requirements and client instructions to ensure that personnel understand the scope of works and any project-specific safety or quality requirements.

Our competence management arrangements include:

- allocating competent and experienced personnel to each project;
- considering the skills, knowledge, experience and behaviours required for the work;
- ensuring appropriate site supervision is provided;
- checking that operatives hold relevant cards, qualifications or training where required by the client or principal contractor;
- providing task briefings, toolbox talks and site-specific instructions;
- ensuring personnel understand safe systems of work before commencing activities;
- reviewing drawings, schedules and specifications before work starts where applicable;
- ensuring reinforcement is fixed in accordance with approved drawings and project requirements;
- communicating changes, design clarifications and site instructions to affected personnel;
- monitoring workmanship and site behaviour during the works;
- addressing unsafe acts, poor workmanship or competence concerns promptly;
- ensuring subcontractors are subject to appropriate competence checks and supervision;
- cooperating with client, principal contractor and site management competence requirements.

We expect all employees and subcontractors to be honest about their experience and capabilities and to notify supervision immediately if they are unsure about a task, drawing, method, sequence or safety requirement.

Skills, Knowledge, Experience and Behaviours

Alia Steel Fixing Ltd recognises that competence is not based on qualifications alone. Competence includes the appropriate combination of skills, knowledge, experience and behaviours required to perform work safely and to the required standard.

For steel fixing activities, this may include:

- understanding reinforcement drawings, bar marks, schedules and fixing details;
- placing and fixing reinforcement accurately;
- maintaining specified cover, spacing, laps, chairs, supports and positioning;
- understanding sequencing and coordination with other trades;
- recognising hazards associated with manual handling, lifting, access, working at height, cutting, bending, tying and site logistics;
- following risk assessments, method statements and site rules;
- identifying discrepancies, clashes or unclear details before proceeding where possible;
- working cooperatively with supervisors, engineers, principal contractors and other trades;
- maintaining professional conduct and safe working behaviours;
- stopping or escalating work where safety, quality or compliance may be affected.

Supervisors are expected to demonstrate appropriate leadership, technical understanding and communication skills. They must be capable of briefing teams, monitoring work, identifying unsafe or non-conforming activities and escalating matters where additional support or clarification is required.

Training, Supervision and Development

Alia Steel Fixing Ltd aims to ensure that personnel receive the information, instruction, training and supervision necessary for the tasks they are required to undertake.

This may include, where applicable:

- induction into company and site requirements;
- project-specific briefings;
- toolbox talks and task briefings;
- review of risk assessments and method statements;
- instruction on drawings, sequencing and fixing requirements;
- supervision by experienced personnel;
- monitoring of work activities and behaviours;
- refresher training where required;
- review of training cards, certificates and client-mandated requirements;
- mentoring and support for less experienced operatives.

Where a person is developing competence, they must be suitably supervised and must not be expected to carry out safety-critical or technically demanding tasks without appropriate guidance and oversight.

Subcontractor and Labour Competence

Where Alia Steel Fixing Ltd engages subcontractors or labour-only personnel, we aim to ensure that suitable checks and controls are applied before and during their work.

Our arrangements may include:

- confirming experience relevant to steel fixing activities;
- checking required cards, training or qualifications where applicable;
- communicating site rules and project expectations;
- providing or confirming attendance at inductions and briefings;
- ensuring subcontractors follow agreed risk assessments and method statements;
- monitoring performance, workmanship and safety behaviours;
- addressing concerns promptly with individuals or subcontractor management;
- removing or reassigning personnel where competence concerns cannot be adequately controlled.

Subcontractors are expected to cooperate fully with Alia Steel Fixing Ltd, the client, principal contractor and site management team and to ensure their own personnel are competent for the work they undertake.

Review

Alia Steel Fixing Ltd is committed to continually improving its competence management arrangements, supervision standards and project delivery.

Our policy and arrangements are reviewed regularly and updated where necessary to reflect changes in legislation, building safety expectations, client requirements, industry standards, working practices and business activities.

We use feedback from clients, principal contractors, supervisors, operatives and project teams to improve performance and prevent recurring issues. Where competence concerns, unsafe behaviours, defects or non-conformances are identified, we aim to address them promptly and take appropriate steps to reduce the likelihood of recurrence.

This policy is supported by our internal health, safety, environmental, quality and competence management arrangements and project-specific procedures, which are available on request where applicable.

For and on behalf of Alia Steel Fixing Ltd

A handwritten signature in black ink, reading 'Malik Alia' in a cursive script.

Mr Malik Alia
Director
Date: 22 May 2026