



ASBESTOS MANAGEMENT POLICY

2026 - 2029

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▪ Version	4	Updated to reflect revised format consistent with the Legionella Safety Policy 2026–2029
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▪ Approved version issued	1	First aligned policy
▪ Tier Definition ▪ T1 - Strategic/Regulatory Risk ▪ T2 - Significant Operational Risk	T1	

▪ T3 – Minor Operational Risk		
▪ Target review	July 2029	

Homes in Somerset – Asbestos Management Policy

1 Introduction

Homes in Somerset (HiS) is committed to ensuring the safety of residents, staff, contractors, and visitors through the effective identification, management, and control of asbestos-containing materials (ACMs) in all properties it manages on behalf of Somerset Council (SC). HiS manages a diverse housing portfolio including domestic dwellings, communal blocks, sheltered housing, and non-domestic premises. This policy sets out HiS' approach to:

- Preventing exposure to asbestos fibres.
- Maintaining accurate asbestos records and risk assessments.
- Ensuring safe management, removal, and disposal of ACMs.
- Meeting all legislative and regulatory requirements.
- Providing clear communication to residents and stakeholders.
- Maintaining a robust asbestos management framework.

2 Policy Statement

HiS will:

- Comply with all legal and regulatory duties relating to asbestos management.
- Maintain an up-to-date Asbestos Register and Management Plan.
- Ensure asbestos surveys are undertaken by competent, United Kingdom Accreditation Service (UKAS) -accredited organisations.
- Assess and manage risks associated with ACMs using a risk-based approach.
- Ensure timely completion of remedial and removal works.
- Provide clear information to employees, contractors, and residents on asbestos risks.
- Prevent exposure through effective controls, training, and safe systems of work.
- Maintain full audit trails and assurance reporting.
- Work collaboratively with regulators and enforcing authorities where required.

Legal Requirements

3 This policy is underpinned by:

- Health and Safety at Work etc. Act 1974
- Control of Asbestos Regulations 2012
- Management of Health and Safety at Work Regulations 1999

- Construction (Design and Management) Regulations 2015
- Housing Act 2004 Housing Health and Safety Rating System (HHSRS) – Category 1 hazards
- Environmental Protection Act 1990 (waste disposal requirements)
- Hazardous Waste Regulations 2005
- Regulator of Social Housing – Safety & Quality Standard (2023)
- Awaab’s Law (where damp/mould interaction may disturb ACMs)
- Relevant Health and Safety Executive (HSE) Approved Codes of Practice (L143) and guidance

4 These place duties on SC as landlord and HiS as managing agent to ensure asbestos risks are effectively controlled.

Scope

This policy applies to all premises managed by HiS on behalf of SC, including:

- Domestic dwellings (pre-2000 stock)
- Communal blocks and high-rise buildings
- Sheltered and extra care schemes
- Non-domestic premises under HiS control

It covers:

- Asbestos surveys (Management and Refurbishment & Demolition)
 - Asbestos registers and data management
 - Risk assessments and material assessments
 - Remedial works and removal
 - Contractor control and permits to work
 - Resident safety and communication
 - Asset investment and major works
- 5** Incident response and reporting

Asbestos management arrangements

HiS considers the following compliance measures are required to meet statutory duties:

Requirement 1 – Asbestos Surveys and Register

HiS will:

- Maintain an accurate and up-to-date Asbestos Register for all relevant properties
- Ensure surveys are completed by UKAS-accredited organisations
- Undertake:
 - Management Surveys for occupied buildings

- Refurbishment & Demolition Surveys prior to intrusive works.
- Make asbestos information accessible to those who require it

Requirement 2 – Risk Assessment and Management

HiS will:

- Assess ACMs using material and priority risk scoring
- Categorise ACMs based on risk and location
- Implement appropriate controls including:
 - Encapsulation
 - Labelling (where appropriate)
 - Monitoring regimes
- Undertake re-inspections at defined frequencies.

Requirement 3 – Action Management and Timescales

HiS will:

- Assign risk-based priorities to asbestos actions
- Complete works within defined timescales
- Where delays occur:
 - Implement interim controls
 - Escalate through governance
 - Document justification and revised plans
- Maintain auditable records of actions and completion.

Requirement 4 – Works and Contractor Control

HiS will:

- Ensure all contractors:
 - Access asbestos information prior to work
 - Undertake risk assessments and method statements (RAMS)
- Operate permit-to-work systems for higher-risk works
- Ensure:
 - Licensed contractors are used where required
 - All works comply with HSE regulations
- Prevent disturbance of ACMs through planned works control.

Requirement 5 – Removal and Disposal

HiS will:

- Ensure asbestos removal is undertaken by licensed contractors where required
- Require all work to comply with statutory notification requirements

- Ensure safe transport and disposal at licensed facilities
- Maintain all waste consignment documentation for audit purposes.

Requirement 6 – Emergency Procedures

HiS will:

- Respond immediately to suspected asbestos disturbance
- Secure affected areas and prevent access
- Arrange testing and remediation by competent specialists
- Notify regulators where required
- Record incidents and implement lessons learned.

Requirement 7 - Information and Communication

HiS will:

- Provide asbestos information to:
 - Contractors prior to works
 - Staff as part of safe working procedures
- Provide residents with clear, proportionate information
- Ensure customer-facing teams can advise on asbestos risks.

Requirement 8 - Data Management and Assurance

HiS will:

- Maintain accurate asbestos data systems
- Ensure integration with asset and compliance systems
- Undertake regular audits and validation checks
- Provide assurance reporting to Board and Somerset Council.

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Responsibilities

The following posts hold responsibility for Asbestos Safety:

Somerset Council (SC)

- Acts as landlord and oversees compliance through regular performance reporting and regular Partnership meetings.

HiS Board

- Ensures an Asbestos Management Policy and Management Plan are in place and effective.
- Scrutinises performance and compliance.

Chief Executive

- Duty Holder for Asbestos Safety.

- Responsible for ensuring compliance and reporting any breaches to relevant statutory bodies.

Director of Asset Management, Safety & Development

- Supports the Duty Holder and ensures a robust management framework and oversight of asbestos management performance.

Compliance & Building Safety Manager

- Develops and reviews policy.
- Ensures implementation, staff competence, and contractor oversight.

Compliance & Building Safety Specialist

- Operational asbestos management lead acting on behalf of the Responsible Person(s).
- Oversees the asbestos register, survey programme and compliance monitoring.

All HiS and SC Colleagues

All staff must:

- Report suspected asbestos issues
- Follow safe working practices.

Contractors

- Must comply with asbestos procedures
- Review asbestos information before work

Residents

- Must report damage to walls, ceilings, or materials
- Avoid disturbing building materials.

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Equality & Diversity

HiS is committed to delivering asbestos management services in a way that is fair, inclusive, and responsive to the diverse needs of all residents, colleagues, and stakeholders. In line with our organisational Equality, Diversity and Inclusion (EDI) commitments, HiS will:

- Identify and support vulnerable residents by proactively considering medical, social, cultural, and disability-related needs when planning access, communication, and asbestos safety interventions.
- Make reasonable adjustments to ensure no individual is disadvantaged when receiving asbestos safety services. This may include extended appointments, alternative communication methods, assisted visits, or coordination with carers/advocates.
- Communicate in accessible formats, offering information in large

print, Easy Read, audio, Braille, and translated materials on request. Digital formats will also meet recognised accessibility standards.

- Respect cultural and religious needs, ensuring colleagues and contractors act sensitively and maintain professional standards when working in residents' homes.
- Prioritise resident safety where vulnerabilities increase risk, ensuring that asbestos surveys and remedial actions consider individual circumstances.
- Train colleagues and contractors to recognise equality needs, unconscious bias, safeguarding cues, and the importance of inclusive customer service within asbestos safety roles.
- Monitor equality impacts, using data and feedback to identify trends, remove barriers, and improve service delivery for groups with protected characteristics.
- Work collaboratively with partners, including social care, health professionals and advocacy organisations, where additional support is needed to keep residents safe.

- 8** HiS will ensure that equality considerations are embedded throughout all asbestos safety processes - from resident engagement and access management to Fire Risk Assessment (FRA) actions, remedial works, and emergency planning.

Performance

Key Performance Indicators (KPIs) will include:

- % of properties with a valid asbestos survey
- % of reinspection/condition surveys completed for communal areas with ACMs
- % of remedial actions completed within timescales
- Number of asbestos incidents and outcomes
- Contractor compliance and audit performance

- 9** Performance will be reviewed monthly by the Executive Team, Board, and Somerset Council.

Property Upgrades and Repairs Activity

Responsive Repairs

HiS will:

- Ensure operatives access asbestos data before works
- Require dynamic risk assessments
- Prevent disturbance of ACMs during repairs

- Use competent, trained contractors

Planned & Major Works

HiS will:

- Ensure operatives access asbestos data before works
- Require dynamic risk assessments
- 10 • Prevent disturbance of ACMs during repairs
- Use competent, trained contractors and directly managed operatives

Policy Review

This policy will be reviewed:

- Formally every three years.
 - Following legislative changes, incidents, audits, or other significant triggers.
- 11 The Chief Executive, with the Executive Team, Senior Leadership Team, and Health & Safety Forum, will recommend the policy for Board approval.

Related Policies and Documents

- Asbestos Management Plan (2026)
- Asbestos Operational Management Plan (2026-2029)
- Fire Safety Policy (2026–2029)
- Legionella Safety Policy (2026–2029)
- Health and Safety Policy (2026–2027)
- Contractor Management Policy (2024–2027)
- Repairs & Maintenance Policy (2025–2028)