



One of the team

How our Health & Safety, HR, Training and Compliance teams use a personal approach to keep your business safe and compliant

Since being founded in 2000, Stallard Kane has helped thousands of businesses throughout the UK to keep safe and compliant.

Our clients enjoy working with us, not only because we are able to offer a vast range of services all under one roof, saving them valuable time and money, but because they receive a truly personal service, with their own allocated advisor. This means that we can offer speedy and accurate help and advice and are, consequently, often regarded as 'one of the team'.



one of the team

Our story

Stallard Kane is one of the leading Health & Safety and Employment Law consultancies in the UK.

The business was established by Richard Kane and Isma Ali, joint Managing Directors, who still work within the business today. With their exceptional backgrounds in health and safety and HR, they recognised a requirement within the marketplace for a support function for businesses, to help them meet the increasing demands of health and safety and HR standards in order to obtain compliance and remain within the law.



With Training and Compliance added to our services, there really is a solution for every problem that may arise or come up during a visit.

Through constant

investment, Stallard Kane is able to respond to the demands of numerous industries, employing specialists within various fields. We also have an enviable employee retention rate, meaning we can continue to offer extensive knowledge and experience.

We are proud of our diverse client portfolio and understand the control of overheads, critical for any business, and we remain committed to providing a flexible service which is a cost effective and reliable alternative to employing a full time health and safety or HR manager.

Our sole aim is to help you and your business keep safe, compliant and within the law, with a service that's accessible, friendly and, ultimately, makes your job easier.



We've used Stallard Kane for over 10 years for both our HR and our H&S needs. Their friendly experienced team have always been there to support and advise us along the way and they have become a much valued part of our organisation.

John W Joyce Engineering Ltd



Four key reasons why investment is important for any business

MORAL

Whether work is carried out on a commercial site, or in the comparative safety of an office or shop, you have a moral obligation to do all that you can to put provisions in place to protect your workforce.

Within health and safety, it is defined as your 'Duty of Care in the Health & Safety at Work Act 1974'. There is a moral argument for a good health and safety management system to be implemented to protect all those working within your business.

Within employment law, an employer must provide reasonable, supportive management and leadership personnel who have integrity and who will treat employees fairly.



LEGAL

Employment Law regulates the relationship between employers and employees. It governs what employers can expect from employees, what employers can ask employees to do, and employees' rights at work.

Within the Health & Safety at Work Act 1974, although there are now even more acts that support this main legislation, all places of work are legally required to provide all the instruction, information and training required, so far as is reasonably practicable, to ensure the health and safety of all workers involved within their workplace.

It is important to have the support of a 'Competent Person' who has the necessary skills, experience, qualification and knowledge to support your business industry.

Any person who is found to be flouting its legal obligations can face prosecution, inclusive of directors, proprietors, governors, partners, line managers, supervisors, employees, casual/contract workers, voluntary workers, and the list continues...

FINANCIAL

Neglecting to implement the correct requirements for health and safety or employment law because of the cost is a false economy. If something did go wrong and you were found culpable, you could face a hefty compensation claim, and a huge increase in your insurance premiums as a result. Health and safety and human resources support is a cost, and should be taken into consideration equal to other aspects of the business.

When any place of work fails to manage these risks adequately, the frequency of accidents and issues will continue to increase.

CULTURAL

There is certainly a cost associated with implementing health and safety practices, correct HR support, training staff and keeping up to date with regulations and introducing control measures.

But, it is an investment that will improve health and safety culture, increase performance, reduce stress and create better commitment.

Stallard Kane can provide the information, instruction, support and training to ensure that a safe working environment is correctly achieved. We will safeguard you, your employees and, above all, protect your business operation throughout any future changes.





Working with Stallard Kane

Our logo is made up of four circles, each one representing a different offering – Health & Safety, HR, Training and Compliance. All of our services complement each other and you can use as many of them as you like.

One advantage of using Stallard Kane for more than one of these is that everything is logged on our ERP, that every member of our team can access – enabling a smoother service delivery as well as helping to reduce admin, on both sides! The ERP data then goes on to help populate our members' area, Business Shield.



BUSINESS SHIELD

All of our clients have access to our online members' area – Business Shield. This is where your service information and documents are stored for you to access whenever you need, as well as hundreds of other templates and guidance documents (you can also add your own files so they're all in one place).

One of the most useful aspects of the members' area is that you can see your current compliance score as well as the key actions needed to improve that score, to fix any issues that may have been identified on a visit. You will receive email notifications to remind you

when important action deadlines are approaching, and your compliance score will update every time an action is completed. To help, we also point to other relevant services, such as training courses or equipment testing, that will help improve your overall score.

There are also handy tools and calculators, free e-learning courses and regular news articles and updates. This is all in addition to a 24-hour telephone helpline.

For ease, your personal advisor's details are also included on every page.



Having worked with Stallard Kane for about 18 months now, we have complete confidence in them and the advice they give us. These guys know their stuff and help make sure we know it too! They're proactive, knowledgeable and supportive. We very much regard Lee and Stallard Kane as part of the team here.

Classico Marble Ltd



One of the team

Every client is allocated their own, dedicated health and safety or HR advisor, if applicable, who they can contact directly whenever they have questions or need advice. They will get to know you and your business and, like many of our clients, you'll soon get to regard them as 'one of the team'. Whichever of our services you use, whenever you call, you will be greeted by a friendly and helpful member of staff who will do their best to help with your enquiry.

You help shape the way we work

We aim to always improve our service, so clients are asked to complete a feedback form after every visit. This let's us know if our advisors have performed their role well, have gone above and beyond, or were found to be lacking in certain areas. We also ask which other services clients would be interested in, which helps when we review our service offering. We do, of course, welcome feedback at all times, good or bad!

REGULAR UPDATES & WEBINARS

News stories are regularly added to the members' area, but all clients are sent a monthly 'Broadcast' e-newsletter, as well as daily/weekly emails as and when required, such as during a pandemic. These contain essential information and advice from many legislative bodies and can include special guides or templates. Clients also get priority access to our webinars, which can also be viewed after the event on our YouTube channel.

WHERE WE WORK AND WHO WE WORK WITH

We have over 8,000 clients located all over the UK, with team members in the north, south, east and west, in order to help service these clients. We work in virtually all sectors and have advisors with specialised skills and experience in many areas including:

- Construction
- Care homes
- Manufacturing
- Leisure
- Engineering
- Exhibitions and Events
- Catering
- Schools
- Agriculture
- Waste
- Warehousing
- Plumbing
- Electrical
- Energy
- Retail
- Automotive
- Pest control
- Heavy industry
- ...and many more.



Our Health & Safety Team are always on hand to offer advice and support to make sure our clients are meeting legal requirements, adopting best practices, and implementing their management systems correctly. As well as carrying out key health and safety audits, we help our clients with the preparation of their own risk assessment, safe systems of work and any other documentation they require.

Our team's collective experience is vast and includes major projects such as Glastonbury, The O2, Cribbs Causeway, The London Eye and the Millennium Stadium.

What happens when you start working with Stallard Kane

- A face to face meeting will be arranged with your dedicated advisor
- A full initial audit will be undertaken on your health and safety management systems
- An inspection of your premises will be conducted, identifying any hazards, as well as good practices
- Key health and safety policies will be developed
- Recommendations will be provided to ensure improvements in health and safety

Following the audit, you will receive:

- A full report detailing the findings of the H&S Audit, including GAP analysis
- An action plan with realistic time frames aimed at improving health and safety
- Bespoke Health & Safety Policies
- A tailored Health & Safety Booklet that can be issued to all staff
- Your own personal log in to our Business Shield members' area, where all of the above documentation will also be stored

ONGOING SUPPORT

As a Stallard Kane client, you will also receive the following support:

- Unlimited telephone and email support from your designated advisor, as well as the rest of the H&S team
- Hundreds of specialised risk assessment templates for a wide variety of scenarios
- Assistance with RIDDOR and accident reporting
- Annual H&S Audits with your designated advisor
- Priority access to regular webinars
- Regular email updates/articles/newspods

SSIP/CHAS/ CONSTRUCTION LINE

Many companies insist that their suppliers and sub-contractors achieve an SSIP accreditation, such as CHAS and Constructionline. We have a dedicated SSIP team who can work with you to assist with your SSIP accreditation and application.

ACCIDENT AND INCIDENT REPORTING

A key aspect of our services is helping our clients with accident and incident reporting – we attend the same day, if necessary, and offer immediate legal support and guidance before the HSE become involved.

In fact, we manage a bespoke accident/incident reporting line for a major building society, covering all branches in the UK and servicing around 18,000 employees.



ONE OFF ASSISTANCE

As well as the checks, visits and paperwork included in a standard contract, it is possible to tailor your service to suit your needs, by adding any of the following, which can be built in to your contract or used on an ad-hoc basis:

- Additional visits
- Face Fit Testing
- Registered OSHCR advisors
- Manual Handling Assessments
- COSHH
- Competent Person
- CDM advice
- Scaffolding inspections
- Fire Risk Assessments
- Asbestos Surveys
- Legionella Surveys
- Noise Surveys
- Food Hygiene & Safety Audits



Matt has been extremely helpful in all issues – his response on any enquiries or issue has always been prompt, and he has always been helpful. We have, as a company, come on in leaps and bounds with our health and safety and this is through the help and guidance of Stallard Kane's team.

JKP Tins



GUARANTEED FEE FOR INTERVENTION (FFI) COVER

FFI becomes necessary if the Health and Safety Executive (HSE) decide to notify a business in writing of what they regard as a “material breach”, at which point the business becomes responsible for reimbursing the HSE for their costs in investigation, inspection and rectification of the breach. This comes at a cost of £154 per hour until the breach is rectified.

If you appoint Stallard Kane as your health and safety partners our service will include a guarantee that in the event that you become responsible for FFI, we will refund the cost to you in full subject to a maximum payment of £10,000*.

COMPETENT PERSON

The Management of Health & Safety at Work Regulations 1999 state that “every employer must enlist one or more competent persons to assist them in complying with their statutory duties under Health & Safety Law.”

We always look to offer a ‘bespoke’ service to fit your specific business requirements, working closely with you to develop tailored and effective solutions, and, if required, we can act as your Competent Person, fulfilling the legal requirements.

*Subject to policy wording

Our HR & Employment Law service helps you create all of your human resources documentation, which is maintained at regular intervals in order to ensure compliance with changes in legislation.

When you start working with us, we will perform an Initial Audit, which comprises:

- A face to face meeting with your Advisor
- A review and update of your current terms and conditions of employment and Employee Handbook
- A full HR Audit of your current documentation throughout the whole employee lifecycle, including recruitment, onboarding, training and development, retention and exit
- A review of the latest changes in legislation and employment law decisions

Following the audit, you will receive:

- A full HR Audit Report, along with any supporting documentation that has been identified as part of the audit
- Updated Employee Handbooks, contracts and a HR manual
- GDPR documentation

All of the above will be added to your individual members' area of the Business Shield website.

ONGOING SUPPORT

As a Stallard Kane client, you will also receive the following support:

- Unlimited telephone and email support from your designated advisor, as well as the rest of the HR team
- Provision and assistance with drafting bespoke letters for different situations
- Annual HR Audits with your designated advisor
- Free access to regular webinars
- Regular email updates/articles/newspods
- Support with the wide range of employment law issues, ranging from disciplinary, grievances, redundancy, performance capability and TUPE

LEGAL FUNDING AGREEMENT

Stallard Kane's own protection against employment tribunal claims. If the Ts & Cs on the LFA are met, we will pick up any tribunal claim that comes through, including the legal costs of defending such a claim and any non-contractual compensatory award that may be issued at a tribunal*.



We have just had our first audit. Claudia came to our premises and went through everything, explaining everything thoroughly.

We used the services late last year when we had a serious matter with an employee, Claudia was straight on the phone and took control of the situation and guided us, step by step. We highly recommend Stallard Kane.

Stewart R Cunninghams



ONE OFF ASSISTANCE

As well as advising on the disciplinary, grievance, performance capability and redundancy processes, if you need on-site support to conduct such meetings, we can help. We can also undertake the following for you:

- Investigations
- Disciplinary and appeal hearings
- Grievance investigations and appeal hearings
- Without prejudice conversations
- Redundancy consultation hearings and appeal hearings
- Performance capability and appeal hearings
- Review of GDPR policies

ADDITIONAL SERVICES

In addition to your annual HR Audit, we can offer more regular visits that will enable your designated HR Advisor to embed themselves fully as 'one of the team' and put into place a fully bespoke HR Management system.

This includes:

- How to manage employee data
- Attendance management
- Performance evaluations
- Training and development
- Supporting strategic business decisions

The more regular visits would also allow for your advisor to assist with:

- Employee engagement
- Resourcing and talent management

*Subject to policy wording



SK Compliance was added to our offering in 2019 after we acquired PAT Test UK, to offer a wide range of checks, surveys and assessments to help you achieve compliance. These can be provided as individual services or as part of a package.

PORTABLE APPLIANCE TESTING

Under the Provision and Use of Workplace Equipment Regulations 1998, as well as The Electricity at Work Regulations 1989, companies are required to ensure effective maintenance of electrical appliances. One of the best ways of meeting these regulations is through a PAT testing regime.



EQUIPMENT CALIBRATION

We can help if your company uses instruments that require calibration and maintenance – from electrical measuring equipment and testing devices, to gas detectors, light meters, scales and gauges.



FIXED WIRE TESTS & ELECTRICAL CONDITION REPORTS

Required at five-yearly intervals at a minimum, or more frequently for certain places and for landlords – we can advise on the frequency that would apply to you.



FIRE ALARM SYSTEM SERVICE & EMERGENCY LIGHT CHECKS

Required under current fire safety laws to ensure all fire safety equipment is effective and properly maintained. We can also install Fire Alarm Systems and Emergency Lighting.



FIRE RISK ASSESSMENT

Our fully qualified Fire Risk Assessors can carry out a full assessment on your building to ensure that you comply with the Regulatory Reform (Fire Safety) Order 2005.



FIRE EXTINGUISHER SERVICE

Fire extinguishers must be serviced on an annual basis. Our engineers can carry out a basic fire extinguisher service, or a full refill or replacement can be arranged. All work is carried out to BS5306. Training on Fire Safety Awareness and The Use of Fire Extinguishers can also be carried out by our Training team.



FIRE DOOR AUDIT

If you have fire doors in your premises, they should be inspected on a regular basis to ensure they will still perform correctly in the event of a fire. An effective audit will highlight any remedial work needed, taking into account the entire door set and its integrity within your building.



LEGIONELLA RISK ASSESSMENT

There can be a number of risk systems in a building, and our highly qualified team can perform an assessment at your site following the guidance of L8 (2013) and HSG 274: Part 2 (2014), The Control of Legionella Bacteria in Hot and Cold Water Systems.



ASBESTOS SURVEY

Asbestos was still a widely used resource in buildings up until 2000, so if your premises were built before this time, you must have an Asbestos Management Survey carried out. Our assessors can attend your building, take samples and provide you with a report detailing the type, location, and risk associated with any asbestos containing materials that may be found.



WORKPLACE EXPOSURE MONITORING

We can complete full vibration, noise, dust and fume exposure monitoring in your workplace to assess the adequacy of your controls during specific tasks. In order to best protect your employees, a full report will be provided with measurement results, action plans and recommendations.



In addition to the services listed we also provide many more including:

Commercial Gas Safety Tests, Playground Equipment Inspections, Racking Inspections, Roller Shutter Door Maintenance, Automatic Door Maintenance, Sprinkler Servicing, Lifting Equipment Servicing and Pest Control Services.

The Compliance section of our members' area includes an e-logbook to house all of your documents, whether you receive the service from us or another supplier, as well as a calendar for all of your required tests, although you will receive automated reminders of when any of our services are due.



There's also a Quick Quote function for additional services, recommendations from our fully compliance approved sub-contractor list, and for small project quotes.

We offer a range of cost-effective packages for many types of businesses, including hotels, schools, warehouses and offices, although we are happy to discuss a bespoke package to fit in with your requirements.

I wanted to drop you a line to say just how much of a pleasure it has been to have Steve on site this past fortnight (and also, of course, his colleagues during the earlier phase). He's been incredibly efficient, understanding of our operational procedures etc. and a thoroughly nice chap.

From a very large list, and a difficult project to plan, I believe we were almost exactly on target with circa 5,000 items. We now know that we're all up to date for PAT across our three buildings up to the end of the year.

University Facilities and Technical Manager





Training is an essential part of sound health and safety and human resources management systems, which is why we provide a wide range of courses to support organisations in achieving this.

We can help, whatever your training requirements, including forming a training schedule or delivering bespoke courses aligned perfectly to your individual needs.

Here at Stallard Kane we hold a variety of accreditations and have our own in house trainers to deliver our courses. However, to allow us to offer a wider range of courses, both in terms of content and geographical location, we also have a network of trusted training providers who we partner with. These partners are based throughout the UK, which allows us to offer a wider range of service to our clients.

OPEN AND CLOSED COURSES

Our open courses are run locally on scheduled dates, and are ideal for individuals and small businesses. Closed courses cover the same topics and more, but are exclusive to you and can be delivered at your site or one of ours, or even via Virtual Classrooms.

These courses include topics including:

- IOSH Managing, and Working Safely
- Health and Safety in a Day
- UKATA Asbestos Awareness
- First Aid, Paediatric First Aid
- Manual Handling and Working at Height
- Fire Warden and Fire Safety
- Risk Assessments and Method Statements
- Accident Investigation
- COSHH
- Managing Discipline and Grievance
- Environmental Awareness
- Internal EMS (ISO14001) Auditors Course
- Diagnosing and Understanding your Organisation so you can plan for the Future
- Creating and Structuring Organisational Strategy and Plans

This list is non-exhaustive, as our team can deliver almost every type of training your business may need.

BESPOKE COURSES

Businesses can, on occasion, have specific topics that they would like to be included in their training delivery. We work closely with our clients to ensure that the content of their desired training courses is relevant to the needs of their particular business.

VIRTUAL LEARNING

As well as delivering courses via Virtual Classrooms, there are free eLearning modules accessible via our members' area, Business Shield, which provide a flexible and convenient way of learning which can be undertaken at times convenient to you, freeing up your time to concentrate on your core activities.

Although not intended to replace classroom based training, they are a convenient way of providing refresher training or can be used as part of an induction process to ensure new employees have the basic level of understanding required to work safely.

We also offer a huge range of free and chargeable online courses available through **Virtual College**, which can be accessed via our website.

From time to time, we also produce free **Toolbox Talk** videos which are hosted on our YouTube channel.



I found the mental health first aid course a great tool to use in the workplace. It has meant that the company can support staff, not only with physical first aid but their mental first aid as well, which is just as important. We have seen first-hand the effects that mental health issues can have on staff, and us being able to support them has meant not only have we been able to retain our skilled staff, whom we have invested time and money into, but we have given them the ability to stay in work during a difficult time.

We believe that as an employer, we are responsible for our employees' health and wellbeing, and supporting them through a difficult time is part of our duties. We have seen a huge improvement with absences, quality of work and the overall attitude of our staff since being able to offer them the support they need. Overall, the course has been a great asset to the business and I would highly recommend any company undertake it to help improve their employee engagement.

Vanliners Ltd



ONGOING SUPPORT

As a Stallard Kane Training client, you will have access to our Business Shield portal, where you will be able to use the training matrix to plan and keep track of your training courses, as well as store documents and certificates, with the added benefit of receiving email alerts when qualifications and skills are due to be renewed.



MENTAL HEALTH & WELLBEING

Employees are an organisation's biggest asset, so it's important, and beneficial to all, to take care of their physical and mental health.

Which is why we have added Mental Health and Wellbeing to our Training offering, with advice, free resources, downloads, training courses and signposting to helpful organisations on our website.

By investing in your staff's mental health, you will:

- Cut sickness absence – over 70 million sick days are taken each year, due to mental health issues
- Reduce presenteeism – where employees force themselves into the workplace and underperform due to mental ill health
- Optimise staff performance
- Improve staff morale
- Retail staff/reduce turnover
- Decrease the likelihood of grievances from unhappy staff
- Create a healthier workplace
- Ensure legal compliance – the Equality Act 2020 states that an employer has a duty not to discriminate and must make reasonable adjustments in the workplace

We have taken steps ourselves, here at Stallard Kane, to help improve our team's mental health, including:

- Appointment of Mental Health First Aiders (MHFAs)
- Wellbeing information being readily available
- Anonymous electronic way in which to contact the MHFA
- Signposting to available services
- Wellbeing breakfasts/lunches
- Anonymous Wellbeing surveys
- Discounted gym memberships
- Employee Assistance Programme

training@skaltd.co.uk

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Stewart R Cunninghams

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Having a single point of contact is extremely important.

Previous companies would provide conflicting advice as so many different people were involved.

Scott Care Ltd

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If you'd like to find out what Stallard Kane can do for you, call Amanda Modev on 07837 408 759 or email amanda@skaltd.co.uk

one of the team



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