



ASBESTOS POLICY

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1. Policy Statement

- 1.1 This Asbestos Policy is to ensure that Eastlight Community Homes (hereafter ‘Eastlight’) meets its requirements under UK legislative, statutory and regulatory obligations.
- 1.2 The Policy applies to all employees, involved residents, consultants, Non-Executive Directors, volunteers, representatives of Eastlight and contractors (third parties) engaged to carry out Eastlight duties and manage data on our behalf, and by our instructions.
- 1.3 In accordance with legislation, regulation and best practice, Eastlight is committed to meeting our obligations as a landlord and will ensure asbestos is adequately managed, in order to secure our residents’ safety and those working in our properties.

2. Scope

- 2.1 This Policy applies to all domestic properties owned and managed by Eastlight, even though the relevant legislation, Control of Asbestos Regulation 2012, only applies to non-domestic properties. It also applies to any associated common areas, garages, commercial buildings and fly-tipped asbestos waste on Eastlight’s land.
- 2.2 The Policy explains how we manage asbestos containing materials (ACM) that are either identified or presumed to exist within our properties.
- 2.3 Asbestos is potentially hazardous, and a clearly defined approach to asbestos management is essential to achieve compliance with legislative requirements and to ensure ACM are located, identified, recorded as a register and maintained.
- 2.4 The Asbestos Management Plan details the approach to the management of ACM within our properties.

3. Our Commitments

3.1 Statutory & Regulatory Reference

3.1.1 This Policy is designed to ensure Eastlight meets its obligations under the following legislative and regulatory requirements:

- Health & Safety at Work Act 1974
- Management of Health & Safety at Work Regulations 1999
- Defective Premises Act 1972
- Control of Asbestos Regulations 2012
- The Construction (Design & Management) Regulations 2015
- Hazardous Waste (England & Wales) Regulations 2005

- The Housing Act 2004
- The Landlord & Tenant Act 1985
- Approved Code of Practice: Managing & Working with Asbestos (L143)
- Asbestos: The Survey Guide HSG264.

3.2 Our Roles & Responsibilities

3.2.1 Eastlight will assign regulatory duties to suitable positions within relevant departments, ensuring individuals responsible for fulfilling these duties receive proper training and have the necessary authority to execute a safe asbestos management regime.

3.2.2 Duty Holder: Overall responsibility for health and safety at Eastlight sits with the Board & Executive Management Team.

3.2.3 Responsible Person: Head of Landlord Compliance & Assurance.

3.3 Our Commitment

3.3.1 As required by law, Eastlight will:

- Ensure any contractor undertaking asbestos inspection or remediation work for Eastlight must be registered through the UK Asbestos Training Association (UKATA) or other accredited body. This will be monitored through our procurement and annual contractor reviews
- Identify and categorise asbestos through our survey and reinspection programme
- Hold and maintain an asbestos register detailing the type of asbestos, its location, condition, quality, reinspection and management recommendations
- Protect those working on the fabric of the building and those working and living in our properties, and provide appropriate asbestos training to relevant employees
- Share information about the location and condition of identified ACM with those who are likely to disturb them, and effectively control works that are likely to affect asbestos
- Monitor and maintain the condition of identified ACM in line with the risk assessment recommendations.

3.3.2 Where the condition is good:

- The condition of the material should be monitored at regular intervals
- We will inform the contractor and any other individual likely to work on or disturb the material.

3.3.3 Where there is minor damage:

- Material should be repaired and/or encapsulated
- The condition of the material should be monitored at regular intervals
- We will inform the contractor and any other individual likely to work on or disturb the material.

3.3.4 Where asbestos is poor or likely to be disturbed:

- The asbestos should be removed.

4. Think Customer

- 4.1** At Eastlight, we exist to provide the best possible homes and services for residents.
- 4.2** Our ‘Think Customer’ approach aims to guide and support colleagues whenever they make decisions that affect our residents, directly or indirectly.
- 4.3** ‘Think Customer’ ensures our people fully consider how residents will experience and be impacted by the service we provide. Before acting, our people must think about:
- The short and long-term effects of their actions
 - The residents’ individual needs and preferences
 - Whether their communication is clear, respectful and appropriate
 - If they can draw on any past insights or experiences to help them when making tough decisions
 - Whether they, themselves, would be happy with the service being provided.
- 4.4** The ‘Think Customer’ model is designed to complement and work alongside all Eastlight policies and procedures, including this Asbestos Policy.

5. Assurance, Oversight & Continuous Improvement

- 5.1** The organisation maintains a clear “golden thread” of information to ensure landlord compliance and health and safety requirements are managed from operational delivery through to Board oversight.
- 5.2** The effectiveness of this policy is monitored through defined KPIs, agreed and overseen within the Performance Framework, with Board and the relevant oversight bodies determining the measures needed to support effective scrutiny. This aligns with the Board-approved Governance Framework which sets out roles, responsibilities and oversight arrangements for the areas covered by this policy.
- 5.3** An established assurance framework supports the delivery of risk-based assurance plans agreed annually and mapped across first, second and third lines of defence. These plans are reviewed and approved by the Audit & Risk Committee which retains oversight of their delivery and outcomes.
- 5.4** Findings from audits and reviews are reported through appropriate governance routes, including operational groups, Executive Management Team and the Audit & Risk Committee, ensuring timely visibility and accountability.
- 5.5** The organisation is committed to continuous improvement, using insights from audit

findings, performance data, complaints, incidents and wider lessons learned to strengthen controls and processes.

- 5.6** This policy will be reviewed periodically, both at defined intervals and in response to emerging risks or changes in regulatory expectations, to ensure it remains effective, up to date and aligned to organisational objectives.

6. Equality Impact Assessment

- 6.1** An Equality Impact Assessment (EIA) for this Policy was conducted. As a result, actions have been put in place to mitigate any negative impacts.

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