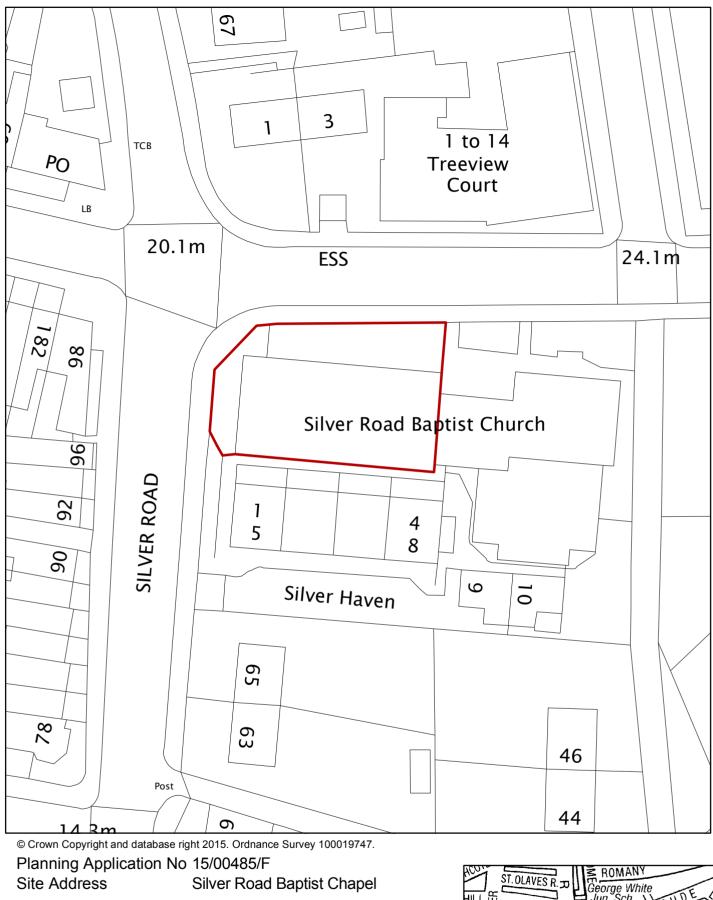
Report to	Planning applications committee	ltem
	03 September 2015	
Report of	Head of planning services	
Subject	Application no 15/00485/F - Baptist Chapel, Silver Road, Norwich, NR3 4TE	4(C)
Reason for referral	Objections	

Ward:	Thorpe Hamlet
Case officer	Judith Davison – judithdavison@norwich.gov.uk

Development proposal			
Conversion to 10 flats.			
Representations			
Object Comment Support			
9	-	-	

Main issues	Key considerations
1 Principle	Principle of re-use and conversion and car
	free housing
2 Design and heritage	Locally listed building, windows, lack of
	playspace, trees
3 Amenity	Impact on amenities of neighbouring
	properties (overlooking / loss of privacy,
	noise and disturbance, impact of
	conversion works, security)
4 Transport	Parking, cycling
5 Affordable housing	Viability of development
Expiry date	11 September 2015
Recommendation	Approve



Scale

1:500





The site and surroundings

- 1. The Baptist Chapel is located on the south side of Mousehold Avenue at its junction with Silver Road. The Chapel currently forms part of the Silver Road Baptist Church the eastern part of the building complex will be retained as a place of worship. The Chapel itself has been redundant for a number of years despite the principle of change of use to residential having been established under a previous planning permission in 2010.
- 2. The Chapel comprises a substantial single-storey pitched roof building constructed at the beginning of the last century (between 1907 and 1928). It is quite different in design and scale to surrounding terraced housing and is built in a distinctive Arts and Crafts style. It has seven distinct brick bays on both the north and south elevations with vertical windows and curved brick arches.
- 3. Immediately to the south is Silver Haven older person's housing development managed by the Suffolk Housing Society. Development in the surrounding area comprises attractive two-storey Victorian terraces on either side of Silver Road adjacent to the site, and there is a relatively new three-storey development of residential units to the north on Mousehold Avenue. A post office is located on the opposite corner of Silver Road to the Chapel, and there are other small shops nearby. The site adjoins the woodland, open space, allotments and outdoor sports court south of Mousehold Avenue, accessed from Anchor Street.

Constraints

- 4. The Chapel is designated a locally listed building, therefore development proposals should retain the building's heritage significance within the scheme where reasonably practicable in accordance with DM9.
- 5. Potential impact on the amenity of nearby residential properties that could arise from the type of units, form and layout of new development.
- 6. Potential impact on pedestrian and highway safety in the locality arising from increased parking and traffic generation.

Relevant planning history

7. Relevant planning history is set out below. The principle of conversion was established by a 2010 planning consent for conversion of the chapel into 12 self-contained apartments.

Ref	Proposal	Decision	Date
4/1988/1220	Development of site to provide seven flats.	INSFEE	30/03/1989

Ref	Proposal	Decision	Date
4/1989/1403	Conversion of part of rear of Church to provide one associated dwelling and erection of single storey extension at side of Church.	APCON	25/01/1990
4/1990/0911	Condition 3: Details of party walls to improve the resistance to the transmission of sound for previous permission 4891403/F "Conversion of part of rear of Church to provide one associated dwelling and erection of single storey extension at side of Church."	APPR	22/10/1990
4/1990/1048	Condition 6: Details of landscaping, planting and site treatment works for previous permission 4891403/F "Conversion of part of rear of Church to provide one associated dwelling and erection of single storey extension at side of dwelling."	APPR	04/12/1990
10/01208/F	Conversion of part of Baptist Chapel to 12 self contained apartments.	APPR	20/10/2010
12/02335/F	Removal of wood/brick lantern light to roof and replacement with glazed pyramid rooflight.	APPR	13/05/2013

The proposal

- 8. The proposals involve the following:
 - a) Conversion of the vacant Baptist Chapel into 10 residential apartments within the envelope of the existing building: 4 each on the ground and first floors, and 2 on the second floor;
 - b) Retention of many original internal and external features including the bottle glass windows on the south and west elevations;
 - c) New dormers on the south and north elevations, the design of which minimises overlooking of adjacent properties to the south; and
 - d) Car free housing.

Summary information

Proposal	Key facts	
Scale		
Total no. of dwellings	10	
No. of affordable dwellings	0	
Total floorspace	Gross internal floor area of approx. 840 sq m	
No. of storeys	3	
Density	200 dph	
Appearance		
Materials	Red brickwork (using reclaimed tiles for window infills), reclaimed roof tiles for new dormers to match existing.	
	Windows: powder coated aluminium frames (black)	
Energy and resource efficiency measures	Roof integrated solar panels on southern elevation	
Transport matters		
Vehicular access	None	
No of car parking spaces	None – car free	
No of cycle parking spaces	10	
Servicing arrangements	Creation of bin storage on north side of scheme serviced from Mousehold Lane.	

Representations

9. Advertised on site and in the press. Adjacent and neighbouring properties have been notified in writing. 9 letters of representation have been received citing the issues as summarised in the table below. All representations are available to view in full at http://planning.norwich.gov.uk/online-applications/ by entering the application number.

Issues raised	Response
Poor design - concern at overlooking from the southern elevation onto the adjacent	Initial balcony design has been amended (the design now features

Issues raised	Response
Silver Haven housing scheme, with resulting loss of privacy.	dormers) which addresses overlooking and privacy concerns. Minimal impact on adjacent residents. See paragraph 48.
Noise and other disturbance from new development (including during construction) - impact on Silver Haven.	Design addresses this through layout of apartments, with non-active frontages to south elevation. Secondary glazing on south elevation and new double glazing on north elevation will reduce noise generation.
	Construction impact will be addressed by condition.
	See paragraphs 50-51.
Impact on existing access to Silver Haven development	Minimal impact – the apartments will be accessed from the Mousehold Lane frontage.
Impact on limited on-street parking in the locality	See paragraphs 43-44.
Loss of trees	See paragraph 23.
Impact on nearby schools	County Council obligations for supporting school facilities kick in on developments of 25 dwellings or more. Given the scale of the development there is no conflict with policy in this case.
Subsidence in nearby area	This is not considered to be a material consideration in this case, particularly given that the proposal involves the conversion of an existing building, the works will also be subject to building control.

Consultation responses

10. Consultation responses are summarised below the full responses are available to view at <u>http://planning.norwich.gov.uk/online-applications/</u> by entering the application number.

Design and conservation

- 11. This is a locally listed building and significant local landmark. Original concerns at certain aspects of the design, particularly the impact of proposed large dormers with balconies on the south elevation, have been addressed with a reduction in the number and style of dormers (with no balconies), rooflights and repositioning of the photovoltaic panels to make them less visually intrusive. Subject to conditions, these aspects of the scheme are now acceptable.
- 12. The original windows are an integral part of the Arts and Crafts character of the building, with decorative leadwork and 'bottle' glass used throughout. Ideally they should be retained on the north, south, and west elevations. To remove them would be detrimental to the character appearance and significance of the building, causing less than substantial harm to the locally listed heritage asset by their removal on the north elevation.
- 13. Existing doors and windows should be preserved in situ where possible, as should other features such as the date stone on the north elevation.

Environment Agency

14. The site falls within flood zone 1 and there is no record of any contamination on site, therefore no comments to make on this application.

Highways (local)

- 15. No objection to the proposed conversion. The properties would not be entitled to parking permits, but residents with cars can park them in the adjacent controlled parking zone outside of operational hours (Mon to Sat 8am to 6.30pm), or on Mousehold Avenue which is outside the zone entirely. A controlled parking zone extension in the future may help to manage parking in the local area in future, but there are no plans at present to do this due to lack of resources.
- 16. There are no cycle parking facilities so it is essential that at least 10 cycle spaces are provided for.
- 17. Individual bins are essential due to the gradient of the hill on both sides for collection. Paths should be put into the hedged area in order for the bin men to collect the bins as otherwise the residents would have to present them on Mousehold Avenue which would not be ideal.

Landscape

- 18. The curtilage of the site is extremely limited, however the revised proposals appear not to negatively impact the existing landscape and boundary treatment to Mousehold Avenue, and now incorporate opportunities to improve the boundary treatment to Silver Road and provide some amenity space for residents.
- 19. It is considered that the revised proposals are acceptable in landscape terms. Additional details will be required in relation to new planting, proposed boundary treatments including access gates to secure boundaries, green screens, and proposed hard landscape materials. Additional details will also be required in relation to the appearance and position of the proposed bike store. These items may be conditioned as part of any approval given.

Norfolk historic environment service

20. A condition should be imposed to ensure that the building is recorded in the historic building records.

Norfolk police (architectural liaison)

21. Early consultation is recommended with the Police Architectural Liaison Officer to build in security from the outset.

Strategic housing

- 22. Under the recently adopted Supplementary Planning Document on Affordable Housing, there is no requirement to provide affordable housing on this site (please note that this has now changed: see para 58-59 for an update on affordable housing).
- 23. The original proposal was to provide two intermediate tenure four-bed (6 person) flats on the second floor/roof space. This has now been amended so that all housing is private sector housing. While there is a need for larger family homes in the city, in particular affordable housing, the need is for larger houses rather than second-floor accommodation.

Tree protection officer

24. There is no objection to the revised scheme, and no amendments are required to the Arboricultural Impact Assessment (AIA) / Arboricultural Method Statement (AMS). Compliance with the submitted AIA/AMS should be conditioned.

Assessment of planning considerations

Relevant development plan policies

- 25. Joint Core Strategy for Broadland, Norwich and South Norfolk adopted March 2011 amendments adopted Jan. 2014 (JCS)
 - JCS1 Addressing climate change and protecting environmental assets
 - JCS2 Promoting good design
 - JCS3 Energy and water
 - JCS4 Housing delivery
 - JCS6 Access and transportation
 - JCS7 Supporting communities
 - JCS9 Strategy for growth in the Norwich policy area
 - JCS12 Remainder of Norwich urban area
 - JCS20 Implementation

26. Norwich Development Management Policies Local Plan adopted Dec. 2014 (DM Plan)

- DM1 Achieving and delivering sustainable development
- DM2 Ensuring satisfactory living and working conditions
- DM3 Delivering high quality design
- DM4 Providing for renewable and low carbon energy

- DM5 Planning effectively for flood resilience
- DM7 Trees and development
- DM9 Safeguarding Norwich's heritage
- DM12 Ensuring well-planned housing development
- DM22 Planning for and safeguarding community facilities
- DM28 Encouraging sustainable travel
- DM30 Access and highway safety
- DM31 Car parking and servicing
- DM32 Encouraging car free and low car housing
- DM33 Planning obligations and development viability

Other material considerations

- 27. Relevant sections of the National Planning Policy Framework March 2012 (NPPF):
 - NPPF0 Achieving sustainable development
 - NPPF4 Promoting sustainable transport
 - NPPF6 Delivering a wide choice of high quality homes
 - NPPF7 Requiring good design
 - NPPF10 Meeting the challenge of climate change, flooding and coastal change
 - NPPF12 Conserving and enhancing the historic environment
- 28. Supplementary Planning Documents (SPD)
 - Affordable housing SPD adopted March 2015, as revised August 2015.

Case Assessment

29. Planning law requires that applications for planning permission must be determined in accordance with the development plan unless material considerations indicate otherwise. Relevant development plan polices are detailed above. Material considerations include policies in the National Planning Framework (NPPF), the Councils standing duties, other policy documents and guidance detailed above and any other matters referred to specifically in the assessment below. The following paragraphs provide an assessment of the main planning issues in this case against relevant policies and material considerations.

Main issue 1: Principle of development

- 30. Key policies and NPPF paragraphs JCS4, JCS9, JCS12, DM12, DM22, DM33, NPPF paragraphs 49 and 14.
- 31. The proposal is for the conversion of the Baptist Chapel to 10 residential flats. This site is not allocated in the current local plan
- 32. The current proposal involves the loss of a place of worship. The principle of the loss of a community facility was established by the consent granted in 2010 (10/01208/F). At that time marketing of the community use was considered and planning permission was subsequently granted for change of use. The situation has not changed substantially in the meantime. The relevant policy in the newly adopted local plan is DM22. Although the loss of this place of worship is regrettable the building has been vacant for some considerable time and the remainder of the site

will continue to be used by the church for community use. The Silver Rooms Community Centre is very close to (approx. 0.15 miles away from) the application site and provides community facilities for this area.

- 33. Paragraph 50 of the NPPF supports delivery of a wide choice of quality homes, and policies JCS4 and DM12 support new housing which will help to meet housing needs in the city. The principle of providing housing accommodation in an established residential area with reasonable access to public transport, and within walking distance of the city centre, is acceptable in principle subject to other material planning considerations. The principle of conversion to residential use was established through the planning permission granted in 2010.
- 34. Policy DM12 sets out the principles applying to all new residential development, including having no detrimental impact on the character and amenity of the surrounding area, contribution to achieving a diverse mix of uses in the locality and achieving the housing delivery targets set out in the JCS, provision of a mix of dwellings in terms of size, type and tenure including a proportion of family housing, and achieving a density in keeping with the character and function of the area. These and other material planning considerations are addressed in the issue-specific sections below.

Main issue 2: Design and heritage

- 35. Key policies and NPPF paragraphs JCS2, DM3, DM9, NPPF paragraphs 9, 17, 56, 60-66 and 128-141.
- 36. The Baptist Chapel is locally listed and is a prominent and significant local landmark and, as such, there is a strong presumption in favour of preserving and reusing the existing building.
- 37. Policy DM9 requires that where locally identified heritage assets, such as this building, are affected by development proposals, their significance should be retained within the development wherever reasonably practicable. Development resulting in harm to a locally listed building will only be acceptable where there are demonstrable or overriding benefits arising from the development, and it can be demonstrated that there is no reasonably practicable or viable means of retaining the asset within a development.
- 38. It is not considered that these proposals will cause harm to the locally listed chapel building. There was concern at certain aspects of the original proposals (including the proposed large dormer windows, particularly those with balconies on the southern elevation), and their potential impact on the character, appearance and significance of the building but these have been addressed by revised plans. There is a reduction in the number and size of dormers, and rooflights, and photovoltaic tiles have been repositioned to reduce their impact. Existing architectural features are being retained where practicable, including the original bottle glass windows on the south and west elevations, and retention of the date stone on the north elevation. Also, original materials will be reused where possible including in the north elevation.
- 39. The proposals do not retain the original bottle glass windows in the north elevation (replacement with clear glass is required to provide for residential amenity),

however the replacement windows have been sensitively designed using similar proportions as for the original, and will involve reuse of materials as referred to above.

40. It is considered that the changes now proposed to the building are only those required for facilitating the future residential use of the building, are in keeping with the architectural style of the building, and will have minimal impact on the character, appearance and significance of the building.

Main issue 3: Transport

41. Key policies and NPPF paragraphs – JCS6, DM28, DM30, DM31, NPPF paragraphs 17 and 39.

Car free housing

- 42. Policy DM32 encourages car-free housing on appropriate sites which are well located in terms of public transport and where car-free housing can contribute to the beneficial reuse and regeneration of vacant or underused buildings in the centre.
- 43. The application site is located in a reasonably sustainable location to the north of the city centre and is just within a Controlled Parking Zone (CPZ). The constrained nature of the site does not allow for provision of on-site parking. Car-free housing in this location is considered acceptable as there are clear sustainability and heritage benefits to retaining the existing building in a viable and much needed residential use.

Parking

- 44. As newly built properties (albeit as part of a conversion scheme), the properties are not entitled to parking permits, however future occupants will still be able to park in the adjacent CPZ outside of operational hours (Mon to Sat 8am to 6.30pm) or along Mousehold Avenue which includes some unrestricted parking. There will be minimal impact on parking in the wider area given the scale of the development.
- 45. The proposals provide for 10 cycle spaces; secure cycle parking will be located at the frontage with Silver Road.

Servicing

46. The proposal provides for 2 brick-built bin storage areas on the north side of the development which will be accessed from Mousehold Lane. This is not an ideal solution, particularly for those residents with bins stored in the eastern bin storage area who will have to wheel their bins along the length of the path. The alternative of locating all the bin storage in one area near the Mousehold Lane access would however have a detrimental impact on the landscaping of the site and is not favoured. Given the changes in levels between Mousehold Lane and the path, and the location of trees to be retained, the proposed solution for bin storage is considered acceptable.

Main issue 4: Amenity

47. Key policies and NPPF paragraphs – DM2, DM11, NPPF paragraphs 9 and 17.

48. The key considerations are whether the development as proposed would result in any significant loss of amenity of neighbouring properties and whether the development will provide adequate internal and external amenity space for occupants.

Overlooking / impact on privacy

The design of the proposed development seeks to minimise any overlooking from the converted chapel onto the existing Silver Haven houses, with non-active frontages (ie. bedrooms) on the south-facing side of the chapel building. The north facing rooms in Silver Haven are kitchens and bathrooms, which further reduces the impact of any potential overlooking. The proposed dormers are smaller than previously anticipated, there are fewer of them (3 as opposed to 7), and none have balconies. In addition the level of headroom in the top floor flats on the south elevation, and the addition of a built-in shelf restricting access to windows, means that it would be very difficult, if even possible, to see into the windows of the Silver Haven flats, particularly given the overhang of eaves on the latter (as is evident in the dormer sight line drawing dated 4th August 2015). There are two new windows on the south elevation which will not be bottle glass and therefore it is suggested that these be obscure glazed.

Overshadowing

49. Loss of light to the Silver Haven flats is not a significant issue as the proposed new dormers on the south elevation are set back from the eaves to approximately the same position as the existing windows; despite their addition, daylight loss is likely to be minimal to non-existent given the orientation of the building. The proposed dormers are significantly smaller (and fewer in number) than those originally proposed by the applicant.

Noise and disturbance

- 50. Noise generation is not considered to be a significant issue for either the future occupiers of the scheme or their neighbours. The solid construction of the chapel building and interior plastering will reduce traffic noise to occupants; secondary glazing on the south elevation and new double glazing on the north elevation will prevent any traffic disturbance.
- *51.* Construction disturbance is typical of any redevelopment and will be short term. An informative note promoting considerate construction can be added to any approval.

Internal space for new occupants

52. The proposed flats comprise 4 2-bed flats of 55 sqm, 4 2-bed flats of 64 sqm and 2 3-bed flats of 97 sqm (670 sqm total). The internal space standards set out in policy DM2 show an indicative total requirement for approximately 660 sqm for flats of these types so the standard overall is exceeded.

External amenity and landscaping

53. The proposed development has limited external space so opportunities to provide landscaping are restricted. However the proposals make the most of the raised platform area fronting Silver Road by replacing the railings, providing landscaping /

screening and a communal area, with a bike store, and will contribute to securing the future of this heritage asset.

54. The limited on-site amenity space is offset to some extent by the close proximity of Mousehold Heath, the allotments on Mousehold Avenue, and sports facilities and open space off Anchor Close. All these facilities can be easily accessed within short walking distance without the need to cross main roads.

Lifetime homes

55. The requirement to provide lifetime homes in policy DM12 applies to sites of 10 plus dwellings. Given the constraints of the building and lack of parking, it is not possible to comply fully with the Lifetime Homes standard, however the 4 ground floor flats have level access and are designed to provide full DDA compliance. Overall the scheme is considered acceptable given the restrictions of this locally listed building and the importance of bringing it back into viable use.

Main issue 11: Affordable housing viability

- 56. Key policies and NPPF paragraphs JCS4, DM33, NPPF paragraph 50.
- 57. The High Court recently quashed paragraphs 012 to 023 of the National Planning Policy Guidance, relating to the exemption of small developments from affordable housing contributions and the vacant building credit. This means that Joint Core Strategy policy 4 (affordable housing) is applicable, as is the revised Affordable Housing SPD (August 2015). The policy seeks a proportion of affordable housing on all sites over 5 units, and would require 30% of dwellings on the application site to be affordable, unless it can be demonstrated that the site is unviable in prevailing market conditions.
- 58. A viability assessment has been undertaken for this proposed development, and indicates that the viability is marginal, based on a number of variables including sales values, acquisition costs and construction costs. Given the marginal viability of the site and the desire to see it brought back into beneficial use, it is accepted that it would not be viable to provide affordable housing on site or to seek a commuted sum for off-site affordable housing.
- 59. In accordance with the Affordable Housing SPD (section 10), any scheme where reduced (or no) on or off-site provision of affordable housing has been accepted due to viability considerations will include an affordable housing viability review clause. In the case of the proposed conversion scheme, a review of affordable housing viability will come into effect if there has been no commencement of the permission within 12 months of the date of decision, or if commencement has occurred within 12 months but there is no occupation within a reasonable period following commencement, dependant on the complexity of the development.

Compliance with other relevant development plan policies

60. A number of development plan policies include key targets for matters such as parking provision and energy efficiency. The table below indicates the outcome of the officer assessment in relation to these matters.

61.

Requirement	Relevant policy	Compliance
Cycle storage	DM31	Yes subject to condition
Car parking provision	DM31	No – this site is appropriate for car free housing
Refuse Storage/servicing	DM31	Yes subject to condition to provide refuse storage prior to occupation
Energy efficiency	JCS 1 & 3 DM3	Yes subject to condition: it is proposed to use photovoltaic systems on south side of building which will provide over 10% of the energy
		requirements.
Water efficiency	JCS 1 & 3	Yes subject to condition
Sustainable urban drainage	DM3/5	The constrained curtilage of the site and nature of the development means that SUDs are not possible. However the proposals are considered acceptable as they do not increase the size of the impermeable area, subject to a landscaping condition requiring permeable paving.

Equalities and diversity issues

62. There are no significant equality or diversity issues.

Local finance considerations

- 63. Under Section 70(2) of the Town and Country Planning Act 1990 the council is required when determining planning applications to have regard to any local finance considerations, so far as material to the application. Local finance considerations are defined as a government grant or the Community Infrastructure Levy.
- 64. Whether or not a local finance consideration is material to a particular decision will depend on whether it could help to make the development acceptable in planning terms. It would not be appropriate to make a decision on the potential for the development to raise money for a local authority.
- 65. In this case local finance considerations are not considered to be material to the case.

Conclusion

66. The proposed conversion scheme will provide an appropriate form and quality of residential development which will enable the continued preservation, protection and active use of a landmark and locally listed building which contributes significantly to the character of the surrounding area.

- 67. Although redevelopment means the loss of a community facility, the Baptist Chapel had not been in operation for many years, and in any case community activities will still take place on the remainder of the site. The lack of significant on-site amenity space is off-set by close proximity and safe and easy access to nearby open space and children's play and recreation facilities. The high density of development and the car-free nature of the development scheme are considered acceptable on balance given the preference to preserve the fabric and character of the chapel, and the site's location in a sustainable and accessible part of the city, close to services and the city centre.
- 68. Subject to conditions, the development is in accordance with the requirements of the National Planning Policy Framework and the Development Plan, and it has been concluded that there are no material considerations that indicate it should be determined otherwise.

Recommendation

To approve application no. 15/00485/F - Baptist Chapel Silver Road Norwich NR3 4TE and grant planning permission subject to the following conditions:

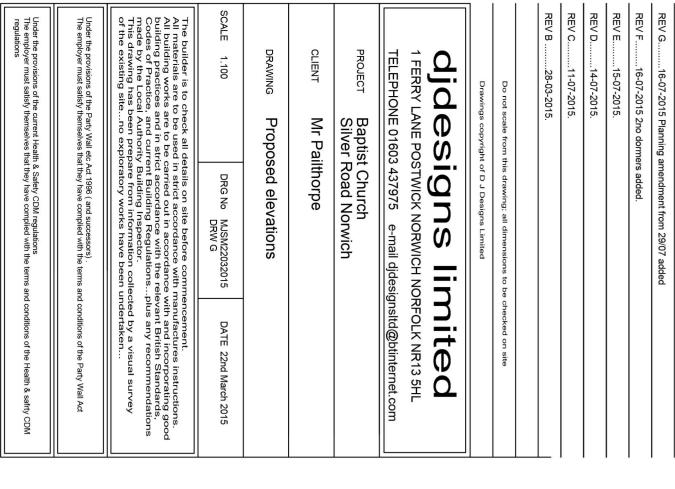
- 1. Standard time limit;
- 2. In accordance with plans;
- 3. Details of landscaping (including permeable paving);
- 4. Details of south elevation windows, including obscure glazing to new windows and details for the retention and fire-proofing of existing bottle glass windows;
- 5. Details of mechanical ventilation;
- 6. Water efficiency to meet 105 litres per person per day
- 7. Details of materials including glazing detail, doors, and bricks.
- 8. Details of PV panels;
- 9. Details of cycle parking on Silver Road frontage, and provision prior to occupation;
- 10. Details of refuse storage and provision prior to occupation;
- 11. Undertake historic building assessment and photographic record prior to commencement, and record building in Historic Building Record;
- 12. Compliance with the submitted AIA/AMS.

Informative Notes:

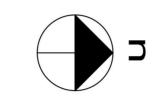
1. Considerate construction

Article 35(2) Statement

The local planning authority in making its decision has had due regard to paragraph 187 of the National Planning Policy Framework as well as the development plan, national planning policy and other material considerations, following negotiations with the applicant and subsequent amendments, the application has been approved subject to appropriate conditions and for the reasons outlined in the officer report.









16-07-2015 Planning amendment from 29/07 added





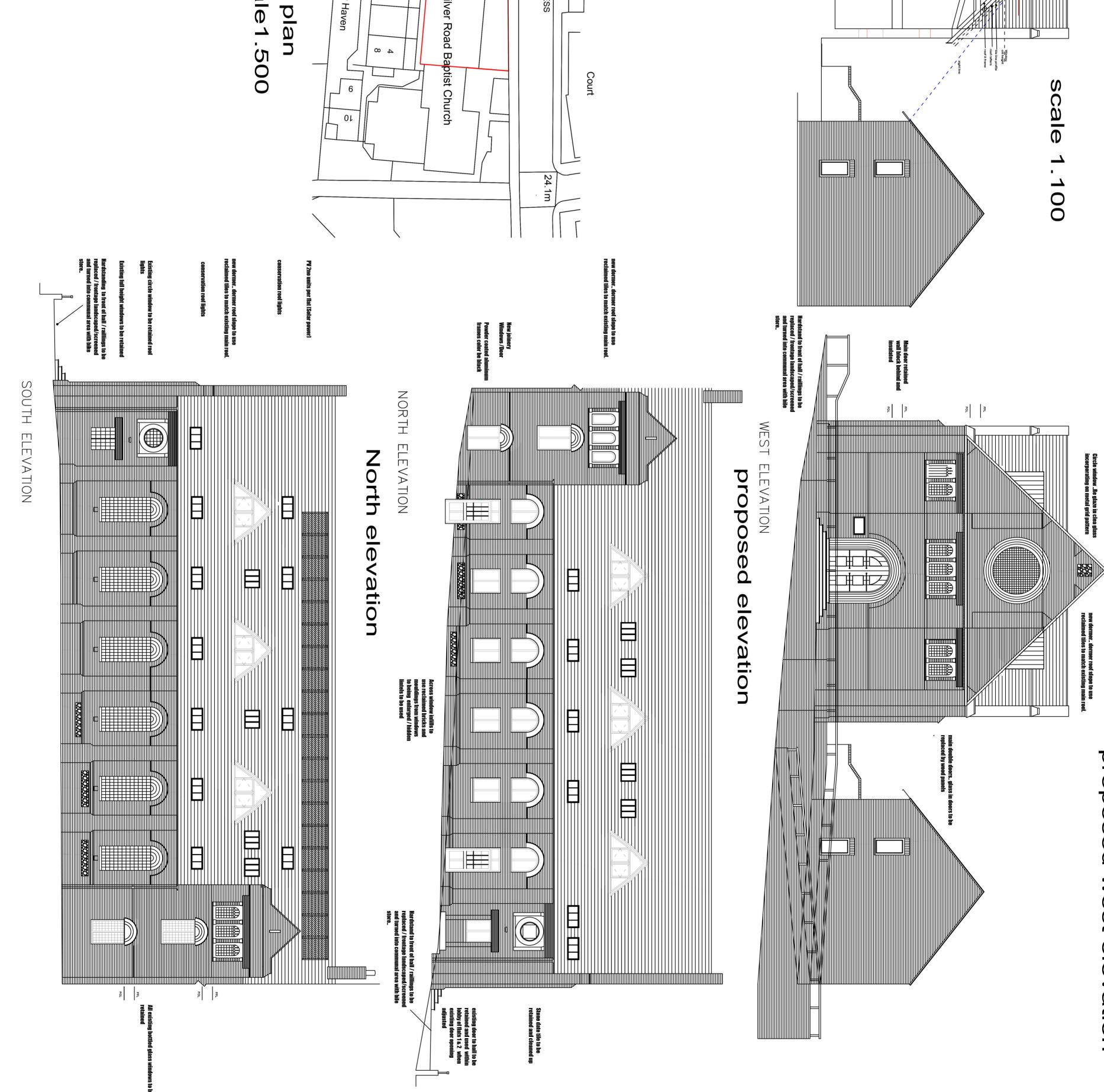
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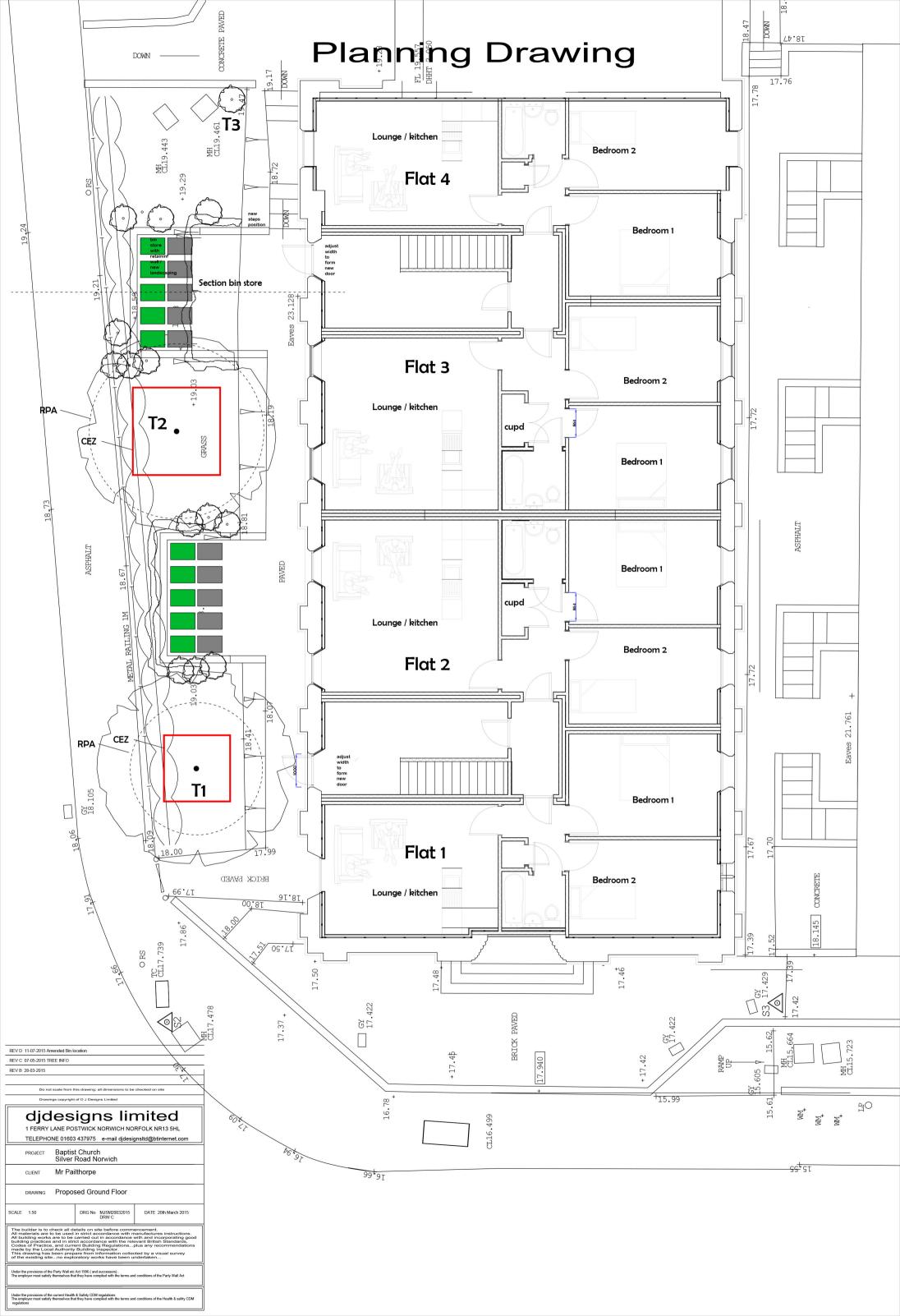
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South elevation



scale 1.100





Inder the provisions of the Party Wall eto Act 1986 (and successors) . The employer must satisfy themselves that they have complied with the terms an PROJECT Baptist Church Silver Road Norwich djdesigns limited 1 FERRY LANE POSTWICK NORMICH NORFOLK NR13 SHL TELEPHONE 01603 47975 e-mail gdesignstudg/bintemet.com 1.50 CLENT Mr Pailthorpe DRAWING 6-2015 ... additional nod light I dom 7-2015 ... 2no additional domer..... 7-2015 ... amended for planning ... 17-2015 ... amended for planning ... 17-2015 ... amended for planning ... Proposed First / Second floor Floor DRG No MJSM21032015 DRW C

DATE 21st March 2019

Under the provisions of the current Health & Safety CDM regulations The employer must salidly themselves that they have complied with regulations

the Party Wal Act & safety CD