CHILDSWICKHAM PARISH COUNCIL

Health and Safety Policy
Adopted 08/01/26

1. Introduction

The Parish Council recognises its responsibilities as an employer for providing a safe and healthy environment for all its employees, contractors, voluntary helpers and others who may be affected by the activities of the Council.

The Parish Council will make every effort to meet its responsibilities under the Health and Safety at Work Act 1974 and will have regard to health and safety legislation, approved Codes of Practice, Guidance Notes and other relevant information issued by the Health and Safety Executive.

2. Purpose

The purpose of this Policy is to ensure that the Parish Council provides, as far as is reasonably practicable:

- A safe place to work and a safe working environment.
- Sufficient information, instruction and training for employees, contractors and voluntary helpers to carry out their work safely.
- Care and attention to health, safety and welfare of employees, contractors, voluntary helpers and members of the public who may be affected by the Council's activities.

3. Responsibilities

The ultimate responsibility for health and safety rests with the Councillors. Day to day responsibility for implementation is delegated to the Clerk. However, all employees have responsibility for health and safety matters during their day-to-day duties.

4. Responsibilities of the Clerk

The Clerk will:

- Keep informed of relevant Health and Safety Policy legislation and inform the Council accordingly.
- Ensure sufficient information, instruction, training and supervision to enable all employees to identify and avoid hazards.
- Ensure that regular risk assessments are carried out where required.
- Maintain a record of risk assessments.
- Make effective arrangements to ensure that contractors or voluntary helpers working for the Council comply with all reasonable health and safety at work requirements.
- Maintain a central record of notified accidents.
- Ensure that the workplace and equipment is subjected to regular health and safety checks.
- When an accident or hazardous incident occurs take immediate action to prevent a recurrence or further accident and to complete the necessary accident reporting procedure.
- Any health and safety issues that cannot be addressed adequately should be referred to the Chairman of the Parish Council or if he/she is unavailable to the Vice Chairman.

5. Responsibilities of Councillors, employees, contractors and voluntary helpers

Councillors, employees, contractors and voluntary helpers will:

- Cooperate fully with the aims and requirements of the Health and Safety at Work Policy and comply with Codes of Practice or work instructions for health and safety.
- Familiarise themselves and ask for advice (where considered necessary) in relation to health and safety instructions.
- Take reasonable care of their own health and safety, use appropriate personal protective clothing and, where appropriate, ensure the appropriate First Aid materials are available.
- Take reasonable care for the health and safety of other people who may be affected by their activities.
- Not intentionally interfere with or remove safety guards, safety devices or other equipment provided for health and safety.
- Not misuse any plant, equipment, tools or materials so as to cause risks to health and safety.
- Report hazards and defects to the Clerk immediately. If reports are made verbally, they should be followed up by a written report confirming the nature of the problem, its severity and any recommendation for action.
- Report any accidents or hazardous incidents to the Clerk immediately or as soon as is reasonably practicable and to assist with the investigation of such.

6. Relevant statutory provisions

The following legislation may affect employees, voluntary workers, visitors and contractors:

- Occupiers' Liability Act (1984)
- Factories Act (FA, 1961)
- Offices, Shops and Railways Premises Act (OSRA, 1963)
- Fire Precautions Act (FPA, 1971)
- Fire Precautions (Work Places) Regulations (1997)
- Health and Safety at Work etc Act (HASAWA, 1974)
- Health and Safety (First Aid) Regulations (1981)
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR, 1995)
- Control of Substances Hazardous to Health Regulations (COSHH, 1988 and 2002)
- Electricity at Work Regulations (EW, 1989)
- Noise at Work Regulations (1989)
- Environmental Protection Act (EPA, 1990)
- Food Safety Act (1990)
- Management of Health and Safety at Work Regulations (MHSW, 1992 and 1999)
- Health and Safety (Display Screen Equipment) Regulations (DSE, 1992)
- Manual Handling Operations Regulations (MHO, 1992)
- Provision and Use of Work Equipment Regulations (PUWER, 1998)
- Lifting Operations and Lifting Equipment Regulations (LOLER, 1998)
- Personal Protective Equipment at Work Regulations (PPE, 1992)
- Workplace Health, Safety and Welfare Regulations (WHSW, 1992)

This is not a definitive list; other legislation may be relevant.

7. Changes to this policy

The Parish Council will review this policy annually (in May) or as is necessary and appropriate.