



St Stephen Parish Council

Health and Safety Policy

The Parish Centre
Station Road
Bricket Wood
St. Albans
AL2 3PJ

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HEALTH AND SAFETY POLICY STATEMENT

ST. STEPHEN PARISH COUNCIL

ST. STEPHEN PARISH COUNCIL is committed to providing and maintaining a safe and healthy workplace by ensuring that work equipment is safe and that a safe system of work is provided for all of our employees. We will also provide suitable and sufficient information, instructions training and supervision as is necessary to ensure the health and safety of our employees and this shall include suitable and sufficient welfare, sanitary and working facilities as required.

All employees at **ST. STEPHEN PARISH COUNCIL** have a duty to ensure that they work in a safe manner and that their acts or omissions do not cause harm to themselves or others. Employees will be encouraged to bring to the attention of the management any concerns regarding any health and safety issues.

ST. STEPHEN PARISH COUNCIL recognises its duty of care towards others that are not in our employment. These people include visitors and contractors who have reason to come into contact with our business activities and premises. These persons will be given suitable and sufficient information and instructions to ensure their health and safety. The actions of visitors and contractors will be controlled in such a way so as not to cause harm to our employees or themselves.

To ensure that this policy is implemented and maintained so that **ST. STEPHEN PARISH COUNCIL** keeps within the requirements of the **Health and Safety at Work etc Act 1974** the person named below will ensure that sufficient resources, both financial and physical are available so that the Policy and its arrangements can be implemented effectively.

The St. Stephen Parish Council Health and Safety Policy complies with the requirements of the **Health and Safety at Work etc Act 1974** and will be subject to a regular review annually or when there are any significant changes.

Overall responsibility for health and safety at ST. STEPHEN PARISH COUNCIL rests with:

Name: Sue Hake..... Position: Parish Clerk.

Signed:..... Dated:.....

LEGAL DUTIES AND RESPONSIBILITIES OF EMPLOYERS

It is our duty and responsibility as employers under the **Health and Safety at Work etc Act 1974 section 2.1 and 2.2 a-e** and this policy to:

- Ensure so far as is reasonably practicable the health, safety and welfare at work of all our employees and others who may come into our company.
- Provide and maintain plant and safe systems of work that are, so far as reasonably practicable, safe and without risk to a person`s health or safety.
- Make arrangements for ensuring, so far as is reasonably practicable, the safety and absence of risks in connection with the use, handling, storage and transportation of articles and substances.
- Provide information, instruction, training and supervision as is necessary to ensure so far as is reasonably practicable the health and safety at work of our employees.
- Maintain so far as is reasonably practicable any place of work in our control in a safe manner and maintain safe access and egress from it.
- Provide and maintain so far as is reasonably practicable a safe working environment with adequate facilities and arrangements for the welfare of our employees and others who enter our workplace.

We also recognise that a breach of health and safety legislation by our company constitutes a criminal offence. An Enforcing Authority may take criminal proceeding against the St Stephen Parish Council. This can result in penalties, i.e. fines and / or imprisonment.

LEGAL DUTIES OF EMPLOYEES

In addition to the previously described general responsibilities, the **Health and Safety at Work etc Act 1974** places legal duties on all employees.

These are:

Section 7 Health and Safety at Work etc Act 1974

- To take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions at work.

- To co-operate with the employer to enable the employer to carry out legal duties or any requirements as may be imposed.

Section 8 Health and Safety at Work etc Act 1974

- No person shall intentionally or recklessly interfere with or misuse any item provided in the interest of health, safety and welfare.

Employees should bear in mind that a breach of health and safety legislation by an individual constitutes a criminal offence and action may be taken by an Enforcing Authority against an individual. Such action can result in penalties, i.e. fines and / or imprisonment.

HEALTH AND SAFETY RESPONSIBILITY

The overall responsibility for health and safety within **ST. STEPHEN PARISH COUNCIL** rests with:

Sue Hake, Parish Clerk

The above-named person will ensure that sufficient financial, time and physical resources are available so that the Policy and its arrangements can be implemented effectively.

To ensure that the policy is implemented and maintained so that **ST. STEPHEN PARISH COUNCIL** operates within the requirements of the **Health and Safety at Work etc Act 1974** the above-named person may delegate duties to employees who will provide support to meet the responsibilities.

These individuals may also delegate duties to other employees so as to enable the requirements of the policy to be carried out with due diligence.

Delegation of the individual duties and responsibilities to employees does not in any way detract or remove the ultimate responsibility and duty of care placed on the appointed person by the **Health and Safety at Work etc Act 1974**.

INDIVIDUAL RESPONSIBILITIES

The duties of those employees with responsibility for health and safety are set out within our Policy. Details of their individual responsibilities are set out within the Arrangements for Health and Safety section.

The person responsible for ensuring this Policy is put into practice is:

Parish Clerk

Other duties will include:

- Identifying hazards present within any business activities.
- Ensuring risk assessments are undertaken and any actions are followed through to completion.
- Ensuring that hazardous substances are assessed, and any actions are followed through to completion.
- Liaising with the Enforcing Authorities as and when required.
- Identifying any training needs.
- The development and implementation of safe systems of work.
- The maintenance of the workplace and buildings.
- Fire and emergency management.
- Ensuring waste is managed.
- Ensuring accidents and near misses are reported and investigated.
- Ensuring that any ill-health situations that are work related are reported and investigated.

COMPETENT ASSISTANCE

The competent assistance and advice is provided by:

Team Safety Services Ltd

The **Management of Health and Safety at Work Regulations 1999, regulation 7**, requires that every employer must appoint one or more competent persons to assist them with the implementation and provision of health and safety measures.

The organisation of Health and Safety Consultants indicated above has been contracted to ensure that **ST. STEPHEN PARISH COUNCIL** is provided with the necessary information, advice and assistance to comply with current Health and Safety Legislation.

Team Safety Services Limited will carry out audits of our Health and Safety Management Documentation in order to provide guidance and support. These will be completed within the contractual arrangements at no more than twelve monthly intervals.

ARRANGEMENTS FOR HEALTH AND SAFETY AT WORK

THE HEALTH AND SAFETY INFORMATION FOR EMPLOYEES' REGULATIONS 1989 (AS AMENDED)

The regulations require information relating to health, safety and welfare to be provided for our employees by means of posters or leaflets in the approved form and published for the purposes of the regulations by the Health and Safety Executive (HSE).

The regulations require the identification of Employees Safety Representatives and any other Health and Safety contracts to be written in the appropriate spaces on the poster, and when the leaflet is provided, you should specify the information in a written notice.

The poster 'Health and Safety Law' – 'What You Should Know' will be displayed in a prominent position in the workplace where it can be read by all our employees.

Information on the poster states who has overall responsibility for health and safety within **ST. STEPHEN PARISH COUNCIL** and the name of any safety representatives that have been identified.

NOTICES

All notices whether on **ST. STEPHEN PARISH COUNCIL** premises or elsewhere issued in accordance with the **Health and Safety at Work etc Act 1974** and its associated legislation must be complied with.

All employees, visitors, and contractors alike must take the necessary action to ensure that they are familiar, as far as is reasonably practicable, with any warning signs and the meanings and interpretations of signs, both advisory and warning, and comply with them.

Any suggestions on how we may improve health and safety within **ST. STEPHEN PARISH COUNCIL** should be communicated to your manager/supervisor for assessment and feasibility.

All employees and others who may be affected by the contents of this Policy are advised and a master copy of the 'Health and Safety Policy' statement for **ST. STEPHEN PARISH COUNCIL** is retained in the main office. The policy contains detailed information relating to the business activities and a copy is available for you to read.

ST. STEPHEN PARISH COUNCIL consider themselves responsible employers, we will ensure that all employees read the policy and any areas that are not understood are explained to them in detail.

**THE HEALTH AND SAFETY (CONSULTATION WITH EMPLOYEES)
REGULATIONS 1996 (AS AMENDED)**

Where there are employees who are not represented by safety representatives under **The Safety Representatives and Safety Committees Regulations 1977 (as amended)** the employer must consult those employees in good time on matters concerning their health and safety at work. This will be carried out by meetings, toolbox talks, use of the notice board and an open-door policy.

- The introduction of any measures in the workplace, which may substantially affect the health and safety of the employees.
- The employer's arrangement for appointing or nominating an employee's representative and their responsibilities and any resources that may be required to allow them to carry out the duty.
- Any information that the employer is required to provide under relevant statutory provisions.
- The planning and organisation of any training requirements with regard to health and safety.
- Any new technologies that are brought into the workplace and the training and consequences with regard to health and safety that may arise from the new technology.

To allow the business to carry out this duty consultation with employees will be the responsibility of:

Assistant Clerk

The elected or nominated person/s to act as the employees' representative is:

Centres Manager / Senior Groundsperson / Assistant Clerk

Health and Safety meetings or toolbox talks will take place at:

The Parish Centre or Greenwood Park Community Centre/Pavilion

Regular health and safety information will be posted on a specific notice board. The notice board is located in:

via email / hard copy

IDENTIFYING AND MANAGING HEALTH AND SAFETY RISKS

RISK ASSESSMENTS

The **Management of Health and Safety at Work Regulations 1999, Regulation 3**, requires that we must carry out a suitable and sufficient assessment of the health and safety risks to our employees whilst they are at work. We will also consider those that are not in our employment who may come into contact with our business activities or premises. Before embarking on this task, we need to have an understanding of the following:

- A **Hazard** is something with potential to cause harm.
- The **Risk** is a measure of the likelihood that harm will be caused.

ST. STEPHEN PARISH COUNCIL will ensure that we carry out suitable and sufficient risk assessments of all the tasks and equipment connected with our business activities that are likely to present a significant risk of injury or ill health to our employees or others within our activities.

The person responsible for ensuring that risk assessments are undertaken is:

Centres Manager / Senior Groundsperson / Assistant Clerk

The risk assessments will be made available to all our employees who will read them. After reading and understanding the content of the risk assessment, the employee must sign our confirmation sheet to confirm they have read and understood the assessment and its findings, including any control measures designed to reduce the risk.

The responsibility for the implementation of risk assessments and any controls that are required rests with the appointed person identified above and shall be supported by any other employees as is required.

The managers or supervisors will also monitor the effectiveness of any actions resulting from the findings of the risk assessments. Any deficiencies that are identified will be reported to the person responsible for carrying out the risk assessments.

All risk assessments will be reviewed regularly, but not exceeding a period of 24 months, following an accident or near miss or if there is a change in legislation or guidance.

Click for [Master Risk Assessment Document](#)

CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH (COSHH)

The **Control of Substances Hazardous to Health Regulations 2002 (as amended)** requires us to carry out an assessment and record the risks involved with using, storing and handling hazardous substances.

Hazardous substances will not be used, handled or stored until a suitable and sufficient risk assessment has been carried out. The findings and content of the risk assessment will be communicated to all employees likely to come into contact with the substance.

Material safety data sheets (MSDS) will be obtained for all hazardous substances purchased and this information will be retained. We understand these data sheets are freely available from suppliers and manufacturers who have a legal obligation to provide them.

The person responsible for ensuring that the COSHH assessments are carried out is:

Assistant Clerk/Senior Groundsperson

After reading and understanding the content of the COSHH assessments the employee will sign the confirmation sheet to confirm that they have read and understood the assessment and its findings.

Responsibility for implementation of COSHH assessments and any controls required rests with the nominated person identified above and supported by other employees as is required.

The manager / supervisor will monitor the effectiveness of the COSHH assessment and any deficiencies will be reported to the person responsible for carrying out COSHH assessments.

All COSHH assessments will be reviewed regularly or if there are any significant changes that affect the validity of the risk assessment, whichever comes sooner.

LOCAL EXHAUST VENTILATION (LEV)

Where necessary, local exhaust ventilation is provided to remove the hazardous substance away from the operative and workplace. This reduces the risks from operative hazardous substance exposure, and we will ensure our employees use the extract systems at all times. A competent person will inspect the extraction system every fourteen months.

The competent person for inspecting the LEV system is:

Senior Groundsperson

Records of these inspections will be retained and available for inspection by the enforcing authority and insurance provider when required.

HEALTH SURVEILLANCE

We recognise that some hazardous substance exposure requires us to provide health surveillance of employees. The level of health surveillance is dependent upon the level of exposure and the hazardous substance involved. This will be determined at the COSHH assessment stage and form part of the control measure required.

The health surveillance arrangements usually require the services of an occupational health practitioner (e.g. Nurse or Doctor). When this situation arises, we will provide these services at no cost to the employee.

Employees are reminded of their duty to report any concerns regarding their health and safety in connection with work, which must be directed to:

Senior Groundsperson or Parish Clerk

MANAGING INFECTIONS AND RESPIRATORY ILLNESSES

All employees should be aware of the risk of infections and contagious respiratory illnesses to other staff and members of the public. **ST. STEPHEN PARISH COUNCIL** will:

- Provide education and training of employees in managing infections as required.
- Promote protocols on basic hygiene and hand washing.
- Ensure that all employees are aware of the procedures to report and record ill health.
- Undertake monitoring, surveillance, and auditing.
- Ensure that staff use personal protection equipment for tasks that require it.
- Ensure proper collection, and disposal of waste.
- Ensure that staff are aware of the risk of contagious respiratory diseases such as Influenza or Covid-19
- Ensure the staff are aware of the need to monitor and record water as part of our responsibility to control Legionella

The person responsible for managing infections and respiratory illnesses:

Assistant Clerk

The person responsible for carrying out the Water Temperature and Legionella checks is:

Maintenance Person

Any questions about the policy must be directed to:

Assistant Clerk

The policy must be reviewed regularly or when any significant change occurs.

The policy will be reviewed by:

Assistant Clerk

MANUAL HANDLING

The Manual Handling Operations Regulations 1992 (as amended) requires that all manual handling tasks must be avoided where reasonably practicable, where this is not reasonably practicable then an assessment of the risks to employees must be carried out. The manual handling assessments will be made available to all employees.

After reading and understanding the manual handling assessment, the employee will sign the confirmation sheet to confirm that they have read and understood the content of the assessment.

The person responsible for ensuring that the manual handling assessments are carried out is:

Senior Groundsperson / Assistant Clerk

Responsibility for implementation of manual handling assessments and any controls that are required rests with the nominated person above, supported by other employees as required.

The manager/supervisor will monitor the effectiveness of the manual handling assessments. Any deficiencies will be reported to the person responsible for carrying out the manual handling assessments.

However, management cannot carry out an assessment for all minor tasks therefore it is the responsibility of employees to mentally assess the risk of harm to themselves and others before carrying out manual handling.

Before carrying out any manual-handling task employees must consider

The Task - What you are going to do

The Individual – The persons own capabilities

The Load - The weight, size and shape of the load

The Environment – The environment to which the task is being undertaken

If in doubt get help

All manual handling assessments will be reviewed regularly or if there are any significant changes that affect the validity of the risk assessment, whichever comes sooner.

PERSONAL PROTECTIVE EQUIPMENT

Personal protective equipment (PPE) must be provided for employees where a risk assessment indicates there is a requirement. The equipment provided will be suitable for the task affording the necessary protection.

An assessment of personal protective equipment will be carried out and where a need is identified, the equipment will be provided at no cost to the user.

Where PPE is supplied then employees must use the equipment provided; this is a legal requirement under the **Health and Safety at Work etc Act 1974 section 7**.

The person responsible for the assessment and provision of PPE is:

Senior Groundsperson

Any questions or complaints (e.g. discomfort) about the PPE provided should be directed to:

Senior Groundsperson / Assistant Clerk

Where Respiratory Protective Equipment (RPE) is required, staff will be face fit tested by a competent person to ensure adequate respiratory equipment
The requirement for PPE will be reviewed regularly. PPE will always be used as a last resort when controlling risks.

WORK EQUIPMENT

The **Provision and Use of Work Equipment Regulations 1998** requires that all equipment and machinery used for work must be suitable for the task and fit for purpose. When choosing work equipment a number of factors must be considered:

- The task that the equipment or machinery is to be used for.
- The environment where it is going to be used.
- Who is going to use it?
- All equipment purchased or hired by **ST. STEPHEN PARISH COUNCIL** must comply with the minimum safety standards as are required by **The Supply of Machinery (Safety) Regulations 2008 (as amended)**. We will also ensure our equipment is in compliance with British and ISO standards and it is CE marked when purchased within the European Union.

The person responsible for the supply, procurement, and repair of work equipment and machinery is:

Senior Groundsperson

Items of work equipment that require statutory inspection by competent persons will be inspected at the required intervals as stated below.

All lifting equipment will be inspected at six or twelve month intervals as required by the **Lifting Operations and Lifting Equipment Regulations 1998**, records will be retained.

The competent person responsible for inspection of lifting equipment is:

Senior Groundsperson

All portable electrical equipment will be inspected at regular intervals dependant on its type and usage.

The competent person responsible for inspection of electrical equipment is:

Senior Groundsperson

WORK EQUIPMENT Cont.

All defects of any work equipment must be reported to:

Senior Groundsperson

Records of repair and maintenance are retained and inspections of other work equipment that may deteriorate with use (e.g. ladders and stepladders) require such inspections.

Ladders have individual inspection tags and are inspected every 6 months if in use.

Records of repair and maintenance are kept in:

Grounds Office- Maintenance Log (Red Book)

Machinery Guarding

The **Provision and Use of Work Equipment (PUWER) 1998; Dangerous Parts of Machinery or Equipment (Regulation 11)**, requires that all dangerous parts of machinery or equipment must be guarded or covered. Management will ensure that where practicable and technically possible, appropriate guards or covers will be fitted to dangerous parts of machinery or equipment.

Where this isn't practicable, alternative safety devices and jigs will be provided for the safety of its employees.

Employees are also reminded that they have a duty under the **Health and Safety at Work etc Act 1974** and **The Management of Health and safety at Work Regulations 1999** to work in a safe manner and to use all equipment provided for their safety. Failure to do this may lead to disciplinary action.

Stop Buttons and Guards

The **Provision and Use of Work Equipment (PUWER) 1998 Regulation 16** requires that emergency stop buttons be fitted to all machinery and equipment where appropriate.

In order to ensure that all guards, covers and emergency stops are maintained and in efficient working order, they will be tested and inspected at regular intervals (e.g. daily checks). The Senior Grounds Person for the department will ensure that all machinery or equipment guards or covers and stop buttons are tested regularly and the test recorded.

Records of maintenance and repair of any work machinery or equipment will be kept available for inspection.

Any electrical work equipment that is used outside will be connected to the electrical circuit via a Residual Current Device (RCD) that will break the circuit in the event of an earth fault current, caused by events such as the breaking of the electrical cable.

Any maintenance carried out on equipment that may be hazardous to the maintainer or people in his vicinity will be carried out under strict isolation procedures. This may necessitate the need to raise a permit to work. The permit to work system will be controlled by the Senior Grounds Person.

DISPLAY SCREEN EQUIPMENT (DSE)

The **Health and Safety (Display Screen Equipment) Regulations 1992** require that an assessment of all display screen equipment (DSE) and the workstation be carried out to identify any risks present.

Prior to carrying out the assessment a checklist will be completed so as to identify the presence of any significant risk.

We recognise that DSE users require training and will provide it as necessary.

The person responsible for the assessment of display screen equipment is:

Assistant Clerk

The assessments will be reviewed regularly or when any significant change occurs.

Eyesight Tests and Corrective Glasses

ST. STEPHEN PARISH COUNCIL accepts their responsibility under these regulations. Should an employee have difficulty with their eyesight whilst using the display screen for their work, then we will pay for an eyesight test. This will determine if the employee requires corrective glasses to reduce the health risks involved in the use of computer screens.

If corrective eyewear is required then we will provide basic eyewear, which must be used whilst the operative is using the computer.

ST. STEPHEN PARISH COUNCIL will not pay for any other type of eyewear, such as bifocal or varifocal if an employee requires these then they must pay the cost difference.

THE WORKPLACE

The **Workplace (Health, Safety and Welfare) Regulations 1992** are designed to provide all employees with a safe place to work and adequate welfare facilities.

We will also ensure that the premises as well as any fixtures, fittings and plant within it do not present a health and safety risk to any visitors and contractors that may come into contact with our business activities and premises.

Workplace inspections that identify defects and omissions early will be carried out at regular intervals when defects and omissions are identified then a time scale and person responsible for repair or implementation will be set.

Inspections of the buildings and outside environment will be carried out every:

**Weekly (visual inspection of buildings and play areas)
Quarterly (bus shelters and street furniture)**

All defects and omissions must be reported promptly so that they can be dealt with. The person responsible for dealing with workplace defects is:

Centres Manager / Senior Groundsperson

The Institution of Engineering and Technology and the HSE recommend that a competent electrician should inspect fixed electrical installations at least every five years and a certificate of inspection obtained and retained.

The person responsible for ensuring electrical installations are inspected is:

Parish Clerk

Any electrical defects must be reported to:

Centres Manager/Parish Clerk

In order to maintain a safe and health workplace, good housekeeping is extremely important. All employees have a part to play in the delivery of this requirement. They will ensure that their workplace and work equipment is kept in a clean and tidy condition, items and equipment must not be left on the floor to present a trip, slip or fall hazard and any cables are tucked away or routed away from traffic routes.

THE HEALTH ACT 2006

The Health Act makes provision for the prohibition of smoking in certain premises, places and vehicles therefore smoking including e-cigarettes is not allowed in any of our workplaces or entrances where smoke can enter the building. This also applies where cigarette smoke can enter the building through a window. It is our policy to ensure that this legislation is fully applied and also includes our vehicles and therefore smoking including e-cigarettes is not allowed. In the event of a person smoking in the workplace areas, disciplinary action will be taken.

Good Housekeeping is Everybody's Responsibility

THE WORKPLACE Cont.

Under the **Gas Safety (Installation and Use) Regulations 1998 (as amended)** we have a duty to ensure that any installations within the premises are installed and maintained by a competent person. The annual checks will include the effectiveness of any flue, the supply of air for combustion, the operational pressure and the safe function of appliances.

The person responsible for ensuring a Gas Safe registered engineer inspects the gas installations is:

Maintenance Person

CONTROL OF CONTRACTORS

All workplaces use contractors from time to time for example electricians, window cleaners, painters, and decorators, plumbers and other trades persons. These will be controlled so that they work in a safe manner and do not cause any employee and other visitors to be at risk.

We also understand that the controls must also protect the contractor from any risks from hazards that may arise as a result of our business activities. Prior to any contractor carrying out any work at our business premises or elsewhere on our behalf, the contractor must produce or complete the following:

- A copy of their current Employer and Public liability insurance.
- Copies of any accreditations applicable to the job they may have.
- A method statement for the task they are to carry out.
- Copies of any risk assessments relevant to the job.
- Any other information that may affect the health and safety of anybody involved.
- Any permit to work systems which may be needed i.e. hot working/live working.

The person responsible for the control of contractors is:

Assistant Clerk

WORKING in TENANTED BUILDINGS

Staff working in Greenwood Park Tennis Pavilion have the same responsibilities and requirements to work safely and must be mindful of Tennis Club staff and customers who may be in the building.

In the event of an accident in Greenwood Park Tennis Pavilion, it should be recorded in both accident books.

ASBESTOS

The Control of Asbestos Regulations 2012 requires us to protect the health and safety of our employees and others who may be affected by our undertaking, whether the work is for us or not.

Asbestos survey carried out in 2011 identified asbestos containing material in the textured ceilings of the Oakwood Room, Parish Centre and Greenwood Park Pavilion.

Asbestos substances or materials will not be used, handled, stored or worked on by staff members. Please refer to the Asbestos Management Plans.

The person responsible for the Asbestos Management Plan and for ensuring any work on asbestos containing materials is undertaken by competent external contractors is: ensuring a risk assessment has been undertaken and an Asbestos Survey or Register is obtained before any work is undertaken is the responsibility of:

Assistant Clerk

We recognise that Asbestos exposure requires us to provide health surveillance of our employees. The level of health surveillance is dependent upon the level of exposure and the hazardous substance involved. This will be determined at the Asbestos assessment stage and form part of the control measures required.

LONE WORKING

ST. STEPHEN PARISH COUNCIL has a duty to ensure the safety of lone workers as far as reasonably practicable. The Health and Safety at Work, etc Act 1974 places the responsibility on the employer to ensure the safety of lone workers does not differ much from that of the responsibility to ensure the safety of employees working in a group or under close supervision.

Employees must co-operate with management to enable them to comply with their health and safety duties in respect of lone working. Section 7 of HASAWA requires employees to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

ST. STEPHEN PARISH COUNCIL will manage the risks associated with lone working by the following means.

- Risk assessments will be carried out for all lone working activities. This will enable us to establish the degree of risk and to put in place the control measures required to reduce the risk to an acceptable level. Risk assessments will take into consideration the person, the equipment/ materials being used and the environment where lone working is carried out. The assessment will also consider the emergency arrangements including rescue and first aid.
- We will ensure that the required communication equipment and procedures are implemented to enable employees to be communicated with at suitable intervals (the degree of risk determines what constitutes a suitable interval). The means of communication will be determined via the risk assessment process, but the telephone is an obvious means, with mobile telephones or two-way radios for workers who may be working at remote `out-stations`.
- Only trained, competent and authorised persons will be permitted to work alone. Training, information and instruction will be provided following the satisfactory completion of a suitable and sufficient risk assessment.
- Recognition and notification of lone working to the Clerk shall be the responsibility of individual employees. All out of hours working and callouts should be notified to the Clerk prior to commencement and following return home.

Whether or not a person will be permitted to work alone in or out of normal hours, will depend on the degree of risk posed by the work, the working environment and on the individual.

The person responsible for ensuring that the risk assessment for lone working is carried out:

Assistant Clerk

The person responsible for developing procedures for the lone working activity is:

Parish Clerk

FIRST AID

The **Health and Safety (First Aid) Regulations 1981** requires us to provide adequate first aid equipment and a sufficient number of trained people to administer first aid when required.

We will carry out a first aid risk assessment; this will enable us to establish the number of trained first aid person/s we require as well as the amount of first aid equipment needed.

Factors considered will be:

- The number of people involved.
- The level of risk that our business activity presents (low, medium or high risk).
- The proximity of our business to professional medical help (e.g. rural or town centre that may affect the speed at which the paramedics will arrive).
- Any other issues that may affect the assessment.

The qualified first aid people or appointed persons are:

**Matthew Huddleston, Mick Burge-First Aid at Work
Dani Medlin, Jasim Uddin- Emergency First Aid at Work**

The first aid boxes are located at:

**Parish Office, Parish centre kitchen, Barn kitchen, Greenwood Park Community
Centre Office, parish vehicles**

All accidents are to be reported and entered in the accident book, which is located in:

Filing Room at Parish Centre

All accidents or near misses will be investigated and remedial actions identified this will prevent reoccurrence of the same or similar incidents.

The person responsible for investigation of accidents or near misses is:

Assistant Clerk

REPORTING OF INJURIES DISEASES AND DANGEROUS OCCURRENCES (RIDDOR) REGULATIONS 2013

Under these regulations specific work-related accidents, diseases, and dangerous occurrences must be reported to the Enforcing Authorities. The method of reporting is through the **Incident Contact Centre (ICC)**.

Although there is a comprehensive list of reportable situations within the regulations the main incidents that must be reported are:

- Fatalities –These must be report as soon as possible by the quickest method possible, usually by telephone.
- Major injuries such as fractures but not including fingers and toes.
- Injuries that cause the employee to be away from his/her normal work activity for more than seven days incapacitation (not counting the day on which the accident happened) incapacitation means that the worker is absent or is unable to do work that they would reasonable be expected to do as part of their normal work.
- Any incident that leads to a member of the public being taken to hospital by any means.
- Occupational Diseases such as carpal tunnel or dermatitis
- Dangerous Occurrences such as plant or equipment coming into contact with overhead power lines

We only have to report injuries that lead to a worker being incapacitated for **more than seven consecutive days** as the result of an occupational accident or injury (not counting the day of the accident but including weekends and rest days). The report must be made within 15 days of the accident.

The person responsible for reporting incidents is:

Assistant Clerk

We must keep a record of the accident if the worker has been incapacitated **for more than three consecutive days**. We must keep an accident book under the Social Security (Claims and Payments) Regulations 1979, that record can be treated as a record for the purposes of RIDDOR.

The record must include information such as:

- The name and occupation of the injured person or those involved in the incident.
- The status of the injured person (employee or visitor/contractor).
- The location of the incident.
- A brief description of the incident or disease.
- The date, time and method of reporting.

Incidents and diseases can be reported by the following methods:

Online

The Assistant Clerk will complete and submit the appropriate online report form at www.hse.gov.uk/riddor and a copy will be filed in the accident book.

Telephone

All incidents can be reported online but a telephone service remains for reporting **fatal and major injuries only**. Call the Incident Contact Centre on 0845 300 9923 (opening hours Monday to Friday 8.30 am to 5 pm).

FIRE SAFETY

Under the **Regulatory Reform (Fire Safety) Order 2005** and the **Management of Health and Safety at Work Regulations 1999** employers are required to undertake a specific risk assessment of the risks posed by fire within their businesses undertaking.

A specific fire risk assessment will be undertaken and the findings implemented.

The fire risk assessment will be reviewed at least annually, or if there is any significant change in the circumstances.

The fire evacuation will be practiced at least twice annually but not in the same six months.

The alarm system will be tested weekly.

The person responsible for carrying out the evacuation practice and tests and then recording the results is:

Maintenance Person

The fire marshals are:

Amanda Feron, Dani Medlin, Jasim Uddin

The assembly point is situated at:

1) Kidzone at Greenwood Park, 2) Compound Fence at Parish Centre

All fire extinguishers are inspected by a competent person annually and must be replaced when discharged. The competent person for fire extinguisher inspection is:

Maintenance Person

The emergency lighting will be tested monthly and any defects found reported and repaired. The person responsible for this is:

Maintenance Person

Flammable Liquids and Compressed Gases

All flammable liquids and gases will be stored safely. Flammable liquids will be kept in a flameproof locker and employees will return them to the locker after use.

Flammable Liquids are not to be left near sources of heat or ignition.

Compressed gases are kept in a compound away from other sources of ignition and fuel, when a bottle is exchanged the empty will be returned to the compound immediately and not left in the working area.

FIRE SAFETY Cont.

Emergency exits and evacuation routes will be kept clear at all times and checked at regular intervals. Fire doors will be maintained in good order and not wedged open. The person responsible is:

Maintenance Person

The evacuation plan will also include a procedure for the removal of visitors and contractors.

A roll call will be carried out to ensure that all people are present. The roll call coordinators are:

Fire Marshals

The Fire Procedure is as follows:

If you discover a fire:

- Raise the alarm by the recognised method.
- Only tackle the fire if trained to do so, with the equipment provided, ensuring your exit is clear at all times and without taking personal risks.
- Call the Fire & Rescue Services immediately by telephone.
- Give the operator the contact telephone number.

When speaking to the Fire & Rescue Services provide the following information:

- We have a fire at **ST. STEPHEN PARISH COUNCIL** and give the operator the full address.
- Do not replace the receiver until the Fire & Rescue Services has repeated the address.
- Call the Fire & Rescue Services immediately to every fire or on suspicion of a fire.

Upon hearing the recognised alarm:

- Evacuate the building by the nearest available emergency exit.
- Move towards the fire assembly point and report for roll call.
- The fire roll call coordinator will inform the fire service of any missing persons.
- Do not stop to collect personal belongings.
- Do not re-enter the building until the Senior Fire Officer informs you it is safe to do so.

DANGEROUS SUBSTANCES AND EXPLOSIVE ATMOSPHERES

The **Dangerous Substances and Explosive Atmospheres Regulations 2002** require that we assess the level of risk of explosion that our work processes and substance use and storage may cause.

An assessment will be carried out to determine whether there is an explosive risk. The detail considered will be as follows:

- The properties of the substance.
- The process and any dusts or fumes that are generated.
- Purchased products such as Compressed and flammable gases.
- The type of machinery and/or equipment used in the area.
- The sources of ignition evident.

If the findings of the risk assessment determine there is a risk of explosion, then we will introduce measures to reduce the risk, these will include the following:

Categorising the area into zones depending upon the level of risk:

- **Zone 0:** Is an area where an explosive atmosphere is present continuously or for long periods.
- **Zone 1:** Is an area where an explosive atmosphere is likely to occur during normal operations.
- **Zone 2:** Is an area where an explosive atmosphere is not likely to occur but if it does then it will be for a short period only.

These areas will be designated using signs; the sign used will be of the approved type. This is a yellow Triangle with black edging and black lettering EX.

All equipment used in these areas will be categorised as follows:

- Category 1 equipment will be used in **Zone 0**
- Category 1 or 2 equipment will be used in **Zone 1**
- Category 1 2 or 3 equipment can be used in **Zone 2**

Any significant findings from the assessment will be recorded. The records will detail the identity of the substances and most importantly the measures to be taken so as to reduce the risk to the lowest level possible.

All employees will be provided with all the necessary information, instruction, training and supervision. This is to ensure the level of risk is reduced as far as possible. They are also made aware of the risks involved so they can maintain a safe working environment.

All records will be reviewed annually or when any significant change takes place.

The person responsible for carrying out the DSEAR Assessments is:

Senior Groundsperson

WASTE MANAGEMENT

The **Environmental Protection Act 1990** places a “Duty of Care” on producers of waste to ensure that it is disposed of correctly. The duty has 5 aspects:

- To prevent the keeping, treatment or disposal of waste without a licence.
- To prevent the escape of waste
- To transfer waste only to an authorised person.
- To ensure that there is clear labelling and information of the waste.
- To retain documentary evidence.

To enable the premises to carry out this duty a written system and procedures for the identification, segregation, and disposal of waste is in place. The person responsible for the development and implementation of this system of waste management is:

Parish Clerk

There are two categories of waste produced by the premises, domestic waste and special/controlled/clinical waste.

Domestic waste will be collected and disposed of by:

Cawleys (Holywells for Skips)

Special/Controlled/Clinical waste will be collected and disposed of by:

Cawleys

Who are properly licensed and authorised waste disposal agencies.

Records of waste transfer will be kept in the Clerks office and a receipt **must** be obtained from the disposal agency on collection of the waste.

The waste management system will be audited and reviewed annually to ensure that the system works and is being adhered to.

The system will be audited by:

Parish Clerk

NOISE EXPOSURE

The Control of Noise at Work Regulations 2005 requires us to monitor noise levels within the workplace. This is to ensure that all our employees and any contractors or visitors are not exposed to noise levels likely to cause short or long-term hearing damage.

The current noise exposure levels are set as follows:

The **Lower Exposure Action Values** are:

- A daily or weekly exposure level of **80dB(A)**
- A peak sound pressure level of **135dB(C)**

The **Upper Exposure Action Values** are:

- A daily or weekly exposure level of **85dB(A)**
- A peak sound pressure level of **137dB(C)**

The **Exposure Limit Values** are:

- A daily or weekly exposure level of **87dB(A)**
- A peak sound pressure level of **140dB(C)**

The **Exposure Limit Value** will take into account the effectiveness of any hearing protection that is provided and worn.

So as to ensure our noise levels are maintained to the lowest levels possible, we will ensure that a suitable and sufficient risk assessment is carried out. It is the policy of **ST. STEPHEN PARISH COUNCIL** to use equipment with low noise emission levels or to provide covers, enclosures or sound damping equipment to reduce the amount of noise in our business premises and activities.

Personal protective equipment such as earplugs and ear defenders will be provided as a last resort. This personal protective equipment will be suitably assessed and meet the relevant British and European standards.

The actions implemented will follow the hierarchy below:

- At the **Lower Exposure Action Level** hearing protection will be provided and employees and visitors will be advised to wear the hearing protection.
- At or above the **Upper Exposure Action Level** hearing protection will be provided for all employees and visitors. In areas where the noise levels are above 85 dB(A) it will be mandatory for employees and visitors to wear the hearing protection. Employees found to be in breach this rule will be subject to disciplinary action. A visitor refusing to wear hearing protection will not be allowed in the area. Signs will be placed to warn staff and visitors that they are entering a hearing protection zone.

Health Surveillance programmes will be put in place where necessary. Employees that are regularly exposed to noise levels above the Upper Exposure Action Level will be expected to attend audiometric testing.

The person responsible for carrying out and reviewing the noise risk assessments is:

Senior Groundsperson

VIBRATION EXPOSURE

The **Control of Vibration at Work Regulations 2005** requires **ST. STEPHEN PARISH COUNCIL** to take measures to protect employees from the effects of exposure to vibration in the workplace. Vibration can be as a result of the use of work equipment in use or the process itself. There are two particular subject areas that require consideration; these are vibration exposure to the hand and arms or vibration exposure to the whole body. To ensure that **ST. STEPHEN PARISH COUNCIL** complies with these regulations we will ensure that:

- We consider vibration exposure when we are carrying out specific risk assessments for the use of particular pieces of work equipment. This is particularly important when our employees are using hand held tools or are carrying out plant driving activities.
- When we consider that the levels of vibration exposure are fairly high and there is a possibility that the levels of vibration are likely to cause long-term health problems, we will call on the services of a competent body to carry out a survey. The results of the survey will enable us to determine whether we are within the Exposure Action Value of 2.5 m/s² A(8). We must also consider whether the Exposure Action Limit is being exceeded this is currently set at 5 m/s² A(8). If the results show that the limit is being exceeded, then we must take immediate action to reduce the level exposure.
- In order to control the level of risk from vibration we will consider as far as reasonably practicable the following:
 - The equipment we purchase in order to ensure that vibration exposure is suppressed to low levels.
 - We will ensure that all our equipment is well maintained and/or replaced as and when required.
 - We will reduce the length of time employees are likely to use the equipment by eliminating the need to use the equipment or by job rotation.
 - We will provide our employees with sufficient information and instruction to raise their awareness of the exposure health risks. Typical information provided will be the recognition of the effects of hand arm vibration and vibration white finger.
 - We will provide personal protective equipment and emphasise the importance of maintaining heat in the body's extremities.
- Employees must inform management of any symptoms that they feel they are suffering as a result of vibration exposure. The symptoms may be:
 - Tingling of the hands and fingers.
 - Joint pains and numbness.
 - Back pain after driving activities.
 - Whitening of the fingers especially during cold weather.
- Employees identified as being regularly exposed to vibration may be requested to enter into a health surveillance programme. This programme will enable us to monitor our employees and ensure that our control measures are working effectively.

The person responsible for ensuring a vibration risk assessment is carried out is:

Senior Groundsperson

STRESS

ST. STEPHEN PARISH COUNCIL recognises that employees are our most valuable asset and where reported any increased pressures at work could cause high and long-lasting levels of stress, the risk will be assessed, and appropriate measures will be taken to prevent, control, reduce or eliminate the causes of work-related stress. However, **ST. STEPHEN PARISH COUNCIL** cannot be held responsible for stress caused by outside sources such as financial or domestic problems, however as a responsible employer we will work with individuals to support them through challenging periods.

Tackling work-related stress at source requires a partnership approach with all employees and their representatives based on openness, honesty and trust. Systems and guidance will be put in place locally to encourage managers to support their staff concerning work related stress. We recognise that non-work problems can make it difficult for people to cope with pressures of work. Stress does not affect all people in the same way and one person may find a job stressful when another does not, therefore it is difficult to assess the risk to all employees.

Employees are encouraged to discuss any matters that may affect their work with a manager / supervisor with whom they feel comfortable. If we are aware that someone is particularly vulnerable because of their circumstances we may be able to find ways to relieve the pressures at work so they do not become excessive, having a detrimental effect on their work.

Stressful situations can be reported in confidence to:

Parish Clerk

Stress counselling will be provided if and when necessary, by:

The Employee's General Practitioner / External Occupational Health

Controlling the risk from Work Related Stress

Risks from stress are effectively controlled so far as reasonably practicable by the identification and assessment of potential work-related stressors. We will encourage effective communication between management and employees particularly where there are organisational and/or procedural changes that may affect their work.

Training and guidance are provided to all managers and employees in good management practice. Employees are adequately trained, understand their roles and responsibilities and have sufficient information for the tasks they are to undertake. Positive behaviours to avoid conflict and ensure fairness are promoted throughout the organisation.

Employees are consulted on work patterns, work environment and on all proposed action relating to the prevention of work-related stress. Employees are given adequate and achievable demands in relation to agreed hours of work.

Employees affected by stress are treated with understanding and confidentiality and are told what will happen with any information collected. Individuals who have been absent with stress are supported and consulted on a planned return to work. The

source(s) of stress are addressed as far as is reasonably practicable and the effectiveness of measures to reduce stress is monitored.

VIOLENCE AND AGGRESSION AT WORK

ST. STEPHEN PARISH COUNCIL will so far as reasonably practicable, examine all workplaces and activities under our control to assess the risks to the health and safety of employees, temporary workers, contractors or others concerning the risks from violence and aggression.

ST. STEPHEN PARISH COUNCIL will identify situations which may expose our employees to violence and aggression and also identify those employees who may be at greater risk of such circumstances occurring or developing.

We will ensure arrangements are in place to protect our employees from violence and aggression whilst conducting their various tasks on behalf of the company. We will implement procedures to ensure the safety of employees who are required to work alone or unsupervised for significant periods of time.

Training, information and instruction will be given to all employees to ensure they fully understand the arrangements and procedures in place to protect them. Action will be taken immediately should a report and/or threat of violence and/or aggression (including verbal abuse) be reported. These arrangements and procedures will be maintained to ensure adequacy and suitability and will be amended or developed as necessary to ensure the wellbeing of our employees.

All persons who may be at an increased risk from violence and aggression are identified and receive appropriate training to deal with such situations. Training in the prevention and management of violence and aggression will be provided where it is considered necessary and employees are encouraged to report any threats, incidence of violence and/or aggression.

A formal system for reporting threat and/or incidents concerning violence and aggression is in place and maintained. All employees are aware of the procedure for reporting violent or potentially violent incidents and action on reports of violence at work is taken immediately. Procedures are in place to deal with emergency situations.

Violence and aggression in the workplace are unacceptable but is a recognised hazard, therefore, to reduce the risk to any of our employees a risk assessment will be carried out and reviewed as and when required.

Violence and aggression risk assessments will be undertaken by:

Assistant Clerk

Violence and aggression can be reported in confidence to:

Parish Clerk

Where appropriate, support/counselling is offered to any employee who is subjected to violence at work which can be obtained from HR department and external Occupational Health providers.

PREGNANCY

It is important to **ST. STEPHEN PARISH COUNCIL** that the health, safety and welfare of all our employees is safeguarded. We recognise our responsibilities under the **Management of Health and Safety Regulations 1999 Regulation 16** and realise that if any of our employees become pregnant, they must inform their manager/supervisor as soon as is necessary to avoid any risks to the person. This can be verbally but must be followed up by a written confirmation from their doctor.

The management will carry out an individual specific risk assessment of the work that the employee does for the company to determine any risks to her and her unborn baby that may arise from the work activities.

The person responsible for ensuring that the risk assessment is carried out is:

Assistant Clerk

Where the risks are significant then assistance or alternative employment will be provided.

Pregnant employees must not:

- Carry out manual handling tasks (Lifting and Carrying).
- Use or come into contact with any hazardous substances.
- Work at height (stand on stepladders, step ups etc).

Pregnant employees must:

- Work to the controls put in place by the risk assessment.
- Inform their line manager/supervisor of any problems or changes that may occur during their pregnancy so that the risk assessment can be reviewed.

To maintain a safe working environment for any pregnant employees a suitable rest area will be provided for them to rest if required.

Seating will be provided for the employee to carry out their work.

YOUNG PERSONS

The Management of Health and Safety at Work Regulations 1999 Regulation 19 defines a young person as someone who is over the legal school leaving age of 16 years but has not reached the age of 18 years.

Further consideration should be given to young people who are placed within the working environment on work experience. **ST. STEPHEN PARISH COUNCIL** will do all that is reasonably practicable to ensure students or children on placements are not placed in a working environment where there are significant risks to their health and safety.

Due to of their lack of experience, maturity and lack of awareness it is essential that they are **supervised at all times** until they gain the required experience, maturity and awareness of the risks.

The person responsible for ensuring that the risk assessment of the young person is carried out is:

Assistant Clerk

Any young person will be provided with all the information; instruction, training and supervision they require. They will also be provided with a mentor (responsible employee), who has accepted the responsibility of overseeing the young person.

Young persons will not be allowed:

- To carry out work that is beyond their mental and physical capability.
- To be exposed to substances that are toxic or carcinogenic.
- To carry out tasks that can involve risks assumed to be beyond their identification.
- To be exposed to extremes of heat, cold, noise and vibration.

The young person must:

- Carry out all reasonable instructions given to them by their mentor.
- Refrain from horseplay or practical jokes.
- Report anything that they feel unsure or unsafe about.

WORKING AT HEIGHT

The **Work at Height Regulation 2005 (as amended)** requires us to consider a number of key elements prior to carrying out any work that involves climbing from floor level.

Work at height means work in any place where, if precautions were not taken, a person could fall a distance liable to cause personal injury. You are working at height if you:

- work above ground/floor level
- could fall from an edge, through an opening or fragile surface or
- could fall from ground level into an opening in a floor or a hole in the ground.

Work at height does **not** include a slip or a trip on the level, as a fall from height has to involve a fall from one level to a lower level, nor does it include walking up and down a permanent staircase in a building

We are required to suitably and sufficiently assess the risks involved in working at height. This will involve consideration of the following key factors:

- Consideration whether there is a specific need to work at height or can the operation or task be carried out using an alternative method.
- Identify and assess whether the equipment is suitable for the task involved and allows ease of access to the working area.
- Ensure the equipment used to access the work area is maintained and records retained.
- Ensure the employees are suitably trained to carry out the task and is their level of fitness acceptable for the task.
- If employees are required to access surfaces at height, then we must take into account the surface of sufficient strength to support the persons involved.
- The height involved must also be taken into account, as well as should a fall occur what is the employee likely to fall on or into. A secondary means of supporting the employee should he/she fall must be provided for the higher access tasks.
- If the task requires employees to work outside, then the weather conditions must be taken into account. If the weather conditions are adverse and likely to threaten the safety of our employees, then the task will be postponed until such time when it is safe to proceed.

We will carry out a risk assessment, taking into account the factors indicated above. If the work is beyond what we consider acceptable then we will call on the services of a specialist contractor to make the work zone easily accessible to our employees.

The person responsible for carrying out the working at height assessments is:

Senior Groundsperson/ Maintenance Person

TRANSPORT

The road transport safety of our employees is important to **ST. STEPHEN PARISH COUNCIL**. To ensure that vehicles and users are safe at all times the company will carry out risk assessments to ensure that the correct controls and safeguards are put in place.

The person responsible for ensuring that the risk assessment is carried out is:

Assistant Clerk

- Only authorised employees will be allowed to drive company vehicles.
- All drivers will hold a UK driving license or a licence under the European Community or European Economic Area.
- If required, drivers must undergo a thorough medical examination and eyesight test.
- All drivers must report any ill health which may impair their driving abilities, road accidents and any fines and driving endorsements received. They may then be removed from the authorised drivers list
- All vehicles will have valid Road Fund Tax.
- All vehicles will have valid fully comprehensive insurance for the extent of the vehicles use.

The Company vehicle insurance provider is:

MS Amlin

- All vehicles will have a current MOT certificate if required.
- A competent garage will service all vehicles regularly.
- Employees responsible for Company vehicles must fill in a weekly check sheet and report any defects immediately.

The competent garage is:

Phil Hill Autos

- Privately owned vehicles may only be used on company business if covered by fully comprehensive insurance with extra business or passenger cover dependant on the type of vehicle.
- Privately owned vehicles used for company business must have all the relevant documentation.

The rules and assessments will be reviewed annually or if any significant change takes place.

Mobile phones

It is an offence under the **Road Traffic Act** to use a hand-held mobile phone whilst driving, this includes waiting at traffic lights and in traffic queues. **ST. STEPHEN PARISH COUNCIL** will not place pressure on any employee to use the phone whilst driving. Therefore, the company cannot be held responsible for any employee who is prosecuted for this offence. Before answering the phone, the driver must pull over and park in a safe place. The text message service is not to be used whilst driving. Failure to comply with this rule may lead to disciplinary action.

TRAINING

ST. STEPHEN PARISH COUNCIL recognises the duty to provide its employees with whatever training is required so that they can carry out their job in a safe manner. This will ensure they are protected from hazards and that they do not cause anyone to be harmed by their activities.

To ensure this is carried out the person below has been appointed to identify any training needs:

Senior Groundsperson/Parish Clerk

The type of training that will be provided is:

- Induction training for all new employees.
- Job specific training for all new employees or employees who transfer to other roles.
- Health and safety training for all employees that have been given specific tasks in the policy and to allow all employees to carry out their jobs safely.
- Extra training and supervision will be provided for young people because of their immaturity and lack of experience.
- Training will either be provided in house where appropriate or by an accredited training provider.

All training will be recorded and retained with the employee's personal file as the employee will sign to confirm that they have received the training and understood it.

The person responsible for maintaining the training records is:

Assistant Clerk

Health and Safety Training should include:

- Risk and COSHH assessment training when applicable.
- Manual handling training as and when required.
- Use of Personal Protective Equipment (PPE) when issued.
- Use of Display Screen Equipment where necessary.
- Personal and food hygiene where appropriate.
- Health and Safety awareness.
- Fire prevention and safe use of fire equipment.
- Any other training that may be relevant to their tasks or health and safety.

ALCOHOL, DRUGS AND SUBSTANCE MISUSE

Substance abuse, or impairment due to drugs and/or alcohol, is a major factor in causing accidents at work and **ST. STEPHEN PARISH COUNCIL** aims to eliminate that factor and ensure the safe and efficient running of the organisation. This can only be achieved with everyone's co-operation.

Under Section 7 '**Health and Safety at Work etc Act 1974**' employees have a legal duty to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions at work. This includes ensuring employees take individual responsibility and do not present themselves for work whilst under the influence of alcohol, drugs or other substances which is detrimental to the safe and efficient running of the organisation.

This need to work without impairment is important whether working within **ST. STEPHEN PARISH COUNCIL** or at any time when representing the company.

Employees must not consume alcohol or take drugs, other than on medical advice and in accordance with such advice or use any other inhibiting substance during working hours and whilst on the company's premises, unless permission has been granted by the Parish Clerk.

Being under the influence of drink or carrying, supplying or taking illegal drugs and or substances is classified as gross misconduct under the Company Disciplinary Policy. Such employees will be excluded from work until suspicion is cleared.

If any type of drug/medication is used at work or prior to commencing work and it is believed that the negative effects of the drug/medication could still present themselves, employees must make the Clerk aware of this fact.

The taking of drugs, alcohol and substance misuse over an extended period can be habit forming and lead to dependence. Dependence is recognised as an illness by **ST. STEPHEN PARISH COUNCIL** and any employee who believes that he or she may have, or potentially have, such a problem, is encouraged to discuss it with their line manager or Parish Clerk or a person in authority with whom the individual feels comfortable.

The company will provide support and advice on obtaining appropriate treatment and guidance for employees who may be affected by drugs, alcohol or substance misuse. The employee is expected to meet the cost of any treatment, but the company will be supportive and understanding during treatment.

Employees are provided with the necessary information and training with regards to this policy, which includes their duty to notify management if they suspect that they or another employee has an alcohol, drugs or substance misuse problem.

The person responsible for ensuring this policy is implemented and adhered to is:

Parish Clerk

ENGLISH AS A SECOND LANGUAGE

The Health and Safety at Work etc Act 1974 and **The Management of Health and Safety at Work Regulations 1999** require us to provide our employees with understandable and relevant information on risks to their health and safety and on precautions to take to avoid those risks.

Information shall be provided in a way that takes account of any language difficulties or disabilities. It will be provided in a form that is most suitable in the circumstances, as long as it can be understood by everyone.

For employees or workers with little or no understanding of spoken or written English, we will make special arrangements.

The person responsible for ensuring that employees with little understanding of English are given suitable information, instructions, training and supervision is:

Parish Clerk

Site Work

We also recognise that at some work locations our employees and sub-contractors may be working alongside people for whom English is not their main language. We recognise that such circumstances can create significant additional safety issues.

Mitigating these issues is a shared responsibility involving:

- The person responsible for the site making contractors etc. aware that there may be language issues within the site/premises.
- Contractors ensuring that their operatives recognise the need not to rely on spoken/written English as being wholly effective (A shouted warning may not be understood). Operatives must be aware of the need to pause their work if someone approaches them and to guide them away from any hazards.

As far as is reasonably practicable, as a contractor, we will endeavour to use pictorial signs to indicate safety issues associated with our work.

GENERAL GUIDELINES FOR EMPLOYEES

- You must not commit or allow to be committed any act which may result in potential danger in any way.
- You must attend as requested any training course, meeting etc, designed to further the interests of health and safety.
- You must observe all laid down procedures concerning work activities, equipment, materials and substances.
- You must ensure you understand the Health and Safety Policy and familiarise yourself with safety information and instructions.
- You must observe all safety rules on and off St Stephen Parish Council property.
- You must comply with all written or verbal instructions given to you to ensure your personal safety and the safety of others.
- You must conduct yourself in an orderly manner at all times and not stray from responsible behaviour.
- You must dress with health and safety of yourself and others in mind.
- You must use the safety equipment and/or protective clothing provided.
- You must avoid improvisation in any form, which may create a risk to your safety or the safety of others.
- All employees are to obey the rules of **ST. STEPHEN PARISH COUNCIL** as contained in the Contract of Employment.
- You must not invite visitors onto **ST. STEPHEN PARISH COUNCIL** premises without permission from the Clerk.
- If at any time you are unsure about duties you may be asked to perform, then you must inform your line manager.
- Co-operation is vital to ensure successful health and safety standards.
- Health and safety notices will be posted on notice boards from time to time you must ensure you view this information.
- No alcohol or non-medical drugs are to be consumed during working hours. Employees found to be under the effects of either will be subject to disciplinary action.

AMENDMENT RECORD

Issue	Date	Reason for Change/Details	Changed By
01	14/8/19	<i>Original Release</i>	<i>Mark Chapman</i>
	25/11/19	<i>Completion of responsible officers Adoption by Council</i>	<i>Isabel Crozier</i>
01	20/02/20	<i>Additional bullet point to Lone Working Policy to state that all callouts & out of hours working to be notified to the Clerk Adoption by Council item 1920/094g</i>	<i>Isabel Crozier</i>
02	05/01/21	<i>Update and review – Covid-19 and kitchen additions</i>	<i>Mark Chapman</i>
02	08/02/21	<i>Completion of responsible officers to updated versions (change to fire marshals/first aiders)</i>	<i>Isabel Crozier</i>
03	19/01/2022	<i>Leptospirosis arrangement added. Food safety arrangements removed as advised not relevant.</i>	<i>James Norman</i>
04	02/02/2022	<i>Update to responsibilities. Oil storage arrangement removed as advised not relevant.</i>	<i>James Norman</i>
05	17/02/2022	<i>Adoption by Council</i>	<i>Isabel Crozier</i>
06	27/07/2023	<i>Update and review</i>	<i>Amanda Feron</i>
07	03/08/2023	<i>Team Safety</i>	<i>Steve Holton</i>

DISTRIBUTION

Distribution is controlled by Amanda Feron, Assistant Clerk