



Health and Safety Policy

Purpose of the Policy

It is noted that there is no requirement for a Council which employs less than 5 people to have a policy, but the council considers it is best practise to detail its responsibilities under Health & Safety legislation. The council is committed to providing a safe working environment for its staff and a safe environment for the users of its facilities. The policy helps explain how the council will meet its duties under this legislation.

Responsibilities for health and safety

The council is ultimately responsible for health and safety, which will be managed by its officer, the Parish Clerk. The responsibilities of the Clerk are detailed in this policy as well as in the job description.

Arrangements for health and safety

1. The council's insurers

The Clerk arranges the insurance of the council, which will be reviewed annually / every third year. The insurer is currently:

Contacts details are:

Gallagher

Blenheim House

1-2 Bridge Street

Guildford

Surrey

GU1 4RY

Tel: 01483 462870

www.trinitaschurchinsurance.co.uk

www.ajg.com/uk

The council must have Employer Insurance (£10 million); Public Liability (£10 million)

2. Risk Assessments

The council must undertake risk assessments for all its activities. It is the duty of the Council to write these risk assessments and discuss with the people involved in the activity to ensure that risk to everyone is minimised.

3. Contractors

The council will use contractors who hold the required public liability insurance and will request a copy of the certificate of insurance. The level of public liability required

will depend on the type of work being undertaken and where it is being undertaken. If unsure the Clerk should discuss the level of public liability insurance with the council's insurer. Risk assessments should be undertaken by contractors for all works and the council should have a copy of these.

4. Council's own staff

The council may employ its own staff or volunteers to undertake tasks provided those tasks have been risk assessed and the person doing them has been provided with appropriate and well-maintained equipment as well as safety equipment. Note that any chain saw work will require a suitably qualified person to undertake.

5. Council property

The Clerk will arrange annual inspections of council property such as benches, bins, noticeboards and bus shelters. Repair work will be arranged by the Clerk. The council will ensure that its lighting contractor includes an annual inspection of lighting columns.

6. Trees

Trees in the ownership of the council or those trees adjacent to public space areas will be inspected annually – most appropriate time is considered to be the end of the Summer. This should be completed by an arboriculturist.

The areas identified for tree inspection are Upwell Cemetery and the War Memorial Garden (include here areas where trees need to be inspected).

7. Public footpaths

The council considers that it does have a level of responsibility to ensure its public footpaths are safe and for any paths reported as unsafe the council will liaise with Norfolk County Council concerning the problem.

8. Safety for its employees, volunteers, councillors and visitors

The council will ensure that its employees are provided with a safe working environment. Where the Council owns an office, the Council will ensure that all electrical equipment is either annually or bi-annually PAT tested (depending on the level of usage). PAT tests as specified under BS:7671 IET Latest edition, which would comply with EAWR 1989. Forms can be found on CIBSE or EIT site.

The Council must ensure that risk assessments have been undertaken for safe use of all equipment in the office and for safe access to all areas of the office. The Council will ensure that councillors, volunteers, employees and visitors who use the facilities in the office, or in the rooms used for meetings are provided with a safe environment and measures have been taken to reduce risk by regular inspections of these premises. All these facilities, wherever possible, should provide disability access and facilities. Appropriate Fire Safety inspections and fire alarm testing must be carried out. A log must be kept of all inspections.

The council meetings are generally held at Upwell Village Hall.

9. Facilities for Staff

The Health and Safety (First-Aid) Regulations 1981 require employers to provide adequate and appropriate equipment, facilities and personnel to ensure their

employees receive immediate attention if they are injured or taken ill at work. These Regulations apply to all workplaces including those with less than five employees and to the self-employed.

What is 'adequate and appropriate' will depend on the circumstances in the workplace. This includes whether trained first aiders are needed, what should be included in a first-aid box and if a first-aid room is required. The Council must carry out an annual assessment of first aid needs to determine what to provide. The Council will ensure that this assessment takes account of first aid needs for visitors as well as staff.

Budget

The council will ensure that it maintains a budget which is adequate to maintain its assets as well as provide training for staff, volunteers and councillors. The clerk as RFO will ensure that budgetary provision is adequate and a reserve fund is held for long term maintenance or replacement of council assets.

Date adopted: 8th January 2024

Date to be reviewed: January 2027