

Hutton Henry and Station Town Parish Council

Approved July 2023

Health and Safety Policy

Introduction

Hutton Henry and Station Town Parish Council recognises and accepts its responsibility to provide a safe and healthy environment for staff, service users, contractors and visitors and will take all reasonably practicable steps within its power to fulfil this responsibility. Through the Clerk and employees, within the ethos of self-regulation, the Council undertakes so far as is reasonably practicable: –

- to provide the necessary resources and seek the co-operation of all employees with a view to implementing the requirements of the Health and Safety at Work Act 1974 and all supportive and associated legislation concerning Health, Safety and Welfare.
- to maintain all places of work in a condition that is safe and without risk to health, including the means of access to and egress from such places of work.
- to provide and ensure that work equipment and systems of work are maintained to be safe and without risks to health.
- to provide and maintain a working environment for persons at work that is safe and without risks to health, with adequate arrangements for the welfare of such persons.
- to provide appropriate personal protective equipment where necessary.
- to ensure safety and the absence of risks to health and the general environment in connection with the use, handling, storage, transport and disposal of articles and substances.
- to provide such information, instruction, training, and supervision as is necessary to ensure the health and safety at work of all employees as well as visitors or users of facilities on its premises.
- to bring to the attention of all persons, including regular and temporary employees, visitors and contractors, at the place of work, their responsibilities with regard to their own safety and the safety of others who may be affected by their acts or omissions
- to ensure that all contractors employed at any premises are competent and to ensure that management systems are in place to facilitate close liaison concerning their work activities
- to formulate, and where necessary practice effective procedures for use in the event of serious risk or imminent danger
- to promote joint consultation and employee involvement in health and safety at work
- to identify, eliminate or reduce hazards which may exist at a place of work through work station risk or job risk assessment and to bring such hazards that remain to the attention of persons at work
- to keep abreast of legislation by ensuring adequate and appropriate advice through persons competent in health and safety matters
- to record and investigate accidents and cases of occupational disease, ill health and incidents of violence at work, in order to identify trends and take appropriate remedial and preventative measures
- to provide adequate First Aid facilities
- to monitor health and safety performances on a regular basis with regard to places of work, work activities and, where necessary, contractor activities
- to bring this policy statement and relevant health and safety arrangements to the attention of all employees and, where necessary, other persons affected by the Council's activities
- to review this Statement of Health and Safety Policy and the arrangements for its implementation as often as may be necessary

This policy will be kept up to date and reviewed annually.

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Responsibilities

Council

The Council has the ultimate responsibility for the health and safety of Hutton Henry and Station Town Parish Council but discharges this responsibility through the Clerk down to employees.

The Council has nominated the Clerk to have special responsibility for health and safety. The Council will ensure that:

- they provide a lead in developing a positive health and safety culture throughout the organisation
- all its decisions reflect its health and safety intentions
- adequate resources are made available for the implementation of health and safety
- they will promote the active participation of workers in improving health and safety performance
- they will review the health and safety performance of the Council on an annual basis

Clerk

The Clerk is the designated person with overall responsibility for health and safety within the Council. The Clerk will ensure that:

- the Council's Health and Safety Policy is implemented, monitored, developed, communicated effectively, reviewed and amended as required
- suitable and sufficient funds, people, materials and equipment are provided to meet all health and safety requirements
- adequate insurance cover is provided and renewed
- competent persons are appointed to provide health and safety assistance and advice
- an adequate system of maintenance exists and operates to keep premises, plant and work equipment in a safe condition
- statutory examinations are planned, completed and recorded
- there is regular communication and consultation with staff on health and safety issues
- an effective training programme is established to ensure staff are competent to carry out their work in a safe manner
- safe systems of work are developed and implemented
- accidents, ill health and 'near miss' incidents at work are recorded, investigated and reported
- safety issues raised are thoroughly investigated and, when necessary, further effective controls implemented and communicated to staff
- contractors engaged are reputable, can demonstrate a good health and safety record and are made aware of relevant local health and safety rules and procedures
- effective contingency plans are in place with a designated competent person in charge of the planning and control measures for situations involving imminent danger
- health and safety objectives are set and their achievement is measured and reported in the annual report.

Employees

All employees must:

- take reasonable care of their own safety
- take reasonable care of the safety of others affected by their actions
- observe the safety rules
- comply with the Health and Safety policy
- conform to all written or verbal instructions given to them to ensure their personal safety and the safety of others

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- dress sensibly and safely for their working environment or occupation
- conduct themselves in an orderly manner in the workplace and refrain from any antics or pranks
- use all safety equipment and/or protective clothing as directed
- avoid any improvisations of any form which could create an unnecessary risk to their personal safety and the safety of others
- maintain all equipment in good condition and report defects to their supervisor
- report any safety hazard or malfunction of any item of plant or equipment to their supervisor
- report all accidents to their supervisor whether an injury is sustained or not
- attend as requested any health and safety training course
- observe all laid down procedures for processes, materials and substances used

Arrangements

Accident Investigation and Reporting

An accident is an unplanned event that causes injury to persons, damage to property or a combination of both. A near miss is an unplanned event that did not cause injury or damage but had the potential to do so. It is our policy to investigate:

- All accidents resulting in any reportable injury or losses of any assets
- Accidents, however minor
- All near-misses

A documented investigation will take place for selected incidents with witness statements and photographs taken where appropriate.

Certain accidents causing injury, diseases and dangerous occurrences are reportable to the enforcing authority under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013.

Reporting of such an incident is done online via the HSE portal.

Alcohol and Drug Abuse

No alcohol can be consumed whilst working for the Parish Council.

Anyone found taking alcohol or drugs whilst working without permission is guilty of gross misconduct and will be disciplined accordingly.

The Council reserves the right to require employees to undertake a medical test if it considers there to be a safety implication.

Consultation and Training

The Council is committed to providing employees with adequate information, instruction and training.

A mixture of both internal and external training will be provided and;

- We will ensure that all newly appointed or promoted staff receive an efficient induction into their jobs.
- We will provide training to increase the productivity and performance of existing staff, ensuring that they are updated in line with new legislative requirements, techniques and technology.
- Training needs will be reviewed at least once a year.
- Records of training will be kept for all employees

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Contractors

All contractors working on our premises and land or on our behalf are required to comply with appropriate rules and regulations governing their work activities.

Before any work is undertaken a risk assessment and method statement are requested.

COSHH

We recognise that some substances have the potential to cause ill health and we will introduce measures to identify any such substances our employees use or are exposed to in the course of their work.

Where practical alternatives exist, we will not use harmful substances.

Substances that we must use will be assessed and control measures introduced to prevent risk.

Employees will be advised of the risks, provided with the appropriate protective equipment and trained accordingly.

Display Screen Equipment

All reasonable steps will be taken by the Council to secure the health and safety of employees who work with display screen equipment.

To achieve this objective the Council will:

- carry out an assessment of each user's workstation
- implement necessary measures to remedy any risks found because of the assessment
- provide adequate information and training to persons working with display screen equipment
- endeavour to incorporate changes of task within the working day, to prevent intensive periods of on-screen activity
- review software to ensure that it is suitable for the task and is not unnecessarily complicated
- advise existing employees, and all persons applying for work with display screen equipment, of the risks to health and how these are to be avoided
- investigate any discomfort or ill-health believed to be associated with the use of display screen equipment and take appropriate remedial action
- make special arrangements for individuals with health conditions that could be adversely affected by working with display screen equipment

Employees must:

- comply with the instructions and training given regarding safe workstation set-up and use, including the need for regular changes of activity or breaks and the use of the equipment provided.
- inform their line manager of any disability or health condition which may affect their ability to work using display screen equipment or be affected by working with DSE (this information will be treated confidentially)
- report to their line manager any discomfort or health concern believed to be associated with the use of DSE (this information will be treated confidentially)

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Lone Working

Hutton Henry and Station Town Parish Council will ensure, so far as is reasonably practicable, that employees who are required to work alone or unsupervised for significant periods of time are protected from risks to their health and safety.

Hutton Henry and Station Town Parish Council will determine, by risk assessment, those activities where work can be done safely by one unaccompanied person. This will include the identification of hazards from means of access and/or egress, machinery, goods, substances, etc.

Consideration will be given to:

- the remoteness or isolation of workplaces
- any problems of communication
- the possibility of interference, such as violence or criminal activity from other persons
- the nature of injury or damage to health

Information and Training

Employees will be given all necessary information, instruction, training and supervision to enable them to recognise the hazards and appreciate the risks involved with working alone.

Employees will be required to follow the safe working procedures devised including:

- when working alone, e.g. in an isolated area a member of staff is aware of your location and expected time frame necessary to complete the task
- check that work being done has been subject to risk assessment and check the assessment yourself – some work may have been identified as requiring the assistance of a second person or simply prohibited from being a lone working activity
- if possible and arranged beforehand, keep in regular contact with someone else, e.g. use a mobile phone to call into the office every couple of hours indicating your movements
- if there is no mobile phone connectivity then ensure you arrange for an alternative method of checking in i.e. visiting the office, walkie talkie, other
- do not put yourself at risk; if you do not feel safe discuss the situation with the Clerk

Certain tasks will not be carried out whilst working alone and these include working at height i.e. from ladders, heavy lifting activities. Further arrangements will be put in place for these activities.

Manual Handling

Manual handling risks are present in most aspects of work.

We will undertake risk assessments in respect of all manual handling operations identified as having a significant risk and will strive to reduce these risks as far as possible.

Training in lifting techniques will be provided for staff involved in all operations identified as having a significant risk.

Noise

Certain activities generate noise such as the use of equipment and machinery however it is the exposure over a long period of time that is most likely to cause harm.

The Council will assess the level of exposure and put the appropriate level of control in place which may include replacing the noisy equipment or it may be a simple of providing ear protection for individuals.

All employees affected by noise will be provided with information, instruction and training.

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Occupational Ill Health

We will take all reasonably practicable measures to prevent our employees from suffering any adverse health risks. Early detection of adverse health risks associated with our activities allows the council to confirm that adequate controls measures are in place.

Where, by risk assessment, it is considered appropriate we will provide health surveillance by qualified medical professionals.

All employees considered to be at risk will be required to comply with all reasonable requests for medical surveillance.

The frequency of surveillance will be determined by several factors which may include the individual's susceptibility to harm. This will be discussed with the health professional and a programme of testing put into place.

Personal Protective Equipment (PPE)

PPE will be provided where our risk assessments show that a risk cannot otherwise be avoided.

It will only be used where it is not reasonably practicable to modify the activity, the process, or the method of work to prevent risk.

PPE will be maintained and replaced as necessary to ensure its effectiveness. Employees must report loss or obvious defects in PPE as soon as practicable.

Pregnant Females

We recognise that all work involving pregnant women and nursing mothers will need to consider their physical and psychological capacity.

Employees are reminded that they have a duty to advise their employer as soon as they know they are pregnant.

Risk Assessment

We will carry out suitable and sufficient assessments of the risks to the health and safety of our employees and to others who might be affected by our work activities.

Safety Inspections

Safety inspections will be arranged at appropriate intervals. All safety equipment such as interlocking guards, emergency stops and pressure mats will be regularly tested to ensure effectiveness.

Stress Management

We recognise that stress is an increasing factor in our daily lives.

The definition of stress is "the adverse reaction people have to excessive pressure or other demands placed upon them". This makes an important distinction between pressure, which can be a positive state if managed correctly, and stress which can be detrimental to health.

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The Council will attempt to identify the stressors within the workplace and control them.

Wherever possible, it will consult with staff on issues and provide relevant training in good management practices.

The Council will provide confidential counselling for staff affected by stress caused by work related issues.

It is every employee's responsibility to raise concerns to the Clerk and accept counselling when recommended.

Play Areas

The Council recognises the need to keep the play areas and equipment safe for the users and as such will continue to do the following :-

- Monthly inspection of the play areas by DCC
- Annual Independent Inspection.
- Adequate insurance provision.

Work Equipment

We will, so far as is reasonably practicable, ensure that all work equipment is safe and without risk.

To minimise the risk of injury from work equipment we will:

- Carry out risk assessments of all equipment in use and all new or second hand equipment purchased.
- Carry out inspections to ensure all safety critical features remain fully effective.
- Ensure that all maintenance procedures are kept up-to-date.
- Provide suitable training

Fire Safety

The Fire Procedure and maintenance of fire equipment is the responsibility of Hutton Henry and Station Town Parish Council. Staff should ensure that they are familiar with the evacuation procedure, including fire exit locations and fire assembly points.

Fire extinguishers, smoke detectors etc are checked annually.

Exit corridors must be always kept clear.

Flammable materials must not be stored, even for a temporary period unless the storage is in a fire-resistant structure such as a metal cupboard or bin, clearly marked "Flammable Materials".

Wastepaper bins must be of suitable construction and be emptied each day.

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Summary

- Overall and final responsibility for health and safety is that of the Parish Council
- Day to day responsibility for ensuring the policy is put into practice is delegated to the Clerk
- Employees should report any health and safety concerns to the Clerk
- The Clerk will be responsible for ensuring any risk assessments as required by Regulations are undertaken.
- Action required to reduce or control the risks will be approved by the Clerk
- The Clerk will be responsible for ensuring that employees are made aware of the findings of the risk assessments and any control measures identified.
- Any defects in plant, equipment, buildings or systems should be reported to the Clerk
- Induction training for new employees is the responsibility of the Clerk
- Job training will be co-ordinated by the Clerk
- The training plan will be reviewed at least annually
- Training records are kept in the Clerk's office
- All accidents should be reported to the Clerk
- The Clerk and the Chairman of the Council will conduct the accident investigation

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