

## **BROADCLYST PARISH COUNCIL**

### **HEALTH AND SAFETY POLICY**

#### **1. STATEMENT OF GENERAL POLICY**

- 1.1. The Council fully accepts the obligations placed upon it by the various Acts of Parliament covering health and safety. The Council requires its Clerk to ensure that the following policy is implemented and to report annually on its effectiveness.

#### **2. MANAGEMENT ORGANISATION AND ARRANGEMENTS**

##### **Introduction**

- 2.1. This policy has been prepared and published under the requirements of Health & Safety at Work legislation. The purpose of the policy is to establish general standards for health and safety at work and to distribute responsibility for their achievement to all managers, supervisors, and other employees through the normal line management processes.

#### **3. MANAGEMENT RESPONSIBILITIES**

##### **Clerk**

- 3.1. The Clerk has overall responsibility for the implementation of the Council's policy. In particular they are responsible for ensuring that the policy is widely communicated and that its effectiveness is monitored.
- 3.2. The Clerk is responsible for:
  - the production and maintenance of the Council's policy and ensuring that Department Guidelines are consistent with policy;
  - its application;
  - monitoring and reporting on the effectiveness of the policy;
  - the provision of general advice about the implication of the law;
  - the identification of health and safety training needs. The Clerk also acts on behalf of the Council, as the Council's formal link with the Health and Safety Executive, Environment Health Departments and other external agencies;
  - the production and maintenance of Health and Safety Codes of Practice for each aspect of the services within the Council.

#### **4. HEALTH AND SAFETY MANAGEMENT PROCESS**

- 4.1. The Council believes that consideration of the health, safety and welfare of staff is an integral part of the management process. The provision of the Health and Safety at Work etc Act, associated Codes of Practice and E.C. Directives will be adopted as required standards within the Council. Responsibility for health and safety matters shall be explicitly stated in management job descriptions.
- 4.2. The Council requires the Clerk to approach health and safety in a systematic way, by identifying hazards and problems, planning improvements, taking executive action and monitoring results so that the majority of health and safety needs will be met from locally held budgets as part of day-to-day management, although many health and safety problems can be rectified at little additional cost.
- 4.3. For major additional expenditure, cases of need will be submitted by the Clerk to the Council.

- 4.4. If unpredictable health and safety issues arise during the year, the Clerk must assess the degree of risk, in deciding the necessary resources and actions to commit to addressing these issues.

## 5. IDENTIFICATION OF HEALTH AND SAFETY HAZARDS

### - ANNUAL AUDIT AND REGULAR RISK ASSESSMENTS

- 5.1. It is the policy of the Council to require a thorough examination of health and safety performance against established standards in each department, **at least** annually. The technique to be adopted for such examinations will be the 'Safety Audit'. The Audit requires review of:

- standards laid down in the policy;
- relevant regulations;
- environmental factors;
- staff attitudes;
- staff instructions;
- methods of work;
- contingency plans;
- recording and provision of information about accidents and hazards and the assessment of risk.

- 5.2. The information obtained by the Audit will be used to form the basis of the plan for the department for the following year. Audits must be completed by July of each year.

- 5.3. The responsibility for ensuring that audit activity is carried out as part of this policy rests with the Clerk and will be carried out by the Clerk.

- 5.4. It is the Council's responsibility to ensure that any deficiencies highlighted in the Audit are dealt with as speedily as possible.

- 5.5. In addition to carrying out Safety Audits, it is the responsibility of the Clerk to check, at least quarterly, all portable equipment, including electrical appliances, in their area, and to ensure that all problems are immediately dealt with.

- 5.6. The Clerk has a continual responsibility for the elimination of hazards in order to maintain a safe working environment and will also be expected to carry out regular **risk assessments** in line with the Health and Safety Executive Guidelines; that is follow the 5 steps:

1. Identify the hazards
2. Decide who might be harmed and how
3. Evaluate the Risks and decide on precautions
4. Record the findings and implement the precautions
5. Review the assessment and update when necessary

## 6. TRAINING

- 6.1. Health and Safety training shall be incorporated within annual training programmes, as part of the development of a systematic training plan. Health and Safety training needs will, therefore, be identified and planned for in the same manner as other training needs.

- 6.2. Four areas of need shall be given special priority:

- training for all members of staff to acquaint them with the main provisions of the law and its practical implication, the main features of this policy and key safety rules;

- induction and in-service training for staff at all levels to acquaint them fully with new requirements and hazards.

## **7. RECORDS, STATISTICS AND MONITORING**

7.1. The Council will operate systems for recording, analysis and presentation of information about accidents, hazard situations and untoward occurrences. Advice on systems will be provided by the Clerk, in conjunction, where appropriate with specialist advisory bodies for example local Environmental Health Departments. Information obtained from the analysis of accident statistics must be acted upon and, where necessary, bids for additional expenditure made to the Council.

## **8. REPORTS TO THE HEALTH AND SAFETY EXECUTIVE**

8.1. The responsibility for meeting the requirements of the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1985 to the Health and Safety Executive, shall rest with the Clerk.

## **9. SPECIALIST ADVISORY BODIES**

9.1. Certain bodies and the individual members of those bodies, have always had a Health and Safety role, most notably, the Health & Safety executive, or local Environmental Health Departments. If further specialist advice is required, this may be obtained by Managers from expert individuals or bodies outside the Council.

## **10. THE OCCUPATIONAL HEALTH SERVICE**

10.1. It is the policy of the Council to provide Occupational Health Services. Such services are provided confidentially to the individual employee and include counselling on health and associated matters, investigation of hazards and accidents, environment studies, health interviews and employment medicals.

## **11. FIRST AID**

11.1. It is the policy of the Council to make provision for First Aid and the training of 'First Aiders' in accordance with the First Aid Regulations (1982). The Clerk is responsible for ensuring the Regulations are implemented and for identifying training needs.

## **12. FIRE**

12.1. The Clerk is responsible for ensuring that the staff receive adequate fire training, and that nominated fire officers are designated in all Council premises.

12.2. In addition the Council will nominate a Fire Officer (this may be the Clerk or someone external to the Council)

- report and advise on the standard of fire safety in the Council's premises and the standard of fire training of its staff;
- undertake overall responsibility for fire training;
- assist in the investigation of all fires in the Council's premises and to submit reports of such incidents.

## **13. FOOD HYGIENE**

13.1. Those Managers who have responsibility for food acquisition, storage, processing and serving, and staff induction and training, are responsible for ensuring that these functions are undertaken to the necessary legal standards. Any suspected outbreak of food poisoning or other unexplained and possibly food related incidents must be reported to the Clerk

#### **14. LIFTING AND HANDLING**

14.1. The Clerk is responsible for informing staff of safe lifting techniques. The Clerk will identify specific training needs.

#### **15. NON-SMOKING ON COUNCIL PREMISES**

15.1. The Council has agreed that there will be no smoking in its buildings. The overall aim is to reduce smoking and so save life, reduce risk of fire, prevent unnecessary illness and chronic disability.

#### **16. CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH**

16.1. The Control of Substances Hazardous to Health Regulations (COSHH) require the Council to identify those substances which are in use and which are hazardous to health (as legally defined) and to assess the risk of those substances. The Council must also provide and use controls to prevent exposure to substances hazardous to health; maintain controls by monitoring exposure, or by health surveillance of employees; and provide information, instruction and training for employees on all these matters. The Clerk is responsible for implementing these Regulations.

#### **17. COMPUTER INSTALLATIONS AND VISUAL DISPLAY UNITS**

17.1. All new computer installations must adhere to the British Standard Specifications and comply with the Health and Safety (Display Screen Equipment) Regulations 1992. All new employees operating VDUs are issued with a copy of the Health and Safety Executive Booklet entitled 'Working with VDUs'. New employees who regularly use VDUs will be required to undergo sight screening.

#### **18. CONTROL OF WORKING TIME**

18.1. The Council is committed to the principles of the Working Time Regulations. No member of staff is expected to work more than 48 hours per week (including overtime) unless there are exceptional circumstances. Similarly all other requirements of the regulations e.g. in relation to breaks, night workers etc. will be complied with.

#### **19. HEALTH AND SAFETY AND THE INDIVIDUAL EMPLOYEE**

19.1. The Health and Safety at Work Act requires each employee 'to take reasonable care for the Health and Safety of himself and of other persons who may be affected by their acts and omissions' and co-operate with management to enable management to carry out their responsibilities under the Act. Employees have equal responsibility with the Council for Health and Safety at Work.

19.2. The refusal of any employee to meet their obligations will be regarded as a matter to be dealt with under the Disciplinary Procedure. In normal circumstances counselling of the employee should be sufficient. With a continuing problem, or where an employee leaves themselves or other employees open to risk or injury, it may be necessary to implement the formal stages of the Disciplinary Procedure.

#### **20. PEOPLE WORKING ON COUNCIL PREMISES NOT EMPLOYED BY THE COUNCIL**

20.1. Persons working in the Council premises who are employed by other organisations are expected to follow Council Health and Safety Policies with regard to the safety of Council employees, their own personal safety (and that of other parties such as the general public if appropriate) and their method of work. This responsibility will be included in contracts or working arrangements. Similarly seconded Council employees working in other host premises will be expected to follow the host employers Health and Safety Policy.

#### **21. VISITORS AND MEMBERS OF THE PUBLIC**

- 21.1. The Council wishes to ensure that as far as is reasonably practicable, the Health, Safety and Welfare of visitors to Council establishments will be of the highest standard.
- 21.2. Any member of staff who notices persons acting in a way which would endanger other staff, should normally inform the Clerk. If the danger is immediate, common sense must be used to give warning, call for assistance or give aid as necessary. It is equally important not to over-react to a situation.

## **22. CONTRACTORS**

- 22.1. The Council wishes to ensure that as far as is reasonably practicable, the Health, Safety and Welfare of Contractors working in the Council's establishments will be of the highest standards. In addition, Contractors and their employees have an obligation so far as is reasonably practicable to ensure all equipment, materials and premises under their control are safe and without risks to health.
- 22.2. Contractors must also observe the Council's Fire Safety Procedures. These obligations will be drawn to the attention of the Contractors in the contract document issued to them. In addition the Clerk will be identified in the contract as having authority to stop the work of Contractors who are placing themselves, other staff, or visitors at risk. Any member of staff who judges there is a risk where contractors are working, should inform their Manager immediately.
- 22.3. In tendering, Contractors will be asked to confirm they have a written Health, Safety and Welfare Policy. The Council's Clerk letting the Contract will be responsible for monitoring the Health and Safety performance of the Contractor and the Contractor's performance will be a factor in deciding whether or not to invite the Contractor to tender again.

**Signed**

**C. PEPPER      Chairman of the Council**

**Date of Adoption of Policy**

**NOVEMBER 2013**