



Health & Safety Policy

General Statement of Policy

As a church we understand that we owe a duty of care to ensure the safety of those who visit or use our church, hall or grounds. We also know that, where we are an employer or control premises in certain circumstances, we have to meet the requirements of health and safety law. As such, we have agreed this policy to meet our duty under Section 2(3) of the Health and Safety at Work etc. Act 1974.

Our policy is to ensure, so far **as is reasonably practicable**, that our activities are carried out safely and do not pose a risk to the health of our employees, volunteers, church members, visitors and others who may use the church, hall, grounds or any other building we are responsible for. This will be in accordance with good practice and any relevant statutory provisions where they apply.

The Trustees accept their overall responsibility for this policy. We will ensure that adequate resources are made available to achieve this objective. Any decisions we make will have due regard for it.

The Diaconate has specific responsibility for this policy and its implementation. We will keep health and safety matters under review at appropriate intervals and we will monitor the effectiveness of the relevant policies.

It is the duty of each employee and volunteer to exercise personal responsibility for their own safety and that of others. This policy will be brought to their attention. We will try to ensure that everyone involved with the church policy plays their part in its implementation.

A copy of the policy will be kept in the church office and on our website.

Organisation and Responsibilities

1. The Trustees has overall responsibility for implementing our policy. They will ensure that :
 - The standards set out in the policy are implemented and maintained.
 - Where necessary, specialist health and safety assistance is obtained.
 - Any hazards reported to them are rectified immediately.
 - Only competent persons carry out repairs, modifications, inspections and tests.

- Any accidents are investigated, recorded and reported if necessary.
 - Relevant health and safety documents and records are retained.
 - They keep up to date on health and safety matters relevant to the church.
 - They will set a personal example on matters of health and safety.
2. The **Trustees** have day-to-day responsibility for implementing our policy. They will ensure that :
- All employees and volunteers are aware of their health and safety responsibilities.
 - Adequate precautions are taken as set out in this policy and related risk assessments.
 - Adequate information and training is provided for those that need it.
 - Any hazards or complaints are investigated and dealt with as soon as possible.
 - Where defects cannot be corrected immediately, interim steps are taken to prevent danger.
 - All accidents are reported in-line with the requirements of this policy.
 - Advice is sought where clarification is necessary on the implementation of this policy.
 - They will set a personal example on matters of health and safety.
3. All **employees** and **volunteers** have a responsibility to cooperate in the implementation of this policy and to take reasonable care of themselves and others while on church business or premises. They will ensure that they :
- Read this policy and understand what is required of them.
 - Complete their work taking any necessary precautions to protect themselves and others.
 - Comply with any safety rules, operating instructions and other working procedures.

- Report any hazard, defect or damage, so that this might be dealt with.
- Warn any new employees or volunteers of known hazards.
- Attend any training required to enable them to carry out their duties safely.
- Do not undertake any repair or modification unless they are competent to do so.
- Report any accident.
- Do not misuse anything provided in the interests of Health and Safety.

Arrangements

This section sets out our general arrangements for managing health and safety and dealing with specific risks.

Accident Reporting

We will keep an accident book and record details therein. We will report to the enforcing authority and keep records of certain accidents to employees, volunteers and members of the public in accordance with the Reporting of Injuries, Diseases and Dangerous Occurrences.

Our Accident Books are kept in the hall kitchen and church kitchenette. Completed records are kept in the church office.

Asbestos

We will take steps to identify the presence of asbestos in our building and, if so, assess any risk from it. We will then implement any plan to manage that risk. We will also provide relevant information to others who might need it. We will keep records of the checks, assessments and plans we have made.

Church Buildings

We will ensure that the fabric of our buildings is regularly inspected to make sure it is safe. Defects will be repaired as soon as is practical. Where necessary, temporary measures will be taken to prevent danger until permanent repairs can be made. This will include glazing.

No person is to make any alterations to the fabric of our buildings without prior agreement from the Leadership Team.

Church Grounds

We will ensure that boundary walls and gates are kept in good repair. We will have trees inspected by a competent person and have any necessary work carried out to make them safe.

No person is to make any alterations to the church grounds without prior agreement from the Leadership Team.

Competent Assistance

Where necessary, we will appoint someone who is competent to assist us in meeting our health and safety obligations. Our person appointed to assist us as our Health and Safety Officer is Louise Payne, in conjunction with our Fabric Officer, Helen Thatcher.

Construction Work

Where maintenance, refurbishment and restoration work is planned for our church, we will identify what we need to do to ensure the safety of all those concerned before work starts. We will also determine if we have any responsibilities under the Construction (Design and Management) Regulations and comply with these if necessary.

Contractors

If we employ contractors, we will make sure that they have their own health and safety policy and Public and Employers Liability Insurance by asking to see copies of the relevant documents.

Display Screen Equipment

Where our employees and volunteers regularly use computers daily, for continuous periods of an hour or more, we will analyse workstations to identify precautions, implementing these as necessary. We will also provide information, training, eyesight tests (on request) and special spectacles if needed.

Electricity

We will ensure that any electrical system, fixed machines and portable appliance is maintained so as to prevent danger. Any defective equipment will not be used until it is repaired or replaced. We will keep records of the checks made where appropriate.

No person is to make any alterations to the electrical installation without prior agreement from the Leadership Team.

The electrical wiring within the buildings will be inspected every 5 years, or at a duration that has been suggested by the contractor performing the tests. Portable electrical appliances will be maintained, inspected and tested routinely at least every three years.

Events

Where we intend to hold large or unusual concerts, services and fundraising events, we will identify any additional precautions that are necessary and implement these.

Fire

We will complete a specific risk assessment to identify what steps are necessary to prevent, detect and take in the event of a fire.

We will record our findings, implementing any necessary precautions. We will review and revise these as appropriate.

First Aid

We will provide adequate first aid facilities including a suitably stocked first aid box and a person who will take charge of the first aid arrangements. We will also provide relevant information for employees and volunteers.

Our First Aid Boxes are located in the hall kitchen and church kitchenette. A defibrillator is located in the hall kitchen. Our person in charge of first aid arrangements is the Church Administrator.

Heating Systems

We will ensure that any oil or gas heating system is suitably maintained and checked annually by a competent person. Any defects found will be corrected immediately and we will keep records of the checks made.

Hazardous Substances

We only use domestic cleaning or horticultural products and petrol. We will ensure that these are stored, used and disposed of in accordance with the manufacturers' instructions taking any necessary precautions that are specified.

Information and Training

We will provide any necessary information and training for our employees and volunteers in a timely manner. We will keep a record of what is provided. We will also give relevant information to those who may need this to complete their work safely.

Lifting Equipment

We will ensure that any lifting equipment is properly maintained and thoroughly examined periodically by a competent person.

Manual Handling

We will avoid the need for lifting or carrying heavy objects as far as possible. Where this is not practical, we will make use of lifting aids (such as trolleys) or other precautions including team lifting.

Monitoring

We will make periodic checks to ensure that our precautions remain effective and adequate. We will ensure that any lifting, work or electrical equipment and church utilities are inspected as necessary to ensure that they remain safe. We will keep records of the checks we make.

Preparation of Food

We will ensure that on the occasions when we prepare food, we will use clean and disinfected work surfaces, utensils and equipment.

We will store food in such a way as to avoid contamination, provide hand-washing facilities and suitable arrangements for the disposal of waste.

Record Keeping

Our health and safety risk assessments, records and other documents are kept in the church office.

Risk Assessment

We will complete risk assessments to identify what we need to do to comply with health and safety law. We will record our findings, implementing any necessary precautions. We will review and revise these where we suspect that they are no longer valid.

Slips and Trips

We will implement suitable precautions to prevent slips or trips, taking into account of any difficulty the frail, elderly or disabled may have in negotiating access. We will make periodic checks to ensure that floors, coverings, steps and pathways remain in good condition, free from obstruction and that any precautions (such as hand rails or lighting) remain adequate. We will correct any defects identified and will keep records of the checks we make. We will have arrangements in place to manage pathways in winter weather.

Water Systems

Water services to be operated at temperatures that prevent Legionella growth. Water systems to be checked, inspected and cleaned on a regular basis.

Working at Height

Where possible, we will try and avoid the need for work at height. Where this is not practicable, we will ensure that any work is properly planned to identify suitable precautions. We will make sure that these are implemented, including the provision of any training and checks to ensure the safety of any equipment used.

Work Equipment

Any work equipment (including any hand tools) we provide will be suitable, in good condition and properly maintained. Where necessary, some equipment (such as ladders) will be regularly checked to make sure they are safe. We will keep records of any checks we make.

Working Alone

We will identify circumstances where our employees and volunteers work alone, and implement suitable precautions to ensure their safety.

Associated Policies :

- Emergency Procedures
- Fire Procedures
- Food Hygiene
- Lone Working
- General Maintenance & Work Day Guidelines

Further Information :

For further information on health and safety in churches :

Call Baptist Insurance Risk Management Advice Line on : 0345 600 7531

Or email : riskadvice@micmail.co.uk

HEALTH & SAFETY POLICY

Primary Responsibility	Deacons
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