



## **HEALTH AND SAFETY POLICY**

## Stoke Mandeville Parish Council – health and safety policy

<b>Title</b>	<b>Health and safety policy</b>
<b>Owner</b>	<b>Chairman</b>
<b>Version number</b>	<b>0.1</b>
<b>Primary audience</b>	<b>Councillors and staff</b>
<b>Document location</b>	<b>Shared drive</b>
<b>Objective</b>	
This policy sets out the council's position on the health and safety of its staff.	

### 1. GENERAL STATEMENT OF POLICY

1.1 Our policy is to provide and maintain safe and healthy working conditions, equipment and systems of work for all our employees, and to provide such information, instruction, training and supervision as they need for this purpose.

1.2 The allocation of duties for safety matters and the particular arrangements which we will make to implement the policy are set out below.

1.3 The policy will be kept up to date, particularly as the Council's activities change in nature and size. To ensure this, the policy and the way in which it has operated will be reviewed every year by the Finance and Governance Committee of the Council. Although risk assessment is a continuing process, it shall form part of the Committee's annual review.

### 2. RESPONSIBILITIES

2.1 Overall and final responsibility for health and safety in the Council and for compliance with the Health and Safety at Work etc. Act and Regulations made under the Act and the Occupiers Liability Act is that of Stoke Mandeville Parish Council. The Clerk is responsible for this policy being carried out at all the Council's premises.

2.2 All employees have the responsibility to co-operate with supervisors and managers to achieve a healthy and safe workplace and to take reasonable care of themselves and others.

2.3 The Accident Record Book is kept in the Parish Office, Community Centre, Eskdale Road

### 3. FIRST AID

3.1 The First Aid box is located in the Parish Office, Community Centre, Eskdale Road.

3.2 The Clerk is responsible for the box.

3.3 All accidents or injury, however trivial it may appear at the time, must be recorded in the Accidents Record Book.

### 4. SLIPS, TRIPS AND FALLS

4.1 Staff should wear suitable footwear at work.

4.2 Mop up spills and clear away obstructions when they occur.

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4.3 Use only a proper step or ladder to reach for higher items.

### **5. FIRE SAFETY**

5.1 Fire extinguishers are maintained by Stoke Mandeville Village Community Association (SMVCA).

5.2 The fire alarm system at the Community Centre is tested and maintained by SMVCA.

5.3 Fire exits shall be kept free from obstructions.

5.4 Notices shall be displayed giving directions for the evacuation of the building in the event of fire.

### **6. TRAINING**

6.1 The Clerk has overall responsibility for training.

### **7. EMPLOYMENT OF CONTRACTORS**

7.1 The notes to be given to contractors are attached at Appendix 1.

### **8. REPORTING AND RECORDING ACCIDENTS**

8.1 Accidents shall be reported to the Clerk who will record them in the Accidents Record Book.

### **9. SMOKING**

9.1 Smoking is not allowed in offices.

### **10. LONE WORKING**

10.1 The Council's lone working policy is included within section 4 of the Staff Handbook.

### **11. VERBAL OR PHYSICAL ASSAULT FROM MEMBERS OF THE PUBLIC**

11.1 Training should be provided on working alone.

11.2 Where practicable, staff and Councillors should carry a mobile phone and a personal alarm.

11.3 Staff should put all visits in diary in advance with contact details

11.4 Councillors and staff should ensure that someone knows where they are going if on Council business and when expected back

11.5 All instances of abuse should be reported, and support offered if necessary

11.6 Offices are open by appointment only.

11.7 The Chairman of an evening meeting is responsible for ensuring staff are not left alone in the office.

## **APPENDIX 1**

### **OFFICES**

#### **1. HEATING, LIGHTING AND VENTILATION**

1.1 Temperature must reach a minimum of 60.8 degrees F after the first hour of working time and be maintained between 60.8 degrees F and 68 degrees F throughout the working day.

1.2 Free standing heaters must not be used unless specifically authorised. When these are so authorised, they must comply fully with Fire Regulations and the area around them must be kept clear of any paper or other flammable materials and be sited away from desks and chairs.

1.3 Office lighting. Desks should be placed to gain the maximum amount of light. Free-standing desk lights should be avoided or placed so as to minimise the danger of trailing electrical leads.

#### **2. ELECTRICAL EQUIPMENT**

2.1 All electrical equipment shall be inspected in accordance with the Electricity at Work Regulations 1989 (SI 1989/635).

2.2 Mains must not be overloaded. It is important that the correct socket outlet and plug top face (where these are available) is used for each item of electrical equipment.

2.3 13 amp plugs can be used for appliances with a loading capacity maximum of 13 amps. Plus fuses must be fitted to suit current load of the equipment being used, e.g. desk lamp, calculator, typewriter: 3 amp fuse; 2-bar heater, kettle: 13 amp fuse. Fuses are available with ratings of 3, 5, 7, 10 and 13 amps. The current load is normally shown on the item of equipment. When in doubt, do not guess, seek qualified advice.

2.4 Only electrical equipment provided by the Council should be used and electric points must not be overloaded by means of multi-adaptors. All mains should be switched off when not in use, and plug tops removed from sockets overnight and at weekends.

2.5 Leads from points for various desk uses should not present a hazard by trailing across areas of access. Extension leads are for temporary use only and should not exceed 10 feet in length.

2.6 Defective equipment must never be used. Staff should not attempt to effect repairs to electrical equipment, unless competent to do so.

#### **3. FURNITURE, FITTINGS AND EQUIPMENT**

3.1 Heavy equipment and furniture must not be moved by individuals.

3.2 Office equipment whether manually or electrically operated, must not be used by unauthorised, untrained personnel.

3.3 Filing cabinets should always have sufficient weight in the bottom drawer to prevent the cabinet from tipping when a full top drawer is opened. Filing cabinet and desk drawers must always be closed immediately after use. Drawer filing cabinets should be inspected at least every six months to ensure

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correct loading and smoothness of operation, with particular regard to the effectiveness of the drawer stops. Damaged or defective cabinets must not be used.

3.4 High shelves should only be reached using steps provided for that purpose. It is dangerous to stand on desks and chairs, particularly those fitted with castors and this should always be avoided.

### **4. FIRE PRECAUTIONS**

4.1 All staff must be fully conversant with the "Fire Alert" system displayed in the offices.

4.2 Exit corridors, landings and staircases must always be kept clear.

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

4.4 Waste paper bins must be of metal construction and be emptied each day.

### **GROUND MAINTENANCE**

1. Only contractors or authorised members of staff, who have received training and instruction in the operation of machinery and equipment may do so.

2. All dangerous moving parts of machinery must be guarded. Guards must not be removed except for the purpose of repair and maintenance. All machinery must comply with statutory regulations for guarding and use.

3. The engines of any motorised equipment must be stopped before any inspection or adjustment is carried out. In the case of electrically operated machines the plug lead must be disconnected.

4. Children must not be allowed to play in an area where machinery is in use. Machinery must not be left unattended where children (or others) may interfere with them.

5. Stones and similar objects must be cleared from the path of equipment to prevent such objects being projected from machinery.

6. Fuel tanks must only be filled in the open, with the engine stopped. No risk of naked flames, or smoking is allowed in the vicinity of a fuel tank or storage can. Fuel may only be stored in a safety can of a type approved, and in a store designated by the Fire Officer.

7. The manufacturer's instructions regarding the safe use of chemicals must be adhered to.

8. Appropriate protective clothing such as gloves and overalls, face masks and boots must be used when operating with machinery and chemicals including herbicides and pesticides.

9. Ladders and stepladders must always be in good condition and free from defects and securely positioned when in use.

10. Pathways on Council owned premises shall be inspected annually.

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### Supporting Materials

This policy should be read in conjunction with the following supporting materials:

- TBA

### Review and approval

Sign off		
Finance & Governance C'tee	08/12/2020	07/12/2021
Full Parish Council	16/02/2021	14/12/2021
Next review date		
This policy should be reviewed every year or when significant change occurs to the subject matter.		
The next review date for this policy is <b>1 December 2022</b> .		

### Version Control / History

Version no.	Author	Date	Status/Comments
0.1	GWS	28.11.2020	Policy put into new template with minor amendments