

LOCKERLEY PARISH COUNCIL HEALTH AND SAFETY POLICY

Health and Safety At Work Policy Statement

1. The Council recognises that it has a legal duty of care towards protecting the Health and Safety of its employees and others who may be affected by the Council's activities.
2. In order to discharge its responsibilities Council will:
 - a. provide a structure that defines clear responsibilities for Health and Safety.
 - b. ensure that the systems and procedures relating to this Policy Statement are rigorously applied.
 - c. provide adequate control of the Health and Safety risks arising from its work activities.
 - d. consult with employees on matters affecting their Health and Safety.
 - e. provide and maintain safe plant and equipment.
 - f. ensure the safe handling and use of hazardous substances.
 - g. provide information, instruction and supervision for employees.
 - h. provide adequate training and ensure that all employees are competent to do their tasks.
 - i. maintain safe and healthy working conditions.
 - j. satisfy itself that any organisation who is contracted to carry out work for the Council is able to demonstrate that it pays due regard to Health and Safety matters.
 - k. bring this Policy Statement to the attention of all employees and seek their co-operation in supporting management in its efforts to establish and maintain a safe and healthy working environment.
 - l. This Health and Safety Policy Statement and its associated organisational arrangements, systems and procedures, will be reviewed at least annually and revised as necessary to reflect changes to the business activities. Any changes to the Policy will be brought to the attention of the Parish Clerk any subsequent employees.
3. It is the responsibility of all employees to co-operate in the implementation of this Health and Safety Policy within their areas of influence. Employees have a legal duty to ensure that their own safety and the safety of others (for example, colleagues, visitors, contractors) under the Health and Safety at Work Act 1974. Employees must therefore:

- a. Comply with any safety instructions and directions issued by the Council.
 - b. Take reasonable care for Health and Safety and the Health and Safety of other persons (e.g. other employees, contractors, customers, workmen, etc.) who may be affected by acts or omissions at work, by observing safety rules which are applicable.
 - c. Co-operate with the Council to ensure that the aims of the Health and Safety policy are achieved and any duty or requirement on the Council by or under any of the relevant statutory provisions is complied with.
 - d. Report and co-operate in the investigation of all accidents or incidents that have led to or may lead to injury.
 - e. Use equipment or protective clothing provided in accordance with the training you have received.
 - f. Report any potential risk or hazard or malfunction of equipment to the Chairman of Council.
4. Any failure by the employee to comply with any aspect of the Council's Health and Safety procedures, rules or duties will be treated by the Council as serious or professional gross misconduct.
5. The Parish Clerk is charged with responsibility for the implementation of the Council's Health and Safety policy to achieve a healthy and safe workplace and to take reasonable care of himself/herself and others as may be deemed appropriate.

SMOKING

Purpose

1. This policy has been developed to protect all employees, service users, customers and visitors from exposure to second-hand smoke and to ensure compliance with laws that ban smoking in public places (including workplaces).

Policy

2. Smoking is prohibited throughout the entire workplace with no exceptions. Implementation
3. Overall responsibility for policy implementation and review rests with the Parish Clerk. All staff are obliged to adhere to and to facilitate the implementation of the policy.

4. The Parish Clerk is aware of the policy and of their role in the implementation and monitoring of the policy. They will also ensure that all new personnel are given a copy of the policy on recruitment or induction as may become necessary.

Non-compliance

5. Non-compliance with this policy and relevant law will be treated as a disciplinary offence.

FIRE

1. In general, the Parish Clerk will seek to ensure good standards of housekeeping at all times. A clean and tidy workplace is less likely to be a source of fire.

2. All potential fire hazards will be identified and the risks assessed and reduced to an acceptable level. In the event of a fire, no-one is expected to tackle the fire unless specifically trained or feel competent to do so.

- Do not delay - evacuate the premises immediately;
- Do not stop to collect personal possessions;
- Remain calm and proceed in an orderly manner;
- Do not re-enter the premises or site until the Fire Brigade is satisfied that the premises and site are safe to re-enter.
- Under no circumstances should anyone put themselves or others at risk in a fire situation.

This Policy was formally adopted at the Parish Council meeting held on 11 March 2024 and will be reviewed: March 2025.