HEALTH AND SAFETY POLICY

Review date: July 2029

GENERAL STATEMENT OF POLICY

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, congregation, visitors and others who may use the church, churchyard 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 Parochial Church Council (PCC) accepts its overall responsibility for this. We will ensure that adequate resources are made available to achieve this objective. Any decisions we make will have due regard for it. We will appoint a member of the PCC to have specific responsibility for this policy and its implementation. The PCC members with responsibility are the Churchwardens.

We will keep health and safety matters under review at appropriate intervals. We will monitor the effectiveness of the policy, amending it where we believe it is no longer valid.

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 plays his or her part in its implementation.
Further detail about our organisation and arrangements for managing health and safety is set out in this document. A copy of it will be kept in the church and made available to others on request.

ORGANISATION AND RESPONSIBILITIES

1. **The members of the PCC with overall responsibility for implementing our policy are the Churchwardens**. They will ensure that:

   1.1. The standards set out in this policy are implemented and maintained
   1.2. Where necessary, specialist health and safety assistance is obtained
   1.3. Any hazards reported to them are rectified immediately
   1.4. Only competent persons carry out repairs, modifications, inspections and tests
   1.5. Any accidents are investigated, recorded and reported if necessary
   1.6. Relevant health and safety documents and records are retained
   1.7. They keep up to date on health and safety matters relevant to the church
   1.8. Set a personal example on matters of health and safety.

2. **The Churchwardens have day-to-day responsibility for implementing our policy.**
   They are: Neil Jacobsen & Mike Phillips as Churchwardens.
   At St George's Church the primary warden responsible is Neil Jacobsen
   At St Michael's & All Angels Church is Michael Phillips
   They will deputise for each other. Together they will ensure that:

   2.1. All employees and volunteers are aware of their health and safety responsibilities
   2.2. Adequate precautions are taken as set out in this policy and related risk assessments

2.3. Adequate information and training are provided for those that need it
2.4. Any hazards or complaints are investigated and dealt with as soon as possible
2.5. Where defects cannot be corrected immediately, interim steps are taken to prevent danger
2.6. All accidents are reported in-line with the requirements of this policy
2.7. Advice is sought where clarification is necessary on the implementation of this policy
2.8. 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:

3.1. Read this policy and understand what is required of them
3.2. Complete their work taking any necessary precautions to protect themselves and others
3.3. Comply with any safety rules, operating instructions and other working procedures
3.4. Report any hazard, defect or damage, so that this might be dealt with
3.5. Warn any new employees or volunteers of known hazards
3.6. Attend any training required to enable them to carry out their duties safely
3.7. Do not undertake any repair or modification unless they are competent to do so
3.8. Report any accident
3.9. 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

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.

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 contractors and self-employed people who may need this to complete their work safely.

First Aid
We will provide adequate first aid facilities including – as a minimum – 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:
St George's - above the kitchen area at the west end of the church
St Michael's - in the nave, just inside the main church door
Church Room – in the kitchen
Our person in charge of first aid arrangements is: the Parish Safeguarding Officer.

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 Regulations.
Our Accident Book is kept in:

St George's – above the kitchen area at the west end of the church
St Michael's – In the nave, just inside the main church door
Church Room – in the kitchen

Monitoring
We will make periodic checks to ensure that our precautions remain effective and adequate. We will also 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.

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

Record Keeping
Our Health and Safety Risk Assessments, records and other documents are kept in the Church Google Drive westgrinsteadpcc@gmail.com or in certain cases paper copies with the Parish Administrator. Access via Michael Phillips

SPECIFIC ARRANGEMENTS

Asbestos
We will take steps to identify the presence of asbestos in our buildings 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 (for example, building contractors). We will keep records of the checks, assessments and plans we have made.

Bell Ringing
We will ensure that adequate precautions are in place to protect bellringers and others who may enter the ringing room and bell chamber. This will include any emergency evacuation procedure, a safe means of heating, the provision of fire extinguishers, the provision of emergency lighting, and the notification of safety procedures to visiting bellringers.

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 practicable bearing in mind that a faculty may be required. Where necessary, temporary measures will be taken to prevent danger until permanent repairs can be made. This will include glazing.

Churchyards
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. Headstones, tombs and monuments will be checked regularly to ensure they are properly maintained. Where our churchyard is formally closed, we will report any concern to the Local Authority or Parish Council.

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.

Display Screen Equipment
Where we are aware of employees and volunteers who regularly use computers daily, for continuous periods of an hour or more, we will give advice and where necessary analyse workstations to identify precautions, implementing these as necessary. We will also provide information, training, eye/eyesight tests (on request) and special spectacles if needed.

Electricity
We will ensure that any electrical system, fixed machine 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.

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 where we suspect that they are no longer valid.

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.

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.

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 is possible. Where this is not practical, we will make use of lifting aids (such as trolleys) or other precautions, including team lifting.

Oil Storage
Where we store large quantities of oil, we will take adequate precautions to ensure that oil cannot leak into the ground or any water course. This may include the provision of a double-skinned plastic tank, an adequate bund, regular checks and proper maintenance, etc.

Preparation of Food
We will ensure that on those occasions when we prepare food, we use a clean and disinfected work surface, 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.

Slips and Trips
We will implement suitable precautions to prevent slips or trips, taking 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 handrails or lighting) remain adequate. We will correct any defects identified, keeping records of the checks we make. We will have arrangements in place to manage pathways in winter weather.

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.

Working at Height
Where possible, we will try to 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.

This policy was reviewed by the PCC at a meeting held on 17 November 2026.

Signed  **Position** Rector.