

Health & Safety Policy (Updated for 2025 Legislation)



Amended and adopted at the Parish Council Meeting 04 November 2025

Review Date November 2026

Signed..... Chair Cllr A E Woodhams

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 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 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 Breage Parish Council. The Clerk is responsible for this policy being carried out at the Council's premises.

2.2 The following People are responsible for safety in particular areas:

Supervisor	Area	Any Special Responsibility
Clerk & Cleaner	Parish Rooms	
Cemetery Councillor & Gravedigger	Cemetery	
Breage Field Committee	Breage Playing Field	
Ashton Village Committee	Ashton Amenity Play Area Carleen Village Hall Committee	
Carleen Exercise Area	Nominated Councillor	
Praa Sands Exercise Area 1.	Nominated Councillor	
Contractor	Grounds Maintenance	
Contractor	Footpath and SWCP Maintenance 2.3	

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

2.4 Whenever a health or safety problem is noticed, the appropriate person as above should be informed.

2.5 An Accident Record Book is kept in the Parish Rooms.

3. FIRST AID

3.1 A First Aid box is located in the metal cupboard at the far end of the main Parish Room.

3.2 Appointed persons responsible for the box is the Clerk.

4. FIRE SAFETY

4.1 Fire extinguishers shall be visually inspected monthly in the Parish Rooms by the Clerk. Fire extinguishers shall be maintained annually (Fire Crest Protection Ltd., Unit 1, The Wilson Building, Wilson Way, POOL. TR15 3RU).

4.2 The fire alarm system at the Parish Rooms shall be tested monthly by the Clerk. A fire drill shall be held annually at the Parish Rooms.

4.3 Fire exits shall be kept free from obstructions.

4.4 Notices shall be displayed giving directions for the evacuation of buildings in the event of fire.

5. TRAINING

5.1 The Clerk has overall responsibility for training.

6. GENERAL ADVICE

6.1 General advice to all employees is attached as Annex 5.

7. SPECIFIC POLICIES

7.1 Policies for particular premises and activities are attached as Annexes as follows:-

1. Offices
2. Contractors for Footpath and SWCP Maintenance and
3. Contractors for Grounds
4. Cleaning
5. Policies for particular premises and Offices
6. Lifting and Handling 7.Gravedigging

8. EMPLOYMENT OF CONTRACTORS

8.1 The notes to be given to contractors are attached at Annex 2.

9. REPORTING AND RECORDING ACCIDENTS

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

10. SMOKING

10.1 Smoking is not allowed in the Parish Rooms.

NOTE Electricity at Work Regulations 1989

The Management of Health & Safety At Work Regulations 1992 Manual Handling Operations Regulations 1992

The Personal Protective Equipment At Work Regulations 1992 The Health & Safety (Display Screen Equipment) Regulations 1992 The Provision and Use of Work Equipment Regulations 1992

The Workplace (Health, Safety & Welfare) Regulations 1992

The Control of Substances Hazardous to Health (COSHH) Regulations 1994 The Fire Precautions (Workplace) Regulations 1997

The Health & Safety (Young Persons) Regulations

OFFICES Annex 1

1. HEATING, LIGHTING AND VENTILATION

- a) 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.
- b) 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.
- c) 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

- a) All electrical equipment shall be inspected in accordance with the 1989 Regulations.
- b) 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.
- c) 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.
- d) 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.
- e) 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.
- f) 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

- a) All heavy equipment and storage units should preferably be placed against the wall across several floor joists.
- b) Heavy equipment and furniture must not be moved by individuals.
- c) Office equipment whether manually or electrically operated, must not be used by unauthorised, untrained personnel.

- d) 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 correct loading and smoothness of operation, with particular regard to the effectiveness of the drawer stops. Damaged or defective cabinets must not be used.
- e) High shelves should only be reached through the use of steps provided for that purpose. It is dangerous to stand on desks and chairs, particularly those fitted with castors and this should be avoided at all times.

4. FIRE PRECAUTIONS

- a) All staff must be fully conversant with the "Fire Alert" system displayed in the offices.
- b) Exit corridors, landings and stair cases must be kept clear at all times.
- c) 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".
- d) Waste paper bins must be of metal construction and be emptied each day.

NOTICE TO CONTRACTORS Annex 2

For Breage Parish Council to comply with Health and Safety Legislation, all outside contractors employed to do work on Council Premises are to be made aware of the expected requirements related to health and safety. A contractor accepting a contract from the Council shall be deemed to have agreed to comply with the following requirements:-

1. As a contractor, you will supply and ensure that your employees wear and use protective equipment or anything provided in the interest of health, safety or welfare of any of the relevant statutory provisions.

2. You and your employees will ensure that all equipment, plant machinery and apparatus brought onto or used on the Council premises are safe and without risk to health, and are maintained to a standard that will not constitute an offence under the Act or any of the relevant statutory provisions.

3. You and your employees will conform, in all respects, to your legal duties and responsibilities as laid down by the Health and Safety at Work Act 1974, and relevant statutory provisions.

4. The Council will retain the right to stop any operation, plant or equipment, or the action of any of your employees if it is considered that there is a hazard to the safety and health of employees or others. The Council will not accept any responsibility for any increased costs arising out of such action.

5. In the event of the Council taking this action, you will be notified verbally and will have confirmation in writing by the Council's representative to order such a stoppage.

6. The Council will be indemnified by you or your insurers in respect of any claims, costs or expenses arising out of any incidents on Council premises involving you or your employees.

7. The Council may notify an inspector, appointed under the Authority of the Act, of any breach of the Regulations.

GROUPS MAINTENANCE Annex 3

1. Only those 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.
7. Fuel may only be stored in a safety can of a type approved, and in a store designated by the Fire Officer.
8. The manufacturer's instructions regarding the safe use of chemicals must be adhered to.
9. 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.
10. Ladders and stepladders must be in good condition and free from defects and securely positioned at all times when in use.
11. Pathways on Council owned premises shall be inspected annually.

CLEANING Annex 4

1. It is essential that care is exercised to follow all labelled instructions on containers and packages. Products should be stored away from extreme low temperatures, heat sources and naked lights, particularly those products containing hydrocarbon and other flammable solvents.
2. Appropriate protective clothing, such as gloves and overalls must be worn when handling corrosive substances.
3. Care must be taken to avoid ingestion, inhalation and skin contact of all chemical substances. Spillage must be cleaned up immediately while observing all precautions.
4. Consideration must be given to the possibility of hazardous by-products that may arise from reaction between various products or from products exposed to heat or fire. Particularly in the case of bleach which will produce chlorine gas if mixed with acidic cleansers (e.g. Harpic) or other acidic substances.
5. Step-ladders which are used to gain access to heights must be in good condition and free from defects.
6. All electrical cleaning equipment must have been wired up by a competent person. Any deterioration in electrical connections or wiring should be reported immediately.
7. Floors must be treated only with approved non-slip products. The method of application and quantities to be applied should be that recommended by the manufacturer.
8. YOU SHOULD REPORT:
 - a) Structural faults which appear dangerous.
 - b) Floor coverings, etc. which cause a tripping hazard.
 - c) Faulty electric fixtures, fittings and equipment.
 - d) All accidents, however small, should be reported.

YOU SHOULD NOT:

- e) Attempt to repair electric fixtures, fittings or equipment, unless competent to do so.
- f) Attempt to move obviously heavy furniture alone.

YOU SHOULD:

- g) In the event of your having to stand on something to reach windows, etc. ensure the object on which you will stand is solid and reliable.
- h) Dispose of aerosol cans in the recommended way.
- i) Dispose of soiled materials in sealed bags.

GENERAL ADVICE TO ALL EMPLOYEES Annex 5

1. TIDINESS

Keep floors, passages etc. clear of stores, packages and litter.

Put waste paper in the bin. Do not throw broken glass or other dangerous items loose in the waste bin. Dispose of these with care and ask for advice from the Clerk if in doubt.

2. FALLS AND COLLISIONS

Walk, do not run. Look where you are going. Use care in opening doors outward.

Take care on steps.

Mop up spills of liquid; do not leave it to someone else.

Do not climb on chairs, desks, window sills to reach shelves or to open windows. Use a step-ladder and window poles etc.

3. FIRE PRECAUTIONS

READ AND UNDERSTAND FIRE PRECAUTION NOTICES

Ensure that you know the lay-out of the fire exits and emergency routes. Report or remove where possible any obstruction of fire exits and passages. Keep cloths and towels away from heaters and convectors etc.

Do not stand close to an electric fire.

4. HORSEPLAY

Avoid horseplay, sky larking, practical jokes, it can be dangerous.

LIFTING AND HANDLING Annex 6

1. The 1992 Regulations apply to lifting, pushing, pulling, carrying and moving by hand or by bodily force. More work injuries are caused through "handling goods" than any other single action.

Manual lifting is included in this and an incorrect technique can cause:

Hernia (or rupture), torn back muscles, "slipped disc", cuts, bruises, crush injuries to fingers, hands and forearms, crush injuries to toes, cuts and bruises to the legs and feet.

2. The following basic rules are produced to help reduce these accidents:

Never attempt to lift anything beyond your capacity. If in doubt get a second person or others to help. If mechanical aids are provided, use them.

If an object is to be lifted manually:-

- a) Bend the knees and crouch to the object.
- b) Get a firm grip using the whole hand and not the finger tips.
- c) Keep the back straight.
- d) Tuck the chin in.
- e) Position the feet so that one is behind the other alongside the object, pointing in the direction of movement after lifting.
- f) Push off with the rear foot. Straighten the legs and raising the object, move off in required direction in one smooth movement.
- g) Avoid pinching fingers when releasing object.
- h) When lifting is done by two or more persons one should be appointed leader to ensure movements are co-ordinated.
- i) Protect your toes with safety footwear.
- j) Wear protective gloves when handling objects with sharp or jagged edges.

Grave digging at Breage Cemetery Annex 7

For Breage Parish Council to comply with Health and Safety Legislation, Grave Diggers employed to do work on Council Premises are to be made aware of the expected requirements related to health and safety. The Gravedigger will be deemed to have agreed to comply with the following requirements :-

1. You and your employees will conform, in all respects, to your legal duties and responsibilities as laid down by the Health and Safety at Work Act 1974, and relevant statutory provisions.

DIGGING OF NEW GRAVES

2. Before the digging of a new grave, a sign, (provided by the Council), is to be attached to the Cemetery gates to advise the public that a grave is being dug.
3. Newly dug graves, once completed, must be covered by boards, (supplied by the Council), and bordered by warning tape suspended on road pins, (supplied by the Council), and a sign, (supplied by the Council), must be displayed to give warning of an unfilled grave.
4. Debris removed from newly dug graves must be stacked against ply board held in place by metal posts, (supplied by the Council), to prevent damage to existing grave memorials and monuments.

MACHINERY AND PROTECTIVE EQUIPMENT

5. As a Grave Digger, you will supply and ensure that your employees wear and use protective equipment or anything provided in the interest of health, safety or welfare of any of the relevant statutory provisions and that you display notices to indicate to the public that work of a potentially dangerous nature is being carried out in the vicinity.
6. You and your employees will ensure that all equipment, plant machinery and apparatus brought onto or used on the Council premises are safe and without risk to health, and are maintained to a standard that will not constitute an offence under the Act or any of the relevant statutory provisions.
7. Only those who have received training and instruction in the operation of machinery and equipment may do so.
8. 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.
9. 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.
10. Members of the public must not be allowed to be in an area where machinery is in use. Sites must always be left in a safe condition by the Contractor and machinery removed whenever sites are left unattended. Machinery must not be left unattended where children or others may interfere with them.
11. Stones and similar objects must be cleared from the path of equipment to prevent such objects being projected from machinery.

12. 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.
13. Fuel may only be stored in a safety can of a type approved, and in a store designated by the Fire Officer.
14. Appropriate protective clothing such as gloves and overalls, face masks and boots must be used when operating machinery.
15. Ladders and stepladders must be in good condition and free from defects and securely positioned at all times when in use.

DRESSING THE GRAVE

16. Boards may be removed 1 hour before the funeral is due at the Cemetery. Mats should be laid over soil heaps. Boards must be placed round the top of the grave to provide a safe standing area for the funeral party. Mats should be laid over the boards and into the grave. Lowering tapes are to be placed ready for the Funeral Directors to place the coffin on and attach tapes.

INFILLING THE GRAVE

17. Once a funeral party has left the Cemetery the matting may be removed as well as the boards round the top area. Soil may be shovelled back in or the digger used. The grave should be inspected one month after the interment and the soil topped up if required.

FURTHER MATTERS

18. A member of the Council may visit the site prior to work being commenced to agree with the contractor the specifications of the work to be carried out.
19. The Clerk or a member of the Council will check the depth of all newly dug graves and be present at interments.
20. The grave site may be inspected by a member of the Council whilst the work is in progress to ensure that the conditions of the Safety Code are complied with.
21. The Council will retain the right to stop any operation, plant or equipment, or the action of any of your employees if it is considered that there is a hazard to the safety and health of employees or others. The Council will not accept any responsibility for any increased costs arising out of such action.
22. In the event of the Council taking this action, you will be notified verbally and will have confirmation in writing by the Council's representative to order such a stoppage.
23. The Council will be indemnified by you or your insurers in respect of any claims, costs or expenses arising out of any incidents on Council premises involving you or your employees.
24. The Council may notify an inspector, appointed under the Authority of the Act, of any breach of the Regulations.
25. You must, as soon as practicable, report to the Clerk to the Council any injuries suffered to any worker or any member of the public whilst the work is in progress.

LONE WORKER POLICY Annex 8

Statement

Breage Parish Council is committed to ensuring that a lone worker is as risk free as is possible from injuries and ill-health as a result of not being directly supervised or working alone whilst undertaking the Council's work.

Application

This Policy applies to all Council operations, employees and establishments where workers are undertaking work alone.

Responsibilities

The Council will ensure:

- a) Early recognition and assessment of the risk to lone worker employees
- b) Establish effective lone worker risk assessment and incorporate the process and assessment of risk into all its activities
- c) Where significant risks are identified, put in place suitable control measures to remove or reduce those risks and establish effective communication and monitoring of control measures.
- d) Set up effective emergency arrangements and reporting systems to protect lone workers from foreseeable risks – see *remedial actions by responsible Councillor
- e) That all incidents and near misses are reported and investigated for the purpose of improving safety and preventing recurrences

***Remedial actions**

- a) Now included in annual Risk Assessment
- b) Risk Assessment to be reviewed by Risk Assessment Councillor and Clerk as and when necessary and at least annually
- c) Responsible Councillor nominated to carry out investigations

Duties

The Council will:

- Undertake risk assessments of lone worker risk and provide safe working procedures to remove or reduce significant risks
- Ensure that all staff working on their own are provided with adequate emergency equipment and are able to raise the alarm as far as is practical
- Ensure that employees understand the need to report concerns about safety association with lone working
- Health and Safety Councillor to be delegated to make any necessary decisions

- Provide information and such training as appropriate to ensure that staff required to work on their own are competent and aware of associated risks and have regular training in the use of fire extinguishers
- Request that a Parish Councillor be present when a member of the public or visitors are in the building so that the Clerk should not be on their own
- Members of the Public should only attend by appointment. This should be advertised on the website and on the notice board outside the Parish Rooms

Employees will:

- Comply with the Council's Lone Worker Policy at all times
- Comply with any instructions provided for reasons of health and safety
- Attend any Health & Safety training provided
- Report any incident to which this policy applies
- Report any concerns or failures in safe working procedures

To be noted:

There is no alternative fire escape from the office as windows are barred.

- The front door is locked. All Councillors hold a key.
- There is a key box at the front door. Lifeline has a note of the key box number
- The Office door has a partial opening window that the Clerk is able to speak through

Review

This policy will be reviewed annually or whenever

- New legislation, guidance or research is published or updated.
- Incident investigation suggests that a review is required

MENTAL HEALTH AND WELLBEING

Breage Parish Council recognises the importance of mental health in the workplace. The Council will:

- Conduct mental health risk assessments annually.
- Appoint and train Mental Health First Aiders.
- Provide access to mental health support resources and training.

REMOTE AND HYBRID WORKING

The Council will assess risks associated with remote and hybrid working, including ergonomic and psychological factors. Employees working remotely will be provided with guidance and equipment to ensure safe working conditions.

FIRE SAFETY UPDATES

In accordance with the Fire Safety (England) Regulations 2022, the Council will:

- Maintain documented fire risk assessments.
- Designate a Responsible Person for fire safety.
- Ensure fire safety training is provided annually.

MANUAL HANDLING AND MUSCULOSKELETAL HEALTH

The Council will provide mandatory manual handling training annually and maintain records of attendance. Risk assessments will be conducted for tasks involving lifting, pushing, or pulling.

PERSONAL PROTECTIVE EQUIPMENT (PPE)

The Council will ensure PPE is provided free of charge to employees and limb (b) workers. All PPE must meet UKCA standards and be regularly inspected.

DIGITAL INCIDENT REPORTING

All accidents and near-misses must be reported using the Council's digital reporting system. Records will be securely stored and reviewed annually.