



# GREAT MASSINGHAM PARISH COUNCIL

## **Health and Safety Policy**

### **Purpose of the Policy**

It is noted that there is no requirement for a Council which employs less than 5 people to have a policy, but the council considers it is best practice to detail its responsibilities under Health & Safety legislation. The council is committed to providing a safe working environment for its staff and a safe environment for the users of its facilities. The policy helps explain how the council will meet its duties under this legislation.

### **Responsibilities for health and safety**

The council is ultimately responsible for health and safety, which will be managed by its officer, the Parish Clerk. The responsibilities of the Clerk are detailed in this policy as well as in the job description.

### **Arrangements for health and safety**

#### **1. The council's insurers**

The Clerk arranges the insurance of the council, which will be reviewed annually / every third year.

The council must have Employer Insurance (£5 million); Public Liability (£5 million); Fidelity Guarantee (at least to the level of the balance at year end);

#### **2. Risk Assessments**

The council must undertake risk assessments for all its activities. These are detailed as an annex to this policy. It is the duty of the Clerk to write these risk assessments and discuss with the people involved in the activity to ensure that risk to everyone is minimised.

Risk Assessments :  
Play Area

### **3. Contractors**

The council will use contractors who hold the required public liability insurance and will request a copy of the certificate of insurance. The level of public liability required will depend on the type of work being undertaken and where it is being undertaken. If unsure the Clerk should discuss the level of public liability insurance with the council's insurer. Risk assessments should be undertaken by contractors for all works and the council should have a copy of these.

Areas where work is undertaken by contractors are...Mower servicing, grass and hedge cutting, parish clock service and maintenance, bus shelter, phone kiosk defib cabinet cleaning, streetlight maintenance.

### **4. Council's own staff**

The council may employ its own staff or volunteers to undertake tasks provided those tasks have been risk assessed and the person doing them has been provided with appropriate and well maintained equipment as well as safety equipment.

Note that any chain saw work will require a suitably qualified person to undertake.

### **5. Play Areas**

The Clerk will arrange regular (weekly) play equipment inspections which will be logged on an agreed play inspection form. The clerk will arrange annual professional inspections. All repair works identified will be arranged by the Clerk. The regular inspections will make a cursory inspection of equipment, notices, safety surfacing, fencing and also for litter.

The Play Area for which the council has responsibility is located on School Road, East Rudham.

### **6. Council Property**

The Clerk will arrange annual inspections of council property. Repair work will be arranged by the Clerk following authorisation by the Parish Council. The council will ensure that its lighting contractor includes an annual inspection of lighting columns.

Any equipment owned by the council will be annually serviced.

## **7. Other Open Space Areas**

The Council will make an inspection of its other open space areas. These include the pits/pond areas

## **8. Trees**

Trees in the ownership of the council will be inspected annually – most appropriate time is considered to be the end of the Summer.

## **9. Public Footpaths**

The council considers that it does have a level of responsibility to ensure its public footpaths are safe and for any paths reported as unsafe the council will liaise with Norfolk County Council concerning the problem.

## **10. Safety for its employees, volunteers, councillors and visitors**

The council will ensure that its employees are provided with a safe working environment. This will be supported by a Lone Workers Policy.

The council meetings are generally held at The Parish Hall or Community Centre.

## **11. Facilities for Staff**

The Health and Safety (First-Aid) Regulations 1981 require employers to provide adequate and appropriate equipment. These Regulations apply to all workplaces including those with less than five employees and to the self-employed.

## **Budget**

The council will ensure that it maintains a budget which is adequate to maintain its assets as well as provide training for staff, volunteers and councillors. The clerk as RFO will ensure that budgetary provision is adequate and a reserve fund is held for long term maintenance or replacement of council assets.

Date adopted: April 2021 – Date reviewed: April 2024 – August 2026  
Next review date August 2028