



# **MEDSTEAD PARISH COUNCIL**

## **HEALTH AND SAFETY IN THE WORKPLACE**

### **1. Introduction**

Medstead Parish Council has established this overall Health and Safety Policy and accepts ultimate responsibility for health and safety in connection with its operations and services. This involves good practice, ensuring the allocation resources where necessary and reviewing this Policy regularly.

The Clerk to the Parish Council is the person responsible for implementing and monitoring Health and Safety within the work environment in connection with its operations and services. This will be achieved principally by encouraging all in the matters of health and safety, setting a personal example at all times and ensuring health and safety and fire related risks assessment programmes are in place and monitored.

### **2. Statement of Intent**

It is the policy of Medstead Parish Council, so far as is reasonably practicable, that its operation and services are conducted in such a manner as to prevent harm or injury to councillors, officers, visitors, contractors, property, members of the public and the environment. It also recognises its duty to take all reasonable steps to continuously review and make improvements when and where necessary in health, safety and welfare standards and to ensure that its statutory obligations are met at all times.

### **3. Health & Safety Objectives**

To comply with the general Statement of Intent, Medstead Parish Council has set the following objectives –

- i. to observe Health and Safety law;
- ii. to establish and maintain high standards for health and safety;
- iii. to clearly define health and safety responsibilities and competencies;
- iv. to identify risks by carrying out a risk assessment as appropriate, setting in place programmes to remove or reduce those risks;
- v. to ensure competent advice is available to councillors and staff to assist them in meeting their responsibilities;
- vi. to ensure all contractors and councillors as appropriate, are given the necessary information, instruction, training and supervision to enable them to work safely;
- vii. to ensure all relevant information is shared between councillors, the Clerk and contractors, as appropriate;
- viii. to provide channels of communication to enable health and safety issues to be raised.

### **4. Councillor / Contractor Responsibilities**

All are required to –

- i. co-operate in implementing the requirements of health and safety procedures;
- ii. refrain from doing anything which constitutes or might constitute a danger to themselves or others;

- iii. immediately brings to the Clerk’s attention situations or practices which might lead to injury or ill health;
- iv. ensure equipment issued to them or for which they are responsible is used correctly and properly stored;
- v. maintain good standards of housekeeping in their work area;
- vi. report all accidents in the accident book provided;
- vii. set a good personal example at all times.

All contractors working with Medstead Parish Council are required to comply with appropriate rules and regulations governing their work activities.

All contractors are legally responsible for their own workforce and for ensuring their work is completed in a safe manner.

## 5. Lone Working Objectives

Medstead Parish Council recognises that on occasions the Clerk and others are required to work alone in the community without close or direct supervision, sometimes in isolated work areas or out of office hours.

Under the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999, Medstead Parish Council has a duty of care to advise and assess risk for workers when they work by themselves in these circumstances. However, employees have responsibilities to take reasonable care of themselves and other people affected by their work.

The Council has created a separate Lone Working Policy, which should be read in conjunction with this Health and Safety Policy.

## 6. Version control

Version	Date adopted	Minute ref.
Health and Safety Policy 2023	8 <sup>th</sup> February 2023	23.022(iv)
Health and Safety Policy 2025	12 <sup>th</sup> February 2025	24.280(f)

This policy will be reviewed every two years by Full Council or sooner if there are changes in H&S legislation; changes in staff structure, working practises and responsibilities; or changes in Council-owned facilities or other relevant factors. The Clerk will monitor all these factors.