

Our Health and Safety Policy

Name of church

Christ Church and St John's (Specifics for St John's are in Appendix 1)

Address

Watling Street

Radlett

Postcode WD7 7JJ

Date

December 2018 –As Approved by PCC 13 November 2018

Review date

November 2021

This document has been prepared in accordance with the provisions of the Health and Safety at Work etc. Act 1974 and the regulations made under it.

The policy is in three sections:

Section A – General statement of policy

Section B – Organisation and responsibilities

Section C – Arrangements

To all employees, voluntary helpers and contractors:

The success of this policy will depend on your co-operation. It is therefore important that you read this document carefully and understand your role and the overall arrangements for health and safety.

Note

Instructions and guidance are in brown type

A General statement of policy

Our policy, so far as is reasonably practicable, is to provide and maintain safe and healthy working conditions, equipment and systems of work for all our employees, casual labour and voluntary helpers, and to provide such information, training and supervision as they need for this purpose.

We will also endeavour to ensure, so far as is reasonably practicable, the health, safety and welfare of all members of the congregation, contractors, visitors and others who may visit the church, churchyard and any associated buildings.

The allocation of duties for safety matters and the particular arrangements that we will make to implement the policy are set out below.

The policy will be kept up to date, particularly in the light of any changes to our buildings or activities. To ensure this, the policy and the way in which it has operated will be reviewed regularly and the appropriate changes made.

In order to ensure that health and safety matters are kept constantly under review, an item on health and safety will be on the agenda for all meetings of the Parochial Church Council, and sub-committees (where they exist) and employees and voluntary workers will be consulted on a regular basis in order to seek their views on health and safety matters.

Signed

[Redacted signature]

Vicar/Rector/Priest in Charge
(delete as appropriate)

Date

[Redacted date]

Next Review date

November 2021

This policy should be reviewed at regular intervals. The interval will depend on the level of your activities and the extent of change. As a minimum it should be reviewed every three years.

B Organisation and responsibilities

1 Responsibility of the Vicar/Rector/ Priest in Charge

Overall responsibility for health and safety is that of the Vicar/Rector/Priest in Charge (delete as appropriate)

the Revd

JAVAID IQBAL

who will ensure that arrangements are in place to satisfy health and safety regulations and appropriate Codes of Practice. Specific responsibilities may be delegated to church personnel. As new projects emerge, the names of responsible persons will be notified and the list amended accordingly.

2 Responsibility of the Churchwardens

Responsibility to ensure that the arrangements outlined in this policy are carried out and updated as necessary is with the Churchwardens, as noted below:

HELEN WARNE
FIONA TURNER

3 Responsibility of the Parochial Church Council

The Parochial Church Council has general responsibility to ensure that the health and safety policy is implemented.

4 Responsibility of the Health and Safety Officer

The following person carries the responsibility for the day-to-day implementation of the arrangements outlined in this policy:

CHURCHWARDENS.

The responsibility of the health and safety officer shall be to:

- 1 be familiar with health and safety regulations as far as they concern church premises
- 2 be familiar with the health and safety policy and arrangements and ensure they are observed
- 3 ensure so far as is reasonably practicable, that safe systems of work are in place
- 4 ensure the church and hall, if applicable, are clean and tidy
- 5 ensure the churchyard is properly maintained including the safety of monuments, tombstones and trees, and that grass is kept cut
- 6 ensure that safety equipment and clothing is provided and used by all personnel where this is required

- 7 ensure that all plant, equipment and tools are properly maintained and in good condition and that all operators have received the appropriate training
- 8 ensure that adequate access and egress is maintained
- 9 ensure adequate firefighting equipment is available and maintained
- 10 ensure that food hygiene regulations and procedures are observed.

5 Responsibility of employees and voluntary workers

All employees and voluntary workers have a responsibility to co-operate in the implementation of this health and safety policy and to take reasonable care of themselves and others whilst on church business or premises.

Employees and voluntary workers must therefore:

- 1 comply with safety rules, operating instructions and working procedures
- 2 use protective clothing and equipment when it is required
- 3 report any fault or defect in equipment immediately to the appropriate person
- 4 report all accidents (however minor), injuries, near misses or other potential safety hazards as soon as possible
- 5 not misuse anything provided in the interests of health and safety.

6 Responsible persons

The following are responsible for safety in particular areas:

Allocate responsibilities either by the area of the church or by activity or a combination of both. Alternatively, you may wish to arrange responsibilities in some other way. (The numbers in brackets relate to the appropriate section of the policy.)

These lists are not exhaustive.

1. By activity	Name/position
Accident book/Accident reporting (1)	HEALTH AND SAFETY OFFICER
Fire extinguishers (2.1)	VISION HALL STAFF
Emergency evacuation (2.4)	HEALTH AND SAFETY OFFICER
Portable electrical appliances (3.1)	CHURCHWARDEN
Fixed electrical system (3.4)	“
Gas equipment (4)	“
Hazardous substances (5)	“
Plant and machinery (6)	“
Condition of floors and stairs (7.1)	“
Condition of churchyard (7.2)	“
Light bulb changing (8)	“
Working at high levels (9)	“
Food Preparation Certificate Records (10)	CHURCHWARDEN/CHURCH OFFICE
Manual handling (11)	CHURCHWARDEN
Display screen equipment (12)	“
Building defects/glazing (13)	“
Child protection (14)	CHILD PROTECTION OFFICER
Personal safety (15)	CHURCHWARDEN
Fêtes and outings (16.1)	EVENT ORGANISER
Tower tours (16.2)	N/A
Bell ringing (16.3)	RINGING MASTER
Contractors (17)	CHURCHWARDEN
Choirs/music (18)	ORGANIST/CONTEMP MUSIC LEADER
Health and safety training (19)	HEALTH AND SAFETY OFFICER

2. By area

Name/position

Main body of church

Chapels

CHURCHWARDEN

Clergy vestries

“

Choir vestries

“

Vergers vestries

“

Sacristy

“

Organ loft

“

Ringing chamber

JOHN FALK/ORGANIST

Bell chamber

RINGING MASTER

Boiler room

RINGING MASTER

Kitchens

CHURCHWARDEN

Churchyard

VISION HALL MANAGEMENT

Church hall

CHURCHWARDEN

VISION HALL MANAGEMENT

C Arrangements (implementation of the policy)

This section sets out our arrangements to minimise as far as is reasonably practicable risks to the health and safety of employees, voluntary workers, members of the congregation, visitors and contractors.

Note: general guidance is given but you will need to detail your own arrangements where appropriate. You should refer to the various guidance notes produced by Ecclesiastical and other guidance produced by the Health and Safety Executive.

There are a number of places where you need to insert the interval for inspections. This could be weekly, monthly, quarterly or annually. The period you choose will depend on your own situation and experience.

1 Accidents and first aid

First aid boxes are located in:

BACK OF CHURCH; CHURCH OFFICE

VISION HALL KITCHEN

Trained/qualified first aiders are:

NAMES ARE LISTED NEXT TO FIRST AID BOXES AND IN APPENDIX 2.

The accident book(s) is/are located in:

CHURCH OFFICE; KITCHEN;

VISION HALL OFFICE

All accidents and incidents are entered in the accident book or on an Accident report form and our insurers advised. (A specimen Accident report form is available upon request.)

If the church or church hall is let to outside organisations, they are told in writing that in the event of an accident, details must be entered in the accident book. A separate book is kept for this purpose.

Accident books and accident records are regularly reviewed.

RIDDOR Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995

These accidents will be reported by the responsible person.

Under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR) there is a statutory requirement to report certain types of accident, dangerous occurrences and disease to the enforcing authorities. Fatal accidents, major injuries and injuries which involve the injured person being absent from work for more than seven days must be reported to the enforcing authorities. So must diseases and certain dangerous occurrences, as defined by the regulations.

For most types of incident the responsible person must notify the enforcing authority without delay, in accordance with the reporting procedure (Schedule 1 of the Regulations).

A report must be received within 10 days of the incident.

- Serious injuries or dangerous occurrences (as defined by the regulations) must be reported immediately.
- Accidents involving the injured person losing **more than seven consecutive days** work (excluding the day of the accident but including any days which would not have been working days) but which do not fall into the above category, must be reported within **fifteen days**
- Accidents to members of the public or others who are not at work must be reported if they result in an injury and the person is taken directly from the scene of the accident to hospital for treatment to that injury. Examinations and diagnostic tests do not constitute 'treatment' in such circumstances.
- Reportable diseases, as defined by the regulations, must be reported to the enforcing authority. This will be required only if the employer receives a written diagnosis of the disease made by a doctor and the person concerned is involved with a work activity as specified in the regulations. Reportable diseases include certain poisonings, infections such as legionellosis and hepatitis, and other conditions such as certain musculoskeletal disorders.

Accident reporting

Go to www.hse.gov.uk/riddor and complete the appropriate online report form. The form will then be submitted directly to the RIDDOR database. You will receive a copy for your records.

All incidents can be reported online but a telephone service remains for reporting fatal and major injuries only. Call the Incident Contact Centre on 0845 300 9923 (opening hours Monday to Friday 8.30 am to 5 pm).

Recording

Full details of all accidents, disease and dangerous occurrences should be recorded using the Data Protection compliant HSE Accident Book. This is necessary for monitoring purposes and is also a requirement of RIDDOR, as well as the Social Security (Claims and Payments) Regulations 1979 and Social Security Administration Act 1992.

2 Fire safety

Our policy is to fulfil our obligations under the Regulatory Reform (Fire Safety) Order 2005. In order to achieve this, we undertake the following:

- an assessment of the fire risks in the church and associated buildings and the risks to our neighbours. This is carried out either as a specific exercise or as part of our general health and safety risk assessments. SEE APPENDIX 3
- a check that a fire can be detected in a reasonable time and that people can be warned
- a check that people who may be in the building can get out safely including,
- if necessary, the provision of emergency lighting and fire exit signage
- to provide reasonable firefighting equipment
- a check that those in the building know what to do if there is a fire
- a regular check that our firefighting equipment is in place and is serviceable, and that there is an annual maintenance contract in place with a reputable company.

2.1 Fire extinguishers

Fire extinguishers of the following types are kept in the following locations:

IN THE CHURCH;
BELL TOWER, FOAM ;
NARTHEX, WATER;
ANGEL DOORS, WATER, CO2;

CHOIR VESTRY, WATER, CO2;

IN THE ROTUNDA;
TWO WATER EXTINGUISHERS;

IN THE VISION HALL

WATER; BOTTOM OF STAIRS TO MUSIC ROOM; LOBBY OUTSIDE CHURCH OFFICE; LOBBY TO MAIN HALL;
MAIN HALL @DOORS TO COURTYARD; TOP OF STAIRS TO MUSIC ROOM; LOBBY OUTSIDE KITCHENETTE/WC ON FIRST FLOOR
FOAM; TWO AT DOORS TO CAR PARK;
CO2; MAIN HALL ADJACENT SOUND SYSTEM CUPBOARD; LOBBY OUTSIDE CHURCH OFFICE; MAIN KITCHEN;
INSIDE BOILER ROOM;
FIRE BLANKET; MAIN KITCHEN:

The extinguishers noted are checked every

WEEK, BY VISION HALL STAFF.

(eg week, month etc.) by the responsible person to ensure that they are still in place and have not been discharged.

The extinguishers noted above are checked annually by

MODERN FIRE

2.2 Fire alarm system

Note: if you have a fire alarm system, note below details of the procedures for checking and maintaining the system and who has responsibility to ensure this is done

WEEKLY TEST OF SYSTEM
ALL SITES ARE CHECKED IN ROTATION
OVER A PERIOD OF
13 WEEKS
BY
VISION HALL STAFF

1. All designated fire doors must be unlocked before the service/event commences and be clearly marked as fire exits using the 'Running Man' symbol
2. A check must be made that all doors can be opened

GUIDANCE TO SIDESMEN, WARDENS
AND DEPUTY WARDENS IS ISSUED
ANNUALLY (COPY ATTACHED AS PART
OF FIRE RISK ASSESSMENT)
VISION HALL STAFF TRAINED ANNUALLY

Responsibility for using each fire extinguisher will be allotted to named and trained stewards

- 1 If emergency lighting is not available, torches must be available for each steward
- 2 In the event of an emergency (fire/bomb threat, etc.), an announcement to leave the building will be made by the

SENIOR CLERGY/CHURCHWARDEN

- 3 Persons will assemble in the

GRAVEL AREA, VISION HALL CAR PARK

2.3 Other fire protection equipment

Note: if you have other fire equipment eg fire blankets, hose reels, dry risers etc., note below the procedures for checking and maintaining them and who has responsibility to ensure this is done

The emergency services will be contacted immediately BY WARDEN OR V/H STAFF using the telephone located in the

CHURCH OFFICE

2.3 Evacuation procedure

For large services and concerts, where the congregation/audience exceeds

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- 4 If there is no telephone available in the immediate vicinity, a mobile phone will be held by

WARDEN OR V/H STAFF

(number determined from fire risk assessment)

our procedures for stewarding/evacuation are as follows:

Note: the following is a suggested evacuation plan.

This must be adapted to meet your own requirements or insert your own plan

2.4 Evacuation drills

Fire evacuation drills will be carried out every
12 MONTHS FOR V/H (not req for Christ Church)

All employees and voluntary workers should ensure they are familiar with escape routes and ensure these are kept clear and unobstructed.

2.5 If you discover a fire (no matter how small)

- 1 Immediately raise the alarm
- 2 Telephone the emergency services
- 3 Check the building for occupants
- 4 Attack the fire if possible and within your capability, using the appliances provided, but without taking personal risk
- 5 If not possible to attack the fire or if you are unsure which fire extinguisher to use, assist in the evacuation of the building, ensuring that all doors are closed behind you. The general rule is people before property
- 6 Evacuate to the designated assembly point
- 7 Ensure clear access for the emergency vehicles

3 Electrical safety

- 1 A list of all our portable electrical appliances is maintained by the responsible person
- 2 Every

TIME OF USE

ELECTRICAL EQUIPMENT SHOULD BE VISUALLY CHECKED to ensure that there are no loose connections, worn flexes or trailing leads. Any repairs needed will be reported to

CHURCHWARDEN OR TECH TEAM

for action

- 3 Every

12 MONTHS

(eg year) all our portable electrical equipment will be tested by a competent person with an appropriate level of electrical knowledge and experience who has the correct equipment to complete the tests, knows how to use it and can correctly interpret the results. Any unsafe equipment will be safely disposed of

- 4 Every

3 MONTHS

(eg quarter) a visual inspection will be carried out of the fixed electrical installation by the responsible person. Any defects will be reported to

CHURCHWARDEN

for action

- 5 Every five years, our fixed electrical system will be inspected and tested by a competent contractor who is a 'Full Scope' member of the NICEIC, ECA or NAPIT. Any necessary remedial work will be carried out
 - 6 At intervals of not more than two and a half years our lightning conductor system will be examined and tested by a competent specialist firm of lightning engineers
 - 7 It is our policy not to sell any second-hand electrical goods unless they have been inspected and tested by a suitably qualified person and a register of such equipment is maintained
 - 8 Misuse and abuse of electricity is a significant cause of fires and injury. Faulty electrical equipment can kill. All employees and voluntary workers must observe the following:
 - (i) Visually check all electrical equipment before use
 - (ii) Report all faults immediately to the responsible person
 - (iii) Do not attempt to use or repair faulty equipment
 - (iv) No electrical equipment is to be brought onto the premises and used until it has been tested by the approved person and entered in the electrical equipment record
 - (v) Electrical equipment should be switched off and disconnected when not in use for long periods
- (i) Flexible cables should be positioned and protected so that they do not constitute a tripping hazard and are not subject to mechanical damage

4 Gas equipment safety

- 1 Our gas boilers and any other gas equipment is maintained and checked annually by a competent contractor who is registered with the Gas Safe Register. Any necessary work required for safety is implemented immediately
- 2 Our arrangements for the use of appliances using LPG (liquid petroleum gas) are as follows:

NO SUCH EQUIPMENT

5 Hazardous substances

The responsible person will maintain a list of all hazardous substances used in the church/hall.

Where possible, we have eliminated the use of hazardous substances. Where this is not possible, our safety arrangements are as follows:

For all hazardous substances, which include substances marked as 'harmful, irritant, corrosive, toxic, very toxic, flammable, highly flammable, extremely flammable, explosive, oxidising or dangerous for the environment', data sheets or product information provided by the manufacturers are used to determine the correct method of use, protective clothing needed, method of storage, and action to take in the event of an accident.

HAZARDOUS SUBSTANCES ARE STORED IN THE VISION HALL CLEANERS'S CUPBOARD. THIS IS KEPT LOCKED TO PREVENT ACCESS BY UNAUTHORISED PERSONS/CHILDREN.

A NOTICE ON THE CUPBOARD DOOR REMINDS STAFF TO WEAR APPROPRIATE PROTECTIVE CLOTHING AND TO FOLLOW MANUFACTURERS INSTRUCTIONS.

Do not mix chemicals.

Do not store chemicals in unmarked containers.

The responsible person will maintain a list of all items of plant and machinery. The procedures for checking and rules for use are as follows:

- 1 Employees and voluntary workers must not operate plant or machinery that they are not trained and authorised to use
- 2 Employees and voluntary workers must not ride on any parts of machinery not intended for that use
- 3 Machinery must be switched off before any adjustments are made
- 4 After carrying out maintenance and adjustments, all guards must be replaced before the machinery is used
- 5 Before using any item of plant or machinery, a check must be made to ensure it is in a safe working condition, correctly adjusted, and there are no loose nuts, bolts or other defects
- 6 The appropriate personal protective equipment detailed below must be worn when operating any item of plant or machinery
- 7 Persons under the age of 18 may use hand tools only and are not permitted to operate any power driven item of plant or machinery
- 8 Ladders may only be used when other equipment such as tower scaffolds or mobile elevated work platforms cannot be used and for work of short duration provided they can be safely secured. This may necessitate the use of ladder ties
- 9 Any defect and damage found to any item of plant or machinery must be reported to the responsible person
- 10 All plant and machinery will be regularly maintained and a schedule kept of maintenance requirements

(List all your items of plant and machinery and the rules and procedures for their use, including the appropriate personal protective equipment needed. In most cases when using machinery, boots, gloves, eye protection and overalls should be worn.) In certain situations, such as when working in the bell tower, head protection and ear protection may be necessary. Other items of plant and machinery could include the following: ladders, lawnmowers, strimmers, chainsaws. A form to list your plant and machinery is available upon request.

- 11 Persons must not work on their own unless they have a means of communication and have notified a colleague of the details of the work being undertaken and agreed a procedure to ensure their safety is checked on
- 12 The following items of plant and equipment are tested by a competent person in accordance with an inspection programme.

You must detail here those items of plant and equipment that require inspection by a competent person such as an engineering insurance company inspector or engineer.

Item	Inspection arrangements
LADDERS	VISUAL INSPECTION
VISION HALL LIFT	ANNUAL SERVICE

Such items will include a font cover with a counter-balanced lifting mechanism, lifts, hoists and other lifting equipment.

7 Slips, trips and falls – condition of floors, steps and paths

In order to reduce as far as is reasonably practicable the risk of slips, trips and falls, an inspection will be made every

MONTH

(eg week, month, quarter etc.) by the responsible person of

- 1 all floors and stairs in the church and hall, and
- 2 all paths and steps in the churchyard. Particular note will be made of moss, algae and leaves on paths. Any defects will be reported to

CHURCHWARDEN/ VISION HALL MANAGMENTT

who will arrange for repairs or remedial measures to be carried out.

8 Lighting

In order to ensure that the church is adequately lit, an inspection will be made every

MONTH

(eg week, month etc.) by the responsible person to ensure that all lights in the church, hall and churchyard are working. Any bulbs that require replacing will be reported to

CHURCHWARDEN/VH MGMT

who will ensure that the bulbs are replaced following appropriate safety procedures.

9 Working at high levels

The following areas are designated as high levels:

CHURCH LIGHTS

(Insert as appropriate, eg Interior: triforium, clerestory, canopy over altar Exterior: Nave parapets, Chancel gable end)

Only the following persons may work at high level

APPROVED CONTRACTORS

(eg approved contractors, competent volunteers, named individuals)

The following procedures must be followed:

MUST NOT WORK ALONE

WHEN USING

LADDERS

Only the following work is authorised without special agreement:

REPLACING LIGHT BULBS

CLEARING LOW LEVEL GUTTERS

The appropriate training will be given and a system of recording will detail who is working where at any time.

10 Preparation of food

(Your procedures must state where, when, how and by whom food may be prepared. You should consult the local Environmental Health Officer to see if your premises need to be licensed or if any improvements are needed.

Food Hygiene Regulations apply whether you sell publicly or privately, in a hall or marquee, for profit or for fund-raising. The only exception is for food cooked at home for private consumption.)

- 1 We ensure that we follow the appropriate regulations governing the preparation and storage of foodstuffs
- 2 We ensure that all food handlers have received adequate supervision, instruction and training
- 3 We ensure that the appropriate assessment of risks is carried out for the foods to be prepared and stored including storage at the correct temperatures
- 4 Before any preparation commences, all surfaces coming into contact with food must be washed down and disinfected
- 5 Food stuffs may only be prepared in the following areas:

VISION HALL KITCHEN

- 6 Only the following persons who have received the appropriate training may prepare and serve foodstuffs:

SEE APPENDIX 4 FOR LIST OF

PERSONNEL AND RENEWAL DATES

- 7 We ensure that all hirers who wish to provide foodstuffs are advised of the facilities and procedures. See APPENDIX 5 HIRERS AGREEMENT.

11

**Manual handling –
lifting, carrying and moving loads**

- 1 Our policy is to eliminate the need for manual handling as far as is reasonably practicable (tables and chairs need to be moved on a regular basis and are excluded from the statements below)
- 2 Where it is not possible to avoid the need to move loads, we will carry out risk assessments and make use of lifting aids, including trolleys, lifts and hoists as far as possible
- 3 The necessary training will be given to all employees and voluntary workers required to undertake manual handling
- 4 Only those persons who have received the appropriate training are authorised to undertake manual handling tasks.

12

Display screen equipment

Our policy is to assess the risks to all habitual users of computer workstations and to reduce those risks to the lowest level possible.

The following factors will be considered when carrying out risk assessments:

- 1 stability and legibility of the screen
- 2 contrast and brightness of the screen
- 3 tilt and swivel of the screen
- 4 suitability of keyboards, desks and chairs
- 5 the work station environment
- 6 the user-friendliness of the software.

Daily work routines will involve periods away from the screen. Where necessary, risk assessments will be carried out by the responsible person.

13 Hazardous buildings/glazing

- 1 Our policy is to ensure that our buildings are safe and without risks to the health, safety and welfare of all who work in and use them. In order to achieve this, the buildings are inspected every

MONTH

(eg quarter) by the responsible person

- 2 Any defects noted are immediately reported to

CHURCHWARDEN/VIS HALL MGMT

and the procedures put in hand for repairs

- 3 Where necessary, temporary measures are taken to ensure that there is no risk of accident or injury until permanent repairs can be carried out
- 4 A check is made of any asbestos in the building by a competent person noting its location, type and condition. Where necessary, asbestos will be removed by a licensed contractor. Information regarding any asbestos remaining in the building is given to all contractors and anyone else who may be affected
- 5 A check is made of all glazing in the buildings to ensure that any glass in windows below waist height and in doors and beside doors below shoulder height is of a safety material or is protected against breakage

Remember that a Faculty application may be necessary. Archdeacons can often sanction temporary repairs pending permanent arrangements being approved.

14 Safeguarding and Child protection

OUR procedures include a policy on child protection issues as set out in the current Church of England House of Bishop's Policy Document. FOR activities undertaken by youth groups details of the numbers and ages of the young people involved in each group and details of adult supervisors ARE maintained. Parental consent forms ARE obtained for trips away from the parish and any particular needs of individual children noted. Similar considerations for vulnerable adults apply.

POLICY REVIEWED AT PCC NOVEMBER 2018.

A statement upholding our procedures will be made at each annual church meeting and be suitably recorded.

A permanent record will be maintained of all accidents involving children.

15 Personal safety

Keeping yourself safe is about taking common sense steps to protect yourself when you may be in vulnerable situations, such as being alone in church, locking up after a service, handling cash, working with Children or vulnerable adults. See APPENDIX 6 for a PERSONAL SAFETY PLAN detailing issues to consider and measures you can take. Guidance note concerning personal safety is available from Ecclesiastical.

16 Risk assessments/activities

Risk assessments will be carried out on all areas of the church premises and all activities that carry a significant risk at regular intervals by a competent person in order to meet our obligations under The Management of Health and Safety at Work Regulations 1999.

For all hazardous activities, you need to carry out risk assessments and introduce procedures that must be followed.

These procedures need to be based on your own situation. However, there are guidelines produced by Ecclesiastical in our Guidance Notes for Churches.

The following activities will require risk assessments. You will then need to write your own procedures and include them in this health and safety policy:

- 1 fêtes, including the use of bouncy castles
- 2 tower tours
- 3 change ringing bells
- 4 sponsored walks, visits and outings
- 5 churchyard maintenance, including grave digging
- 6 erection of temporary staging.

Refer to Ecclesiastical guidance notes to help you draw up your own procedures.

(A specimen Risk assessment form is attached.)

17 Contractors

Anyone entering church premises for the purposes of carrying out work, other than an employee or voluntary worker of the church, will be regarded as a contractor. All contractors, including the self-employed, must abide by the following:

- 1 have their own health and safety policy (where required by law) and be able to provide a copy of the same

- 2 produce evidence that they have appropriate Public and Employers' Liability insurance in place. A record of this evidence will be maintained
- 3 comply with all the requirements of this health and safety policy and co-operate with the church officials in providing a safe place of work and a safe system of operation
- 4 where plant and machinery is brought onto the church premises by contractors, they must be able to show where necessary that the equipment has been inspected and tested to ensure its safe operation
- 5 contractors may only use sub-contractors or persons other than their own direct employees with the express permission of the church officials. However, responsibility will remain with the contractors
- 6 all contractors will be given detailed instructions regarding the areas where they are permitted to work and the extent of the work they are authorised to undertake. This 'permit to work' will also specify any safety precautions they must undertake.

(A specimen Work permit is available upon request.)

Particular care needs to be taken for 'hot works' and a separate Hot work permit is available from Ecclesiastical.

CDM Regulations

The Construction (Design & Management) Regulations apply to all construction work in Great Britain. You should be aware of your responsibilities under these regulations.

As a 'client' – an individual or organisation for whom construction work is being carried out, you have a number of specific duties under the CDM Regulations; which the guidance on the legal requirements summarises as:

- Make suitable arrangements for managing a project. This includes making sure:
 - other duty holders are appointed;
 - sufficient time and resources are allocated

- Making sure

- relevant information is prepared and provided to other duty holders;
 - the principal designer and principal contractor carry out their duties;
 - welfare facilities are provided
- A project is notifiable to the HSE if the construction phase will be longer than 30 days and have more than 20 workers on site simultaneously at any point in the project, or 500 person days of construction work.
 - Clients must appoint principal designers and principal contractors as soon as practicable and before the start of the construction phase, so they have enough time to carry out their duties to plan and manage the pre-construction and construction phases respectively.
 - Welfare facilities are provided

18 Information and enforcement

Environmental Health Service Information:

(Enter here the contact details for the Environmental Health Department of your local council).

Address

HERTSMERE BOROUGH COUNCIL
 CIVIC OFFICES, ELSTREE WAY,
 BOREHAMWOOD, WD6 1WA

Tel

0208 207 2277

Email

customer.services@hertsmere.gov.uk

Contact name if known

Employment Medical Advisory Service Information:

(The Medical Advisory Service is a part of the Health and Safety Executive and is able to provide guidance on health matters. Enter here the contact details of your regional HSE office where you can contact the Medical Advisory Service).

Address

WOODLANDS, MANTON LANE,
 MANTON LANE INDUSTRIAL ESTATE,
 BEDFORD

Tel

FAX...01234 220633

Email

Contact name if known

Health and Safety Executive
 Information Line: 0845 345 0055
 HSE Books: 01787 881165

19 Health and Safety Law poster

A copy of the HSE poster 'Health and Safety Law – what you should know' can be obtained from HSE Books or HMSO bookshops. ISBN 9780717663149 (standard)

As Christ Church has employees this document is required and is displayed in

CHURCH OFFICE