

The Wells Church

Health and Safety Policy

September 2024

The Responsibilities of The Wells Church

- 1 The church recognises and accepts its responsibilities for providing, so far as is reasonably practicable, a safe and healthy environment with a view to ensuring the health, safety and welfare of all those who use the church premises.
- 2 The church will, therefore, take all necessary steps within its power to meet its responsibilities **so far as is reasonably practicable** by, among other arrangements:
 - 2.1 maintaining the church premises in a condition that is safe and without risk to health and providing and maintaining means of access to and egress from it that are safe and without such risks;
 - 2.2 providing and maintaining furnishings and equipment which are safe and without risks to health;
 - 2.3 assessing the risk to the health and safety of those who use the church premises;
 - 2.4 ensuring the safety and absence of risks to health in connection with the use, handling, storage and transport of articles, equipment, furniture and substances;
 - 2.5 the provision of such information, instruction, training and supervision as is necessary to ensure the health and safety of those who use the church premises;
 - 2.6 the provision and maintenance of a proper environment for the church's employees, leaders, helpers and volunteers that is safe, without risks to health, and adequate as regards facilities and arrangements for their welfare;
 - 2.7 arranging for suitable induction programmes and training; consulting, where necessary, with all employees, leaders, helpers and volunteers on the effectiveness and implementation of this policy; and any necessary changes.
 - 2.8 ensuring that adequate funds and resources are made available for carrying out this policy.

The Responsibilities of the Church Council

- 3 The Church Council (the church's management trustees) have overall responsibility for health and safety. They may choose to delegate responsibility for the fulfilment of this policy to appointed people as the church's Health and Safety Officers but subject hereto the Church Council will be responsible for carrying out the implementation of the church's policy and for the issue of supplementary policy statements where this may be necessary.

The Responsibilities of the Health and Safety Officer

- 4 The Health and Safety Officers will:
 - 4.1 carry out appropriate risk assessments (these to be reviewed annually) of the church's premises and activities and report to the Church Council as necessary;
 - 4.2 co-ordinate the implementation of the church's Health and Safety Policy (including Fire Safety);
 - 4.3 carry out investigations of any accidents and recommend measures for preventing their recurrence;

- 4.4 ensure that accident and other appropriate records are maintained and returned to the appropriate bodies;
- 4.5 ensure that all appropriate arrangements are made to provide for first aid;
- 4.6 ensure that all appropriate policies are in place, and are implemented, to ensure compliance with the relevant food safety legislation;
- 4.7 arrange safety training courses, as may be necessary or desirable, so that specific legal requirements are adhered to and that any changes in such requirements are complied with and communicated to employees, leaders, helpers and volunteers as necessary;
- 4.8 ensure that, where necessary, all relevant safety regulations are prominently displayed, that all emergency procedure notices are properly exhibited and clearly visible at all times;
- 4.9 ensure that access to and from emergency exits and fire equipment are not impaired and that corridors and stairs are kept free from obstructions other than of a temporary and partial nature.

The Responsibilities of Volunteers, Ministers and Employees

- 5 All volunteers, ministers, employees, leaders, and helpers will:
 - 5.1 take reasonable care of their health and safety, and of the health and safety of other persons who may be affected by a person's act or omissions while working or helping.
 - 5.2 as regards any duty or requirement imposed on the church or any person by or under any of the relevant statutory provisions, co-operate with the church so far as is necessary to enable that duty or requirement to be performed or complied with;
 - 5.3 ensure that they shall not intentionally or recklessly neither interfere with nor misuse anything provided in the interest of health, safety or welfare, in pursuance of any of the relevant statutory provisions;
 - 5.4 make themselves familiar with and conform to the Health and Safety Policy of the church at all times;
 - 5.5 observe all safety rules, procedures, and codes of practice at all times, and in particular be fully conversant with the procedures to be followed in the event of a fire or any other emergency;
 - 5.6 conform to all the food safety regulations and Safe Food Policy where applicable;
 - 5.7 co-operate with the church to enable it to carry out the duties and requirements under the provisions of all health and safety legislation, including participating in any initial or other training if called upon to do so;
 - 5.8 report to the church's Health and Safety Officers all accidents or hazardous occurrences or dangers whether persons are injured or not as soon as is reasonably practicable;
 - 5.9 ensure that all working equipment and materials used by them are in a safe and serviceable condition and that no cables or wires are left in such a position as to be likely to cause anyone to trip;
 - 5.10 have regard to the possible consequences of their actions on the health, safety and welfare of all those persons who at any time and for whatever purpose may or will use the church premises.

With regard to Pandemics triggering collective global action

The Church Council, Health and Safety Officer, volunteers, employees and ministers will take all reasonable steps to make and keep the church 'pandemic' secure so ensuring the safety of everyone in the building with regard to a 'pandemic'. This will include:

- 6.1 Risk Assessing each time the building is opened for a different event.

- 6.2 Clean the building bearing the specifics of the pandemic in mind and maintain excellent hygiene
- 6.3 Follow government and scientific advice and provide what is needed to keep people safe: eg hand sanitizers
- 6.4 Take advice on providing good ventilation during meetings to reduce the risk of spreading.
- 6.5 Allow employees and ministers to hybrid work from home/office.

This policy statement was adopted by a resolution of the Church Council at a meeting dated4th September 2024.....

The review date for this policy isSeptember 2025.....