



**Calstock Parish Council**

# **Health and Safety Policy**

---

**Revised 01-03-2018**

## Calstock Parish Council – Statement of Intent

It is our policy to provide, so far as is reasonably practicable: -

- A workplace and work activities that will be safe for our employees, visitors and others who may be affected by what we do.
- Safe equipment and systems of work.
- Safe use, handling and storage of articles and substances.
- Instruction and training for- and consultation with- our employees.
- A safe working environment.
- Adequate facilities and welfare arrangements.
- Sufficient resources to implement the policy and the assignment of responsibilities.

Employees are reminded that they have a duty to take reasonable steps for their health and safety and other people who may be affected and to co-operate with arrangements in all matters relating to health and safety.

This policy will be kept up-to-date and reviewed annually.

I acknowledge that I have received a copy of this document.

Signed .....

Position .....

Date .....

## **Introduction**

This policy sets out the general principles and approach that Calstock Parish Council will follow in respect of health and safety legislation for the staff, premises and activities for which the Council is responsible.

It is the responsibility of all councillors and employees of the council to be aware of the following policy statements on health and safety and of the organisational arrangements made to implement these policies.

## **Statement of Intent**

Calstock Parish Council accepts its duty to provide and maintain safe and healthy working conditions for all its employees. It also accepts its duty of care to other persons such as volunteers and contractors who work on behalf of the Council.

The Parish Council will take all reasonable steps to ensure that it complies with the law on health, safety and welfare and any relevant regulations, approved codes of practice and guidance including: -

- The Health and Safety at Work Act (1974)
- The Management of Health and Safety at Work Regulations (1999 as amended)
- The Workplace (Health, Safety and Welfare) Regulations 1992
- Personal Protective Equipment at Work Regulations (1992)
- Manual Handling Operations Regulations (1992)
- The Health and Safety (Display Screen Equipment) Regulations (1992).

It will provide the resources to ensure the safety of its employees and others affected by its working accordance with the requirements of the above act and regulations.

The Parish Council will take all reasonable steps to ensure:

- that information, instruction, training, supervision, equipment and facilities necessary to achieve a safe working environment for employees, members of the public, contractors and volunteers are provided.
- that its work, in all its forms, is done in ways so that members of the public are not put at risk.
- that arrangements are in place for the safe use, handling, storage and disposal of all substances and equipment that may endanger health or welfare.
- that this policy is brought to the attention of all employees, members of the public, contractors, volunteers and Councillors and is reviewed annually.

- that when necessary, there is consultation and negotiation with employees on health, safety and welfare at work to ensure continuing improvement.

### **Parish Clerk**

The Parish Clerk is the designated person with overall responsibility for health and safety within the Council. The Clerk will ensure that:

- the Health and Safety Policy is implemented, monitored, developed, communicated effectively, reviewed and amended as required.
- suitable and sufficient funds, people, materials and equipment are requested to meet all health and safety requirements.
- adequate insurance cover is provided and renewed.
- competent persons are appointed to provide health and safety assistance and advice.
- an adequate system of maintenance exists and operates to keep premises, plant and work equipment in a safe condition.
- statutory examinations are planned, completed and recorded.
- there is regular communication and consultation with staff on health and safety issues.
- an effective training programme is established to ensure staff are competent to carry out their work in a safe manner.
- safe systems of work are developed and implemented.
- accidents, ill health and 'near miss' incidents at work are recorded, investigated and reported.
- safety issues raised are thoroughly investigated and, when necessary, further effective controls implemented and communicated to staff.
- Contractors engaged are reputable, can demonstrate a good health and safety record and are made aware of relevant local health and safety rules and procedures.
- effective contingency plans are in place with a designated competent person in charge of the planning and control measures for situations involving imminent danger.
- health and safety objectives are set and their achievement is measured and reported in the clerks annual appraisal.

### **Parish Councillors**

The Councillors have the ultimate responsibility for the health and safety of Calstock Parish Council, but discharges this responsibility through the Parish Clerk.

The Council has nominated the Clerk to have special responsibility for health and safety.

The Council will ensure that: -

- they provide a lead in developing a positive health and safety culture throughout the organisation.
- all its decisions reflect its health and safety intentions.
- adequate resources are made available for the implementation of health and safety.
- they will promote the active participation of workers in improving health and safety performance.
- they will review the health and safety performance of the organisation on an annual basis.

## **Responsibilities**

### **2.1 Council Policy**

Work instructions and procedures, whether written or verbal, are an integral part of the Council Policy.

### **2.2 Safety Inspections**

Safety inspections will be arranged at appropriate intervals. All areas belonging to or occupied by the Council will be regularly inspected for safety

### **2.3 Health and Safety is a standing item on the Full Council Agenda**

Meetings will be held regularly with the Council.

### **2.4 Risk Assessment**

Suitable and sufficient assessments of the risks to the health and safety of council employees and to others who might be affected by the council's work activities will be carried out regularly.

### **2.5 Accident Reporting**

All serious injuries, industrial diseases and dangerous occurrences will be reported as per the Reporting of Injuries Diseases and Dangerous Occurrences Regulations (RIDDOR).

Notifiable accidents will be reported to the enforcing authority.

The Accident Book will be fully completed for all injuries incurred at work, however minor.

### **2.6 Accident Investigation**

The Council will investigate:

All accidents resulting in any reportable injury or losses of any assets.

Accidents, however minor.

All near-misses.

### **2.7 COSHH (Control of Substances Hazardous to Health)**

It is recognised that some substances have the potential to cause ill health and measures will be introduced to identify any such substances employees use, or are exposed to, in the course of their work.

Where practical alternatives exist, harmful substances will not be used.

Substances that must be used will be assessed and control measures introduced to prevent risk.

## 2.8 Display Screen Equipment

The Council will strive to provide a safe and comfortable working environment and arrangements and procedures will be put in for the assessment of risks from the use of DSE.

A user, defined as a person using display screen equipment for a large proportion of their working day, is entitled to free eyesight tests and this will be discussed with the individuals concerned.

## 2.9 Electricity at Work

All electrical systems on Council owned premises will be inspected to ensure there is no danger.

All portable appliances will be given a thorough electrical test by a competent person at fixed intervals, which reflect the potential risks associated with the class of appliance.

The fixed wiring installation supplying electrical sockets, lighting or other wired in equipment will be inspected by a competent electrician at least every five years.

## 2.10 Fire Safety

**The AONB Office** will put in place arrangements for the assessment of risks from fire and appropriate control measures to minimise the risks identified. These measures will include the following arrangements, procedures and controls.

- Regular inspection of the premises for fire safety.
- Fire extinguishers will be placed at clearly signed fire points.
- Emergency exit routes will be kept clear at all times.
- We will train in the use of extinguishers, procedures for fire drills and evacuation.
- Records of training and drills will be kept.

They will also

- Provide adequate numbers of fire extinguishers on the premises
- Ensure that the fire extinguishers are subject to regular maintenance
- Formulate emergency evacuation procedures
- Practice the evacuation procedures at least twice a year

## 2.11 First Aid

It is recognised that there is a legal duty to make sufficient provision for first aid to employees.

Appropriate arrangements will be made to ensure that there are an adequate number of trained first aiders.

In the event of anything other than minor injuries, medical assistance must be sought.

#### **2.12 The Indoor Environment**

Council policy will ensure that the working environment is safe and comfortable.

#### **2.13 Manual Handling**

Risk assessments will be undertaken in respect of all manual handling operations identified as having a significant risk and these risks will be minimised as far as possible.

Training in lifting techniques will be provided for staff involved in all operations identified as having a significant risk.

#### **2.14 Smoking at Work**

Smoking is not permitted anywhere within any parish council owned building, or Cornwall Council managed building.

#### **2.15 Work Equipment**

So far as is reasonably practicable all work equipment will be safe and without risk.

To minimise the risk of injury from work equipment: -

- Risk assessments of all equipment in use and all new or second-hand equipment purchased will be carried out
- All maintenance procedures will be kept up-to-date
- Suitable training will be provided

#### **2.16 Young Persons**

Special regard will be heeded to the needs of any young persons by risk assessing the tasks they are being asked to do and to take into account their inexperience and immaturity.

#### **2.17 Pregnant Females**

All work involving pregnant women and nursing mothers will need to be assessed to take into consideration their physical and psychological capacity.

Employees have a duty to advise their employer as soon as they know they are pregnant.



### **2.18 Alcohol and Drug Abuse**

No alcohol can be consumed on the premises at any time unless specifically agreed by the Council.

Anyone found taking alcohol or drugs on the premises is guilty of gross misconduct and will be disciplined accordingly.

### **2.19 Stress Management**

It is recognised by the Council that stress is an increasing factor in daily lives.

The Council will endeavour to increase general awareness of stress and ways to combat workplace stress.

Action will be taken to prevent workplace stressors and to monitor and evaluate stress indicators in Council employees.

Where an employee feels under stress he/she should make their supervisor or manager, or senior colleague or member of the council aware of the situation.

### **2.20 Visitors**

- The Councillors and/or Clerks must be aware that a visitor is on the premises
- Visitors are the responsibility of the organisation whilst on the premises
- All visitors must comply with any instructions given to them.

### **2.21 Contractors**

All Contractors working in the Council's employ are required to comply with appropriate rules and regulations governing their work activities.

Prior to engaging any contractor it will be ensured that they are competent, and that contracted work is carried out safely.

It is recognised that the Council has a duty to the Contractor and must ensure that the Contractor is not put at risk by the Council's own activities.

### **2.22 Occupational Ill Health**

All reasonable, practicable measures will be taken to prevent employees from any occupational illnesses.

Where, by risk assessment, it is considered appropriate health surveillance will be provided by qualified medical professionals.

### **2.23 Consultation and Training**

The Council is committed to providing employees with adequate information, instruction and training. External assistance will be used to provide professional health and safety training if required.

- All newly appointed or promoted staff will receive an efficient induction into their jobs.
- Training will be provided to increase the productivity and performance of existing staff, ensuring that they are updated in line with new legislative requirements, techniques and technology.
- Training needs will be reviewed at least once a year.
- Records of training will be kept for all employees.

#### **2.24 Noise**

The Council does not consider that the noise levels in its premises exceed the lower action level as defined in the Noise at Work Regulations, however, it will continually monitor these levels to ensure staff are not adversely exposed. Any employees exposed to noise have the appropriate Personal Protective Equipment.

#### **2.25 Play Areas and Open Areas**

The Council recognises the need to keep the play areas and equipment safe for the users and as such will continue to do the following: -

- Carry out and record weekly inspections by maintenance staff
- Carry out and review an Annual Independent Inspection by ROSPA (or other accredited company)

## **Arrangements**

- Induction training for new employees is the responsibility of the Clerk
- Job training will be co-ordinated by the Clerk
- The first aid box is kept in the office of the Clerk
- The Accident Book is kept with the Clerk who will replace items as they are used
- All accidents should be reported to the Clerk for recording in the accident book
- The Clerk will conduct the accident investigation

AONB Staff are responsible for:

- Emergency escape routes are checked weekly
- Fire safety checks are carried out weekly
- Fire extinguishers are maintained
- The fire alarm is tested weekly

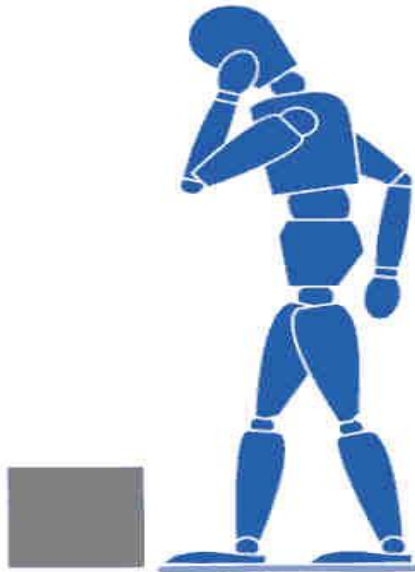
## Further Information

### Manual Handling

#### PRINCIPLES OF GOOD HANDLING TECHNIQUE

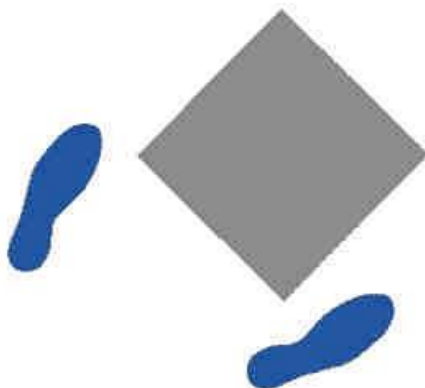
##### 1 Planning

Plan the lift, consider where the load is to be placed, the distances involved, are there any obstructions such as closed doors? is assistance required?, can handling aids or equipment be used?



##### 2 Feet

The feet should be positioned apart (shoulder width), one foot ahead of the other in the direction of the intended movement



##### 3 Knees

Adopt a good posture for handling with the knees bent (not squat – don't kneel), in order to gain the most effective power from the thigh muscles

**4 Back**

The back should be straight - not necessarily vertical (15 - 20°) from vertical is alright, keeping the natural curve of the spine. It may help to tuck in the chin. If necessary, lean forward a little over the load to get a good grip and to keep the centre of gravity over the load.

**5 Arms**

The arms should be close to the body (nearer the centre of gravity) with the shoulders level and facing the same direction as the hips.



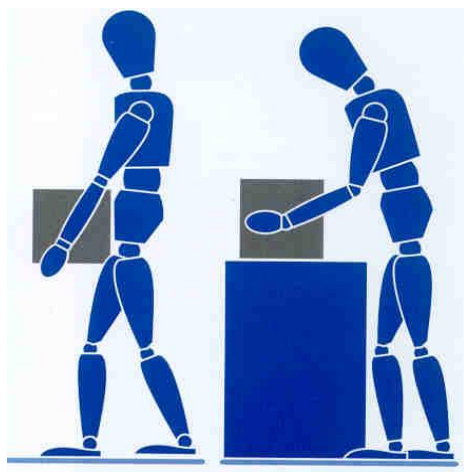
**6 Hands**

Ensure a firm grip on the load using the roots of the fingers and the palm of the hand. Holding the load this way is also less tiring than keeping the fingers straight.

**7 Head**

Raise the chin out and up as the lift begins, otherwise this results in round shoulders and a curved spine.

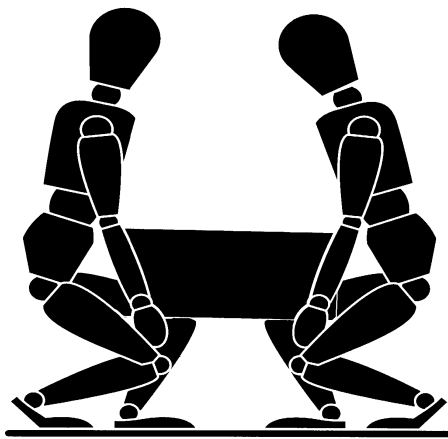
**8 Moving the load**



- Keep the load as close to the trunk for as long as possible, and where relevant, keep the heaviest side of the load close to the body. Slide the load towards you if required
- Lift smoothly
- Move the feet, not the trunk, when turning to the side, i.e., don't twist
- Put the load down and then slide the load into the required position, if necessary.

## 9 Team Handling

Handling by two or more people may make possible an operation that is beyond the capability of one person, or reduce the risk of injury to a solo handler.



Additional difficulties may arise if team members impede each other's vision or movement, or if the load offers insufficient good handholds. This can occur particularly with compact loads which force the handlers to work close together or where the space available for movement is limited.

When lifting loads at or near floor level is unavoidable, handling techniques which allow the use of relatively strong leg muscles rather than those of the back are preferable, provided the load is small enough to be held close to the trunk. In addition, if the task includes lifting to shoulder height, allow the handlers to change hand grip. Bear in mind, however, that such techniques impose heavy forces on the knees and hip joints which must carry both the weight of the load and the weight of the rest of the body.

The closeness of the load to the body can also be influenced by foot placement. The elimination of obstacles which need to be reached over or into will permit the handler's feet to be placed beneath or adjacent to the load before beginning the manual handling operation.

### **Display Screen Equipment (DSE)/Visual Display Unit (VDU)**

Some practical tips:

#### **Getting comfortable**

- Adjust your chair and VDU to find the most comfortable position for your work. As a broad guide, your forearms should be approximately horizontal and your eyes the same height as the top of the VDU
- Make sure you have enough work space to take whatever documents or other equipment you need
- Try different arrangements of keyboard, screen, mouse and documents to find the best arrangement for you. A document holder may help you avoid awkward neck and eye movements
- Arrange your desk and VDU to avoid glare, or bright reflections on the screen. This will be easiest if neither you nor the screen is directly facing windows or bright lights. Adjust curtains or blinds to prevent unwanted light
- Make sure there is space under your desk to move your legs freely. Move any obstacles such as boxes or equipment
- Avoid excess pressure from the edge of your seat on the backs of your legs and knees. A footrest may be helpful, particularly for smaller users

#### **Keying In**

- Adjust your keyboard to get a good keying position. A space in front of the keyboard is sometimes helpful for resting the hands and wrists when not keying
- Try to keep your wrists straight when keying. Keep a soft touch on the keys and don't overstretch your fingers. Good keyboard technique is important

#### **Using a mouse**

- Position the mouse within easy reach, so it can be used with the wrist straight. Sit upright and close to the desk, so you don't have to work with your mouse arm stretched. Move the keyboard out of the way if it is not being used
- Support your forearm on the desk, and don't grip the mouse too tightly
- Rest your fingers lightly on the buttons and do not press them hard

### **Reading the screen**

- Adjust the brightness and contrast controls on the screen to suit lighting conditions in the room
- Make sure the screen surface is clean
- In setting up software, choose options giving text that is large enough to read easily on your screen, when you are sitting in a normal, comfortable working position. Select colours that are easy on the eye (avoid red text on a blue background, or vice-versa)
- Individual characters on the screen should be sharply focused and should not flicker or move. If they do, the VDU may need servicing or adjustment

### **Posture and breaks**

- Don't sit in the same position for long periods. Make sure you change your posture as often as practicable. Some movement is desirable, but avoid repeated stretching to reach things you need (if this happens a lot, rearrange your workstation)
- Most jobs provide opportunities to take a break from the screen, e.g. to do filing or photocopying. Make use of them. If there are no such natural breaks in your job, your employer should plan for you to have rest breaks. Frequent short breaks are better than fewer long ones



## Ladders and Stepladders

This guidance is to help you:

- know when to use a ladder;
- decide how to go about selecting the right sort of ladder for the particular job;
- understand how to use it;
- know how to look after it; and
- take sensible safety precautions.

When is a ladder the most suitable access equipment?

As a guide, **only** use a ladder or stepladder:

- in one position for a maximum of 30 minutes;
- for 'light work' - they are not suitable for strenuous or heavy work. If a task involves you carrying more than 10 kg (a bucket of something) up the ladder or steps it will need to be justified by a detailed manual handling assessment;
- where a handhold is available on the ladder or stepladder;
- where you can maintain three points of contact (hands and feet) at the working position;

On a **ladder** where you cannot maintain a handhold, other than for a brief period of time, other measures will be needed to prevent a fall or reduce the consequences of one. On **stepladders** where a handhold is not practicable you will need to consider whether it is safe to work or not.

Is it a safe place to use a ladder or stepladder?

As a guide, **only** use a ladder or stepladder:

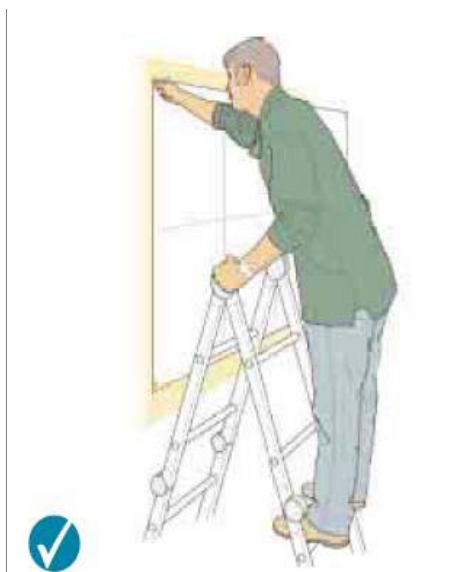
- on firm ground or spread the load (e.g. use a board);
- on clean, solid surfaces (paving slabs, floors etc). These need to be clean (no oil, moss or leaf litter) and free of loose material (sand, packaging materials etc) so the feet can grip. Shiny floor surfaces can be slippery even without contamination;

Never stand ladders or stepladders on moveable objects, such as pallets, bricks, lift trucks, tower scaffolds, vans, stacks of paper or boxes etc. If the ladder or stepladder won't reach, you need to use a more suitable type of access equipment.

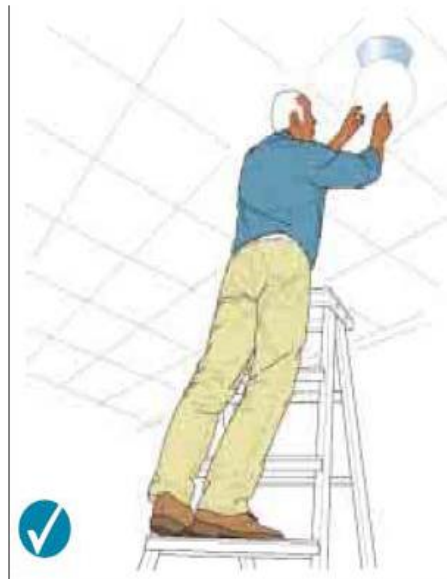
## Safety in use – stepladders

On a stepladder **do not**:

- overload it – you and anything you are carrying should not exceed the highest load stated on the stepladder;
- use it in locations where the restraint devices cannot be fully opened. Any locking devices must also be engaged;
- use the top two steps of a stepladder, unless a suitable handrail is available on the stepladder;
- don't use the top three steps of swing-back or double-sided stepladders, where a step forms the very top of the stepladder.



Correct – two clear rungs. Don't work any higher up this type of stepladder.



Correct – 3 clear rungs, do not work any higher on this type of stepladder

When using stepladders, avoid work that imposes a side loading, such as side-on drilling through solid materials (e.g. bricks or concrete), by having the steps facing the work activity. Where side-on loadings cannot be avoided you should prevent the steps from tipping over, for example by tying the steps to a suitable point, or you should use a more suitable type of access equipment.



Incorrect – steps side on to work activity

Correct – steps facing work activity

Where you cannot maintain a handhold (e.g. putting a box on a shelf), the use of a stepladder will have to be justified by taking into account:

- the height of the task;
- a safe handhold still being available on the stepladder;
- whether it is light work ;
- whether it avoids side loading;
- whether it avoids overreaching
- whether your feet are fully supported; and
- whether you can tie the stepladder.

Consider tying a **stepladder** where possible and helpful to the task (e.g. side-on working or where two free hands are needed). Stepladders should not be used for access to another level unless they have been designed for this.

**Is the ladder or stepladder safe to be used?**

You must check that the ladder or stepladder is in a safe condition before using it (a daily pre-use check). As a guide, **only** use ladders or stepladders that:

- have no visible defects;
- have a current detailed visual inspection (look for an inspection label);
- are suitable for work use. Use Class 1 or EN 131 ladders or stepladders at work because domestic (Class 3) ones are not normally suitable for use at work;
- have been maintained and stored in accordance with the manufacturer's instructions;

Also, you must always use a non-conductive ladder or steps for any necessary live electrical work.

### **Pre-use checks**

Look for obvious visual defects before using a ladder or stepladder. Check that:

- all the ladder feet are fitted;
- the feet are in good repair (not loose, missing, splitting, excessively worn, secure etc);
- the feet are clean - the feet should be in contact with the ground. Ladder feet should also be checked when moving from soft/dirty ground (e.g. dug soil, loose sand/stone, a dirty workshop) to a smooth, solid surface (e.g. paving slabs), to ensure the foot material and not the dirt (e.g. soil, embedded stones or swarf) is making contact with the ground;
- all the screws, bolts and hinges are secure;
- on a stepladder, that the "spreaders" on the ladder can be locked into place;
- there are no other obvious signs of damage such as cracks;.

If you find a problem, DO NOT USE the ladder. It should be repaired (if practicable) or destroyed.

### **Storage**

When storing ladders and stepladders, store them in a well ventilated area to prevent sagging and warping. Store straight ladders in flat racks or on wall brackets, don't hand them from the rungs. Store step ladders in the closed, vertical position.

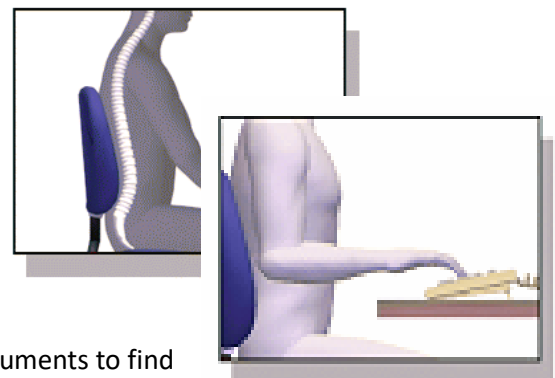
The information in this Guidance is based on the HSE leaflet 'Safe use of ladders and step ladders'.

## Display Screen Equipment (DSE)/Visual Display Unit (VDU)

### Some practical tips:

#### Getting comfortable

- Adjust your chair and VDU to find the most comfortable position for your work. As a broad guide, your lumbar should be supported by the seat cushion, forearms should be approximately horizontal and your eyes the same height as the top of the VDU.
- Make sure you have enough work space to take whatever documents or other equipment you need.
- Try different arrangements of keyboard, screen, mouse and documents to find the best arrangement for you. A document holder may help you avoid awkward neck and eye movements.
- Arrange your desk and VDU to avoid glare, or bright reflections on the screen. This will be easiest if neither you nor the screen is directly facing windows or bright lights. Adjust curtains or blinds to prevent unwanted light.
- Make sure there is space under your desk to move your legs freely. Move any obstacles such as boxes or equipment.
- Avoid excess pressure from the edge of your seat on the backs of your legs and knees. A footrest may be helpful, particularly for smaller users.



#### Keying in

- Adjust your keyboard to get a good keying position. A space in front of the keyboard is sometimes helpful for resting the hands and wrists when not keying.
- Try to keep your wrists straight when keying. Keep a soft touch on the keys and don't overstretch your fingers. Good keyboard technique is important.

### **Using a mouse**

- Position the mouse within easy reach, so it can be used with the wrist straight. Sit upright and close to the desk, so you don't have to work with your mouse arm stretched. Move the keyboard out of the way if it is not being used.
- Support your forearm on the desk, and don't grip the mouse too tightly.
- Rest your fingers lightly on the buttons and do not press them hard.

### **Reading the screen**

- Adjust the brightness and contrast controls on the screen to suit lighting conditions in the room.
- Make sure the screen surface is clean.
- In setting up software, choose options giving text that is large enough to read easily on your screen, when you are sitting in a normal, comfortable working position. Select colours that are easy on the eye (avoid red text on a blue background, or vice-versa).
- Individual characters on the screen should be sharply focused and should not flicker or move. If they do, the VDU may need servicing or adjustment.

### **Posture and breaks**

- Don't sit in the same position for long periods. Make sure you change your posture as often as practicable. Some movement is desirable, but avoid repeated stretching to reach things you need (if this happens a lot, rearrange your workstation)
- Most jobs provide opportunities to take a break from the screen, e.g. to do filing or photocopying. Make use of them. If there are no such natural breaks in your job, your employer should plan for you to have rest breaks. Frequent short breaks are better than fewer long ones.

