

HEALTH AND SAFETY POLICY STATEMENT FOR
St Giles Church and Hall, Totternhoe

Duty of Care: Much of the H&S legislation in force today is based on the 'Duty of Care' principle; in order for someone to make a claim of negligence, they would need to show that a duty of care was owed, and that there was a breach of that duty.

Lord Justice Akin (in 1932) produced what came to be recognised as a landmark statement of principle based on **Christ's commandment "To love your neighbour as yourself"**:

"The rule that you are to love your neighbour becomes in law, you must not injure your neighbour [] You must take reasonable care to avoid acts or omissions which you can reasonably foresee would be likely to injure your neighbour. Who, then, in law is my neighbour? The answer seems to be - persons who are so closely and directly affected by my act that I ought reasonably to have them in contemplation as being so affected when I am directing my mind to the acts or omissions which are called in question."

Our statement of general policy is:

- To embrace Christ's commandment, and the legal Duty of Care principle
- To provide adequate control of the health and safety risks arising from our work activities.
- To consult with our employees, PCC and volunteers on matters affecting their health and safety.
- To provide and maintain safe plant and equipment.
- To ensure safe handling and use of substances.
- To provide appropriate information, instruction and supervision for all employees and volunteers.
- To ensure all employees/volunteers are competent to do their tasks, and to give them adequate training and instruction.
- To limit accidents and cases of work-related ill health as far as is reasonably practicable.
- To maintain safe and healthy working conditions; and
- To review and revise this policy as necessary at regular intervals.

Signed:



Incumbent Minister: Revd. Helen Gardner

Date: 27 April 2014

Review date: April 2015

If you wish to read the whole policy, please ask a member of the PCC, or visit [www. http://tstbenefice.org](http://tstbenefice.org)

RESPONSIBILITIES

Overall and final responsibility for health and safety is that of:

- ✝ The Incumbent Minister, or in their absence, the Rural Dean or Archdeacon

Day-to-day responsibility for ensuring this responsibility is put into practice is delegated to:

- ✝ The Parochial Church Council (PCC)

To ensure health and safety standards are maintained or improved, the following people have responsibility in the following areas:

Name	Responsibility
Eric Richardson CMIOSH, MIFireE	Guidance, Advice, Instruction and Training
Gill Hayward & Eric Richardson	Buildings & Grounds Safety
Bobby Francis	Child Protection
Eric Richardson	Consultation
Annette Brooks	Finances
Jacqui Hunt	Bell Tower and Bell Ringing
Mike Brooks	Grounds Maintenance

Employees

Paid personnel will be few; organist, cleaner etc, however both the Ecclesiastical Insurance Group and the Health & Safety Executive urge churches to treat volunteers as employees in health and safety terms. In this context, volunteers who care for our buildings and grounds will be afforded the same health, safety and welfare arrangements as those who provide paid for services.

All 'employees' must:

- Co-operate with the Incumbent, the PCC and those named above on health and safety matters.
- Not interfere with anything provided to safeguard their health and safety.
- Take reasonable care of their own health and safety; and
- Report all health and safety concerns to an appropriate person.

HEALTH AND SAFETY RISKS ARISING FROM OUR WORK ACTIVITIES

Responsibility for ensuring risk assessments are undertaken:

- ✝ Eric Richardson & Gill Hayward

The findings of the risk assessments will be reported to:

- ✝ The PCC

Action required to remove/control risks will be approved by:

- ✝ The PCC

The person responsible for ensuring the action required is implemented and risks are mitigated is:

- ✝ Revd, Helen Gardner

Assessments will be reviewed annually in harmony with the election of Churchwardens. Or when the work activity changes, whichever is the soonest.