



The White Horse  
Team Ministry



Diocese  
of Salisbury

Making Jesus Known in Westbury, Dilton Marsh, Westbury Leigh and Brokerswood

## **Health and Safety Policy**

### **Holy Trinity Church, Dilton Marsh and The Tin church (All Saints), Brokerswood**

As churches we understand that we have a duty of care to ensure the safety of those who visit or use our churches or churchyard. We also know that, where we are an employer or control premises in certain circumstances, we must meet the requirements of health and safety law. This policy aims to meet our responsibilities under Section 2(3) of the Health and Safety at Work etc. Act 1974.

Our policy is to ensure, so far as is reasonably practicable, that our activities are carried out safely and do not pose a risk to the health of our employees, volunteers, congregation, visitors and others who may use the churches, churchyard and any other buildings we are responsible for. This will be in accordance with good practice and any relevant statutory provisions where they apply.

The Parochial Church Council (PCC) accepts its overall responsibility for this. We will appoint members of the PCC to have specific responsibility for this policy and its implementation. We will keep health and safety matters under review at appropriate intervals. We will monitor the effectiveness of the policy, amending it where we believe it is no longer valid.

It is the duty of each employee and volunteer to exercise personal responsibility for their own safety and that of others. This policy will be brought to their attention. We will try to ensure that everyone involved with the church plays his or her part in its implementation.

Further detail about our organisation and arrangements for managing health and safety is set out in this document. A copy of it will be kept in Holy Trinity Church and made available to others on request.

## **ORGANISATION and RESPONSIBILITIES**

The member of the PCC with overall responsibility for implementing our policy is: Sally Esposito

The people having day-to-day responsibility for implementing our policy are **Sally Esposito** [Holy Trinity] and **Peter Campbell** [Brokerswood].

The PCC will ensure that:

- The standards set out in this policy are implemented and maintained
- Where necessary, specialist health and safety assistance is obtained
- Any hazards reported to them are rectified as soon as possible
- Only competent persons carry out repairs, modifications, inspections and tests
- Any accidents are investigated, recorded and reported if necessary
- Relevant health and safety documents and records are retained
- They keep up to date on health and safety matters relevant to the churches
- Set a personal example on matters of health and safety.

The people with day-to-day responsibility will ensure that:

- All employees and volunteers are aware of their health and safety responsibilities
- Adequate precautions are taken as set out in this policy and related risk assessments
- Adequate information and training is provided for those that need it

- Any hazards or complaints are investigated and dealt with as soon as possible
- Where defects cannot be corrected immediately, interim steps are taken to prevent danger
- All accidents are reported in line with the requirements of this policy
- Advice is sought where clarification is necessary on the implementation of this policy
- Set a personal example on matters of health and safety.
- Be in charge of first aid arrangements and ensure they are kept stocked.

All employees and volunteers will ensure that:

- Read this policy and understand what is required of them
- Complete their work taking any necessary precautions to protect themselves and others
- Comply with any safety rules, operating instructions and other working procedures
- Report any hazard, defect or damage, so that this might be dealt with
- Warn any new employees, volunteers and visitors of known hazards
- Attend any training required to enable them to carry out their duties safely
- Do not undertake any repair or modification unless they are competent to do so
- Report any accident
- Do not misuse anything provided in the interests of health and safety.

## GENERAL ARRANGEMENTS

This section sets out our general arrangements for managing health and safety and dealing with specific risks.

**Risk Assessment** - We will complete risk assessments to identify what we need to do to comply with health and safety law. We will record our findings, implementing any necessary precautions. We will review and revise these where we suspect that they are no longer valid.

**Information and Training** - We will provide any necessary information and training for our employees and volunteers in a timely manner. We will keep a record of what is provided. We will also give relevant information to contractors and self-employed people who may need this to complete their work safely.

**First Aid** - We will provide adequate first aid facilities including – as a minimum – suitably stocked first aid boxes and a person who will take charge of the first aid arrangements. We will also provide relevant information for employees and volunteers. **Our first aid boxes are located:** [Holy Trinity] in a wooden box in the kitchen area under the notice boards; [Brokerswood] in the Vestry cupboard.

**Accident Reporting** - We will keep accident books and record details therein. We will report to the enforcing authority and keep records of certain accidents to employees, volunteers and members of the public in accordance with the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations. **Our accident books are kept:** [Holy Trinity] in a wooden box in the kitchen area under the notice boards; [Brokerswood] in the Vestry cupboard

**Monitoring** - We will make periodic checks to ensure that our precautions remain effective and adequate. We will also ensure that any lifting, work or electrical equipment and church utilities are inspected as necessary to ensure that they remain safe. We will keep records of the checks we make. If we employ contractors, we will make sure that they have their own health and safety policy and Public and Employers Liability Insurance by asking to see copies of the relevant documents.

**Record Keeping** - Our Health and Safety Risk Assessments, records and other documents are kept: [Holy Trinity] in the bookcase in the Office Vestry.

## **SPECIFIC ARRANGEMENTS**

**Church Buildings** - We will ensure that the fabric of our buildings is regularly inspected to make sure it is safe. Defects will be repaired as soon as is practicable bearing in mind that a faculty may be required. Where necessary, temporary measures will be taken to prevent danger until permanent repairs can be made. This will include glazing.

**Churchyard** - We will ensure that the boundary is kept in good repair. We will have trees inspected by a competent person and have any necessary work carried out to make them safe. Headstones, tombs and monuments will be checked regularly to ensure they are properly maintained.

**Construction Work** - Where maintenance, refurbishment and restoration work is planned for our buildings, we will identify what we need to do to ensure the safety of all those concerned before work starts. We will also determine if we have any responsibilities under the Construction (Design and Management) Regulations and comply with these if necessary.

**Display Screen Equipment** - Where our employees and volunteers regularly use computers daily for continuous periods of an hour or more, we will analyse workstations to identify precautions, implementing these as necessary. We will also provide information, training, eye/eyesight tests (on request) and special spectacles if needed.

**Electricity** - We will ensure that any electrical system, fixed machine and portable appliance is maintained to prevent danger. Defective equipment will not be used until it is repaired or replaced. We will keep records of the checks made where appropriate.

**Events** - Where we intend to hold large or unusual concerts, services and fundraising events, we will identify any additional precautions that are necessary and implement these.

**Fire** - We will complete a specific risk assessment to identify what steps are necessary to prevent, detect and take in the event of fire. We will record our findings, implementing any necessary precautions. We will review and revise these where we suspect they may no longer be valid.

**Hazardous Substances** - We only use domestic and horticultural products. We will ensure that these are stored, used and disposed of in accordance with manufacturers' instructions, taking any necessary precautions that are specified.

**Heating Systems** - We will ensure that any gas heating system is suitably maintained and checked annually by a competent person. Any defects found will be corrected immediately and we will keep records of the checks made.

**Manual Handling** - We will avoid the need for lifting or carrying heavy objects as far as possible. Where this is not practical, we will make use of lifting aids (such as trolleys) or other precautions including team lifting.

**Preparation of Food** - We will ensure that on those occasions when we prepare food, we use a clean and disinfected work surface, utensils and equipment. We will store food in such a way as to avoid contamination, provide hand-washing facilities and suitable arrangements for the disposal of waste.

**Slips and Trips** - We will implement suitable precautions to prevent slips or trips, taking account of any difficulty the frail, elderly or disabled may have in negotiating access. We will make periodic checks to ensure that floors, coverings, steps and pathways remain in good condition, free from obstruction and that any precautions (such as handrails or lighting) remain adequate. We will correct any defects identified, keeping records of checks we make. We will have arrangements in place to manage pathways in winter weather.

**Working at Height** - Where possible we will try to avoid the need for work at height. Where this is not practicable, we will ensure that any work is properly planned to identify suitable precautions. We will make sure that these are implemented, including the provision of any training and checks to ensure the safety of any equipment used.

**Work Equipment** - Any work equipment (including hand tools) we provide will be suitable, in good condition and properly maintained. Where necessary, some equipment (such as ladders) will be regularly checked to make sure it is safe. We will keep records of any checks we make.

**Working Alone** - We will identify circumstances where our employees and volunteers work alone and implement suitable precautions to ensure their safety. We will refer people to our Lone Working Policy.

In implementing this policy, we have regard to safe recruitment, the deployment of volunteers, DBS checks, safeguarding training and awareness.

#### Contact details

- Team Rector: the Revd Rebecca Harris 01373 822209 [teamrector@whtministry.org.uk](mailto:teamrector@whtministry.org.uk)
- Team Vicar: Rev'd Tracey Hallett 07474 944063 [pioneerteamvicar@whtministry.org.uk](mailto:pioneerteamvicar@whtministry.org.uk)
- Health and Safety Officer: Sally Esposito 07954 703085 [sallyanneesposito@hotmail.co.uk](mailto:sallyanneesposito@hotmail.co.uk)
- Churchwarden: Sonja Harris 07974 236040 [dmcw2@whtministry.org.uk](mailto:dmcw2@whtministry.org.uk)
- Churchwarden: Tess Brocksopp 07804 446923 [dmcw1@whtministry.org.uk](mailto:dmcw1@whtministry.org.uk)
- Brokerswood: Peter Campbell 07545218533 [peter.campbell888@outlook.com](mailto:peter.campbell888@outlook.com)

#### **Dilton Marsh PCC**

Date

Signed .....

Incumbent

Signed .....

Churchwarden

Signed .....

Churchwarden

Policy adopted 22 July 2025 and approved by PCC.

Next review due July 2026 by the PCC.