

HEALTH & SAFETY POLICY

The Parochial Church Council (PCC) of Immanuel Highters Heath

Introduction

As a church we understand that we owe a duty of care to ensure the safety of those who visit or use our church, hall or churchyard. We also know that, as an employer, we have to meet the requirements of health and safety law. In particular, we know that if we were an employer having five or more employees, we would be required to have a written health and safety policy. As such, we have produced this policy to meet our duty under Section 2(3) of the Health and Safety at Work Act 1974.

General statement of policy

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 church, churchyard or church hall. 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.

The PCC will:

- a) ensure that adequate resources are made available to achieve this objective. Any decisions we make will have due regard for it
- b) appoint a member of the PCC to have specific responsibility for this policy and its implementation
- c) keep health and safety matters under review at appropriate intervals
- d) monitor the effectiveness of the policy, amending it where we believe it is no longer valid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 their 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 the church and made available to others on request.

This Health & Safety Policy was agreed by the PCC on 19 May 2026 and will be reviewed annually.

Signed: Rosemary Rivett * Role: PCC Secretary

Date: 19 May 2026

*Signed on behalf of the Parochial Church Council, Immanuel Church, Highters Heath Lane, Birmingham, B14 4TB.

Organisation and Responsibilities

1. The member of the PCC with overall responsibility for implementing our policy is:

Name: Ian Langston

They will ensure that:

- a) the standards set out in this policy are implemented and maintained
- b) specialist health and safety assistance is obtained where necessary
- c) any hazards reported to them are rectified immediately
- d) only competent persons carry out repairs, modifications, inspections and tests
- e) any accidents are investigated, recorded and reported if necessary
- f) relevant health and safety documents and records are retained
- g) they keep up-to-date on health and safety matters relevant to the church
- h) they set a personal example on matters of health and safety

2. The Steering Committee has day-to-day responsibility for implementing our policy:

- a) Sandra Langston – Local Minister, Ordained
- b) Ian Langston – PCC member
- c) Rosemary Rivett – PCC Secretary
- d) Barbara Rose – PCC Chair
- e) Valerie Saunders – PCC member
- f) Michael Hastilow – Treasurer

They will ensure that:

- a) all employees and volunteers are aware of their health and safety responsibilities
- b) adequate precautions are taken as set out in this policy and related risk assessments
- c) adequate information and training is provided for those who need it
- d) any hazards or complaints are investigated and dealt with as soon as possible
- e) where defects cannot be corrected immediately, interim steps are taken to prevent danger
- f) all accidents are reported in line with the requirements of this policy
- g) advice is sought where clarification is necessary on the implementation of this policy
- h) they set a personal example on matters of health and safety

3. All employees and volunteers have a responsibility to co-operate in the implementation of this policy and to take reasonable care of themselves and others while on church business or premises.

They will ensure that they:

- a) read this policy and understand what is required of them
- b) complete their work taking any necessary precautions to protect themselves and others
- c) comply with any safety rules, operating instructions and other working procedures
- d) report any hazard, defect or damage, so that this might be dealt with
- e) warn any new employees or volunteers of known hazards
- f) attend any training required to enable them to carry out their duties safely
- g) do not undertake any repair or modification unless they are competent to do so
- h) report any accident
- i) do not misuse anything provided in the interests of health and safety

Arrangements

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

General Arrangements

1. Competent Assistance

Where necessary, we will appoint someone who is competent to assist us in meeting our health and safety obligations. Our person appointed to assist us is:

Name: Andy Munro

2. 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.

3. 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.

4. First Aid

We will provide adequate first aid facilities including – as a minimum – a suitably stocked first aid box 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:

- a) In the Narthex, next to the main door into the church
- b) In the West Entrance, outside the Lady Chapel
- c) In the Church Hall, on the wall of the Main Hall

Our person in charge of first aid arrangements is:

Name: Sheila Plumeridge

5. Accident Reporting

We will keep an accident book 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 Occurrence Regulations.

Our accident book is kept:

- a) In the Sacristy. Completed forms are in the locked filing cabinet; blanks are on top of the safe.

6. 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.

7. Contractors

If we employ contractors, we will make sure that they have their own health & safety policy and Public and Employers Liability Insurance by asking to see copies of the relevant documents.

8. Record Keeping

Our Health and Safety Risk Assessments, records and other documents are kept:

- a) In the Vestry, in a locked filing cabinet

Specific Arrangements

1. Asbestos

We will take steps to identify the presence of asbestos in our buildings and, if so, assess any risk from it. We will then implement any plan to manage that risk. We will also provide relevant information to others who might need it (for example, building contractors). We will keep records of the checks, assessments and plans we have made.

2. 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.

3. Churchyard

We will ensure that boundary walls and gates are kept in good repair. We will have trees inspected by a competent person and have any unnecessary work carried out to make them safe.

4. Construction Work

Where maintenance, refurbishment and restoration work is planned for our church, 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.

5. Electricity

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

6. 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.

7. Fire

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

8. Heating Systems

We will ensure that any 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.

9. Hazardous Substances

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

10. Lifting Equipment

We will ensure that any lifting equipment is properly maintained and thoroughly examined periodically by a competent person.

11. Manual Handling

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

12. 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.

13. Slips and Trips

We will implement suitable precautions to prevent slips and 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 the checks we make. We will have arrangements in place to manage pathways in winter weather.

14. Working at Height

Where possible we will try and 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.

15. Work Equipment

Any work equipment (including any 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 they are safe. We will keep records of any checks we make.

16. Working alone

We will identify circumstances where our employees and volunteers work alone and implement suitable precautions to ensure their safety.

Our policy for lone working includes the following requirements:

- I. A minimum of two people must be in attendance when the church is open to the public. Each person must carry a mobile phone.
- II. When a keyholder/lone worker is carrying out their duties e.g. cleaning or preparing for services, they must:
 - a. keep all external doors locked
 - b. carry a mobile phone
 - c. be mindful of their surroundings as they arrive at and leave the premises
 - d. alert someone (e.g. friend or family) that they will be alone in the church