



BARTON UPON HUMBER TOWN COUNCIL

Health & Safety Policy

Date Policy Agreed	22 nd June 2026
Minute Reference	22/6/2026-8
Date of next review	June 2028
Electronic Signature (Committee Chair)	<i>Cllr Ben Troop</i>

POLICY AIM

The aim of this Policy is to assist Barton Upon Humber Town Council in providing a safe and healthy workplace and working environment for all of its employees, and to protect all other persons not employed by the Council, but who may be affected by their work activity.

EXECUTIVE SUMMARY

The Policy provides the framework by which the management of health and safety within the Council will be carried out, including the necessary arrangements and organisation. Good communication and competence throughout the organisation will be essential to the success of the Policy.

POLICY STATEMENT

The Council is committed to meeting its responsibilities to safeguard the health, safety and welfare of its employees, elected members, contractors, volunteers, agency staff and any other person who may be affected by its activities. To enable the Council to carry out these responsibilities it will, so far as is reasonably practicable, take steps to:

- complete risk assessments and review them annually
- make the workplace safe and without risks to health where possible, where this is not possible manage the risks
- providing adequate welfare facilities
- provide such information, instruction, training and supervision as is needed
- provide free any protective clothing or equipment required by law and determined by suitable and sufficient risk assessments report certain injuries, diseases and dangerous occurrences to the enforcing authority
- provide adequate first aid facilities
- consult and engage with staff about matters affecting employees health and safety

- Provide adequate resources for the implementation of health and safety
- Provide adequate insurance

The Council delegates the main responsibility for health and safety compliance to the Town Clerk, but in order for this policy to be successful, it is the personal responsibility of each employee, elected member, contractor, volunteer and agency staff member to:

- take reasonable care and follow policies and procedures when carrying out their activities to minimise the risk to their own health, safety and welfare and that of their colleagues or others who may be affected by their actions
- co-operate with management and colleagues in the carrying out of their duties to establish safe systems of work
- bring to the attention of their line manager any hazards, dangerous practices, accidents or incidents of which they become aware.

Day to day responsibility for health and safety matters relating to the grass cutting contracts will rest with the appointed contractor

The allocation for safety matters and the particular arrangements that we will make to implement the policy are set out below. The policy will be kept up to date, particularly as the organisation changes in nature and size. To ensure this, our policy and the way it is operated will be reviewed not less than every two years or more frequently if legislation changes.

Town Council Office First-aid boxes are located:

Town Council Office
The Assembly Rooms,
Queens Street
Barton Upon Humber
DN18 5QP

- Main Reception
- Upstairs function room, behind the bar
- Main kitchen

Accident book is located:

Town Council Office (main Kitchen),
The Assembly Rooms,
Queens Street
Barton Upon Humber
DN18 5QP

ORGANISATION & RESPONSIBILITIES

The Council

The Council make sure that sufficient budget is made available annually for the purposes of meeting Health and Safety Obligations.

The Council will monitor Health and Safety issues and compliance with this policy.

The Council will:

- Review and approve risk assessments
- Review accident and near miss incident data
- Receive and approve policies and procedures developed by the Town Clerk
- Receive and consider reports from the Town Clerk, Health and Safety Executive and Trade Union representatives (if applicable)
- Assist in the development of safety rules
- Monitor and review health, safety and welfare training

Town Clerk

The Council has the ultimate responsibility for ensuring that the Council fulfils its legal responsibilities, that the policy objectives are achieved and that the effective management is in place to secure its implementation and review as appropriate.

To these ends delegated authority is given to the Town Clerk to ensure the allocation of the resources necessary to maintain sound and efficient health and safety arrangements on an operational basis. The Town Clerk supported by the Deputy Town Clerk, will:

- Make sure that staff accept and implement the requirements of the Councils health and safety policy
- Make sure assets are maintained, repaired and operated in a safe manner
- Make sure that all risk assessments are undertaken and safe systems of work established, for all tasks and places of work and that the significant outcomes of the risk assessments are made known to employees and any other parties who may need to be made aware
- Make sure all current and past risk assessments are stored using an appropriate format for recording the relevant risk assessments
- Make sure that risk assessments are reviewed regularly, or immediately after an accident / near miss incident or change in work process
- Make sure authorised, qualified and competent people are assigned tasks and that appropriate safe systems of work are in place with consideration to any potentially vulnerable people (e.g. expectant and nursing mothers, young persons and persons with a disability) and any appropriate levels of supervision are provided
- Report and investigate accidents, near misses, ill health and incidents of violence or abuse to the Complaints Committee
- Make sure that all employees accept their own health and safety responsibilities and that induction and training initiatives are developed which provide safe work practices

- Make sure appropriate personal protective equipment is made available (free of charge), suitable and worn as identified by the process of risk assessment, and that records are held of this equipment and it is replaced as required
- Take appropriate action and ensure prompt attention on any representation submitted by any employee who has comments or concerns regarding health and safety
- Make sure that the fire procedures for the premises, that they and their staff occupy, are adhered to
- Make sure premises are kept clear of obstacles with regular checks being made to ensure that fire exits, corridors, stairs, landings as well as walkways in offices are kept clear at all times.
- Identify training needs through the risk assessment and performance review processes.
- Make sure that health and safety awareness is maintain
- Review accident and incident data to identify trends and any appropriate remedial action as necessary.

Employees/Councillors (where applicable)

All employees have a duty to take reasonable care of their own health and safety and that of others and to co-operate with their manager on health and safety issues. All employees must ensure that they will:

- Carry out all work and tasks in the prescribed manner and follow any training, information and instruction provided.
- Use equipment correctly at all times and not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare (for example firefighting equipment, protective guards or devices, personal protective equipment, warning signs, etc).
- Make themselves familiar with the Health and Safety policy, health and safety information any other documents provided for their safety.
- Wear or use appropriate personal protective equipment as provided.
- Report immediately to the Town Clerk all accidents, incidents, unsafe acts
- co-operate in the investigation of accidents with the objective of introducing methods to prevent re-occurrence.
- Report any of the following to the Town Clerk:
 - incidents of any pain or discomfort arising out of the carrying out of their work activity
 - any physical injury resulting from the carrying out of their work activity
 - any incident of violence or abuse aimed at the employee
 - all cases where work equipment or personal safety equipment becomes defective.
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- Take part in risk assessments, workplace inspections and audits when necessary.
- Observe safe systems and methods of working at all times, avoiding taking short cuts which would entail unnecessary risks.

