**HENFIELD PARISH COUNCIL HEALTH & SAFETY RISK REGISTER**

**DATE OF REVIEW 11/2/25 NEXT REVIEW DUE – Q4 2025/26**

 **AUDITED BY**

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|  | **Area of risk** | Nature of risk  (Triggers) | Person or body at risk | Likelihood | Risk to Council | **Existing controls, Precautions, procedures.** |  Action Required / Notes | RISK Rating (NET) | Next Review date |
| 1 | **Accident to Council staff/ contractor working on behalf of HPC** | A] Use of mechanical/Electrical power tools by employeeCouncil staff /contractors inclGrass Cutting B] Exposure to hazardous or dangerous substance Exposure to severe weather elements.C] Working in proximity to highwaysIncluding Speed Indicators Devices (SID) | HPC staff and contractors | Medium  | High | A, B &C Accident Book in placeWritten instructions issued to relevant employees re: handling and health & safety practiceOperators trained in use of equipment (Training records)Council staff comply with Council’s Statement of Health & Safety Policy at all timesSuitable protective clothing/gloves providedCouncil holds employer liability insuranceWork restricted to employees who have undertaken appropriate training.Contractors hold adequate public liability insuranceContractors have comprehensive risk assessment & Health/Safety Policy (on file)Council holds £10m public liability insuranceC]Staff received & comply with traffic management training including appropriate signageTwo members of staff present when working near carriagewayTwo members of staff present when working on SIDRisk assessment undertaken before commencing workWork aborted where medium or high risk occurrence identified |  One accident recorded 6/24 | Low |  |
| 2 | **Accident to general public on Parish Council property or using HPC equipment** | Injury caused by play areas or equipment failure or fault.Injury caused by street light fixtureInjury caused by falling tree/ branchesGrave stones and monuments becoming dislodged and falling onto visitors in cemetery.Trip/injury hazards in Henfield Cemetery | Public | Medium | Medium | Public Liability Insurance. Regular Programme of Inspections & Records of safety InspectionsPlay equipment Inspected weekly – by Council.Play Areas cleared of litter at least weekly Annual inspection of Play area – ROSPA (includes risk assessment).Street Lights inspected regularly as part of maintenance contract (/WSCCSEE)Annual documented inspection of all monuments.Full tree survey at least every 3 years.Additional checks in place for specific trees at high risk locationsBudget provision for maintenance/ repair of play equipment and street lighting. Street Light Maintenance contract with WSCC./SEECemetery Budget Provision for Cemetery paths.Monument repaired./removed when risk identifiedMaximum height of new monument – 30 inches.Requirement new monument designed to BS 8415 and construction, dowels and fixings in accordance with NAMM code of working practiceRevised Instructions issued to Undertakers in respect of grave digging * Instructions issued to undertaker that excavation covered when unattended
 | Suggest inspection of Leisure centre car park lights annuallyMonument stability tested annually | Low |  |
| 3 | **Fire** | Building fire at Henfield Hall | HPC staff, Members of the public visiting HPC office | Low | High | Parish office kept clear of inflammable objectsNo hazardous substances stored in parish officeHPC staff trained in fire evacuation proceduresHPC fire drill held annuallyFire evacuation instruction confirmed at all Parish meetings where public is present | Henfield Hall (incl Parish Office & Museum) fire drill held 6/2/24Reminder issued | Low |  |
| 4 | **Staff safety** | A]Aggressive behaviour/ Violence from visitors to Parish Office/MuseumB] Lone Working | HPC staffMuseum Curators & Volunteer helpers | Low | Medium | * Emergency alarm for Parish Office.
* Camera door bell
* Personal attack alarm issued to Museum (linked to building alarm).
* Council hold employer liability insurance.
* CCTV in Museum
* Except during holidays/sickness office double manned when open to public.
* Saturday pm when Hall Manager unavailable – Museum double manned

B] Parish Office located in Henfield Hall - public building and in regular use.All PC staff have personal mobile phoneNo hazardous work undertaken in Parish Office.Single workers are able to lock all doorsWorks Officers work in pairs in hazardous areas | Parish Office inner door to be kept locked | Low |  |
| 5 | **Harassment, sexual harassment and victimisation** | Staff isolated by lone working /out of hours workingcustomer-facing duties/interaction with publicemails/social media | Staff and HPC Councillors at riskNo clear reporting route available | low | high | Policies in place to prevent or respond to sexual harassment.Reporting mechanism in placeCouncillors know what to do if a staff member raises a complaint of harassmentAll employees and Councillors aware of 2024 legislation | Training to be given April 2025 | Low |  |