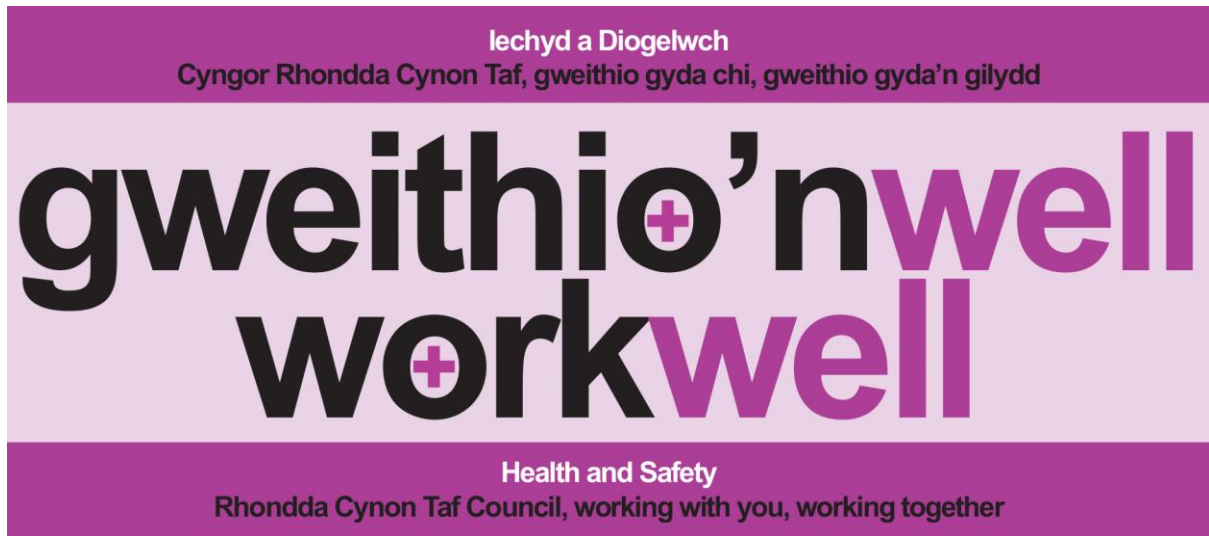


Version	10
Last Revision Date	September 2025



HS 1

General Health and Safety Policy

Mae'r ddogfen yma ar gael yn y Gymraeg
This document is available in Welsh



DOCUMENT CONTROL	
POLICY NAME	General Health and Safety Policy
Department	Human Resources
Telephone Number	01443 425456
Initial Policy Launch Date	May 1996
Reviewing Officer	Adrian Perry
Review Date	September 2027
Date of Equality Impact Assessment	2008
REVISION HISTORY	
Date	Revised By
May 1996	Gerwyn Hogben
March 2009	Gerwyn Hogben
February 2010	Mike Murphy
April 2011	Mike Murphy
May 2014	Mike Murphy
July 2016	Mike Murphy
November 2017	Mike Murphy
March 2021	Mike Murphy
March 2023	Stephen Humphreys
September 2025	Adrian Perry
DOCUMENT APPROVAL	
This document has received approval from:	Date of Approval
HR Senior Management Team	April 1996
Corporate Management Team	April 1996
Cabinet	May 1996

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GENERAL HEALTH AND SAFETY POLICY STATEMENT

This statement is published in pursuance of the Health and Safety at Work etc. Act 1974, associated regulations, health and safety legislation and other relevant 'Approved Codes of Practice'.

1. AIM OF POLICY

To provide a safe and healthy working environment for the employees of Rhondda Cynon Taf Council and to accept its responsibility for the health and safety of others who may be affected by its work activities.

2. PART A – POLICY STATEMENT (STATEMENT OF INTENT)

Rhondda Cynon Taf Council recognises and accepts its legal obligations as well as its moral and economic duties to provide a safe and healthy working environment for all its employees and others.

The promotion and continuous improvement of health, safety and welfare standards are regarded as an essential objective for management and employees at all levels. The efforts and co-operation of all employees, contractors and service users will be viewed as essential to permit work to be carried out without danger and for the success of service delivery.

The Council will seek to ensure that statutory requirements are met by the formulation, implementation and development of policy, together with the setting of objectives and performance standards. Appropriate action will be taken to underpin this commitment.

The Council recognises its responsibilities under the Management of Health and Safety at Work Regulations, particularly the duty to carry out risk assessments. To this end, suitable and sufficient risk assessments will be carried out under this and other specific legislation, ensuring that clear and accurate records are kept. Risk assessments will be reviewed on a regular basis or in light of change.

The Council will endeavour to implement and maintain measures such that activities will be controlled and managed to avoid unnecessary or unacceptable risk and will ensure, so far as is reasonably practicable, the health, safety and welfare of all employees or others who may be affected by its work activities.

The Council will endeavour to ensure adequate levels of competence in health and safety. Employees at all levels will be provided with appropriate information, instruction, training, supervision and communications systems to ensure their health and safety.

The Council will actively involve and consult with employees and will seek to ensure consultation will take place with recognised trade unions and employee representatives and will promote the setting up of safety committees, as appropriate. The council will inform the forementioned of risks

arising from employee work activities, the measures in place or proposals to control these risks, and what they should do if they are exposed to a risk, including emergency procedures.

All personal control will be exercised by employees to carry out their work in a manner conducive to their own safety and the safety of other persons. Senior management will ensure that appropriate responsibilities are delegated through their line management structure and that formal health and safety consultative mechanisms are in place.

Work requiring health or medical surveillance, including pre-employment screening for new employees, will be provided by an in-house Occupational Health and Wellbeing Unit. This provision will also apply to staff that remain exposed to health risks even after controls have been put in place. The council understands that control measures may not always be reliable, despite appropriate checking, training and maintenance. Health risks which require health surveillance include noise, vibration and substances hazardous to health.

Health and safety performance will be monitored and reviewed to ensure agreed standards are maintained.

The Council will take all reasonable steps to meet its responsibilities and will pay particular attention to the provision and maintenance of:

- plant, equipment and systems of work that meet known statutory requirements and are safe;
- safe arrangements for the use, handling, storage and transport of articles and substances;
- sufficient information, instruction, training and supervision to enable all employees to avoid hazards and contribute positively to their own safety and health at work;
- a safe place of work and safe access to and egress from it;
- a healthy working environment;
- adequate welfare facilities.

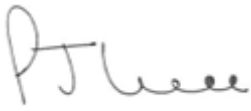
Adequate resources will be provided to ensure that proper provision will be made for health and safety to ensure the Council meets its statutory obligations.

All levels of management will be directly responsible for achieving the aims of the policy, each level accountable to the one above and responsible for the one below.

A copy of the policy statement will be brought to the attention of all employees. It will be reviewed periodically and added to or modified as appropriate.

Signed:

Date:

A handwritten signature in black ink, appearing to read 'P. Mee'.

07/10/2025

Paul Mee
Chief Executive

3. **PART B – THE ORGANISATION (RESPONSIBILITIES FOR HEALTH AND SAFETY)**

CHIEF EXECUTIVE

The ultimate responsibility for health and safety lies with the Chief Executive. In particular, the Chief Executive will ensure:

- adequate resources are made available for health and safety;
- health and safety responsibilities are made clear to senior managers;
- health and safety is afforded equal importance to other managerial functions;
- measures taken for implementing the Policy are established and kept under review;
- a pro-active approach to health and safety management is maintained;
- the Council's statutory obligations are being met;
- health and safety is included in plans and reports submitted by Group Directors;
- effective communication is maintained within the Council.

GROUP DIRECTORS

Group Directors will be accountable to the Chief Executive and will be responsible for the health and safety of employees under their control. In particular they will ensure:

- adequate resources are made available for health and safety;
- Directors/Service Directors implement and develop, where appropriate, the Corporate Health and Safety Policy statements into service area strategies;
- health and safety is included in plans and reports submitted to the Chief Executive;
- a pro-active approach to health and safety management is maintained;
- effective communication is maintained within the Group;
- the monitoring and appraisal of health and safety performance of senior managers under their control and ensuring awareness of their responsibilities;
- where appropriate, health and safety working groups are set up in the service areas.

DIRECTORS/SERVICE DIRECTORS

Directors/Service Directors will be accountable to the Group Director and are responsible for the health and safety of employees under their control. In particular they will ensure:

- that advice is given to the Group Director on what resources are necessary for health and safety;
- the effective co-ordination of health and safety within their service area;
- a pro-active approach to health and safety management is maintained;
- effective health and safety communication channels;
- health and safety is included in plans and reports prepared for the Group Director;
- the Corporate Health and Safety Policy Statements are implemented and developed, where appropriate, into service area strategies;
- health and safety performance within their service area is monitored.

HEADS OF SERVICE

Heads of service will be accountable to the Director/Service Director and are responsible for the health and safety of employees under their control. In particular they will ensure:

- they co-ordinate the service area incident/accident reporting system and assist in the investigation and prevention of accidents;
- they advise and liaise with line managers and others on health and safety and the assessment of health and safety risks;
- they assist in the production of health and safety data for inclusion in plans and reports, including any prepared for Directors/Service Directors;
- that health and safety inspections are carried out and appropriate action taken to encourage safe working practices;
- employees receive adequate health and safety training;
- effective communication with their service area;
- a pro-active approach to health and safety management is maintained;
- they monitor health and safety performance within their service area.

LINE MANAGERS/SUPERVISORS

Each line manager/supervisor will, as an integral part of their normal management function, prepare programmes setting out objectives for improving health and safety within their sphere of responsibility. The programmes should be prepared in consultation with the next level of management, thus contributing to the Group's health and safety plans and reports.

Line managers/supervisors shall demonstrate high standards when organising workplaces and activities. They will lead and be actively involved in risk assessments, inductions, inspections, investigations and training requirements and will ensure that employees are given the opportunity to receive advice and assistance. Line managers/supervisors will ensure formal systems are in place to review risk assessments and for the provision of adequate supervision, particularly for young, vulnerable or inexperienced workers.

All line managers/supervisors, and others when deputising on their behalf, shall be responsible for health and safety in all areas under their control and will, so far as is reasonably practicable:

- be responsible for the implementation and contribute to the development of the Group's safe working systems;
- establish responsibilities and relationships which promote and sustain a positive health and safety culture by securing the motivation and involvement of staff in order to control risks;
- develop plans and set performance standards which reflect the results of the risk assessments, with the aim of eliminating and controlling risk;
- establish systems and determine frequencies for monitoring and reviewing the implementation of health and safety plans and the extent of compliance with performance standards and procedures;
- familiarise themselves with and ensure communication of the health and safety policies and relevant related guidance to employees under their control;
- monitor and evaluate health and safety performance in order to maximise learning, thus ensuring appropriate action is taken to improve and further develop arrangements for health and safety;
- keep their Heads of Service updated on health and safety within their areas of responsibility.

EMPLOYEES

Employees are required to act in a safe manner at all times, so as to ensure their own safety and the safety of others in the work area. In particular, they will:

- not misuse or intentionally or recklessly interfere with anything provided in the interest of health, safety or welfare in pursuance of any relevant statutory provision;
- report incidents/accidents to their manager;
- assist in the investigation of incidents/accidents;
- attend health and safety training courses as requested;
- use the correct tools and equipment for the job;
- make use of protective equipment provided;

- comply with any reasonable instructions;
- report to their manager any work situation that they may reasonably consider represents an immediate danger to health and safety to themselves, other employees or any other person;
- not take any unnecessary risks;
- suggest ways of eliminating hazards;
- comply with safe systems of work;
- refrain from inappropriate/unsafe behaviour.

4. PART C – ARRANGEMENTS (SYSTEMS AND PROCEDURES)

These arrangements supplement the Policy Statement and Organisation Sections. They are not exhaustive and particular arrangements covering specific functions will be issued Corporately or by the Group Director.

HEALTH AND SAFETY ADVICE AND ASSISTANCE

Competent people will be employed by the Council to give health and safety advice and assistance as appropriate.

SAFETY REPRESENTATIVES AND SAFETY COMMITTEES

The Council recognises the regulations governing Safety Representatives and Safety Committees and will fully co-operate with the recognised Trade Unions in implementing these Regulations, together with their Code of Practice and Guidance Notes. The Council will also consult, as appropriate, with employees not represented by a Trade Union.

SAFE SYSTEMS OF WORK

Safe systems of work will be prepared to ensure, so far as is reasonably practicable, the health, safety and welfare of the Council's employees and others who may be affected by its work activities. Safe systems of work will, where appropriate, be documented and reviewed in light of change. Where work is undertaken which could give rise to significant risk, for example, working in confined spaces, work on live electricity, work on high-speed roads, consideration will be given to a 'permit to work' system.

RISK ASSESSMENT

Suitable and sufficient risk assessments will be carried out for all workplace activities and action taken as a result. The significant findings of all risk assessments will be recorded and documented.

As well as the Management of Health and Safety at Work (MHSAW) Regulations regarding all risks, there are statutory requirements for the assessment of the effects of specific types of hazards. To ensure the specific legal requirements are met for risk assessment, the MHSAW Regulations will be used as the basic standard and the standard raised where necessary to comply with other specific regulations for risk assessment.

STATUTORY EXAMINATIONS

All items of plant and equipment requiring statutory examination will be identified and arrangements for their examination undertaken by a competent person. Full records of examinations will be kept.

PERSONAL PROTECTIVE EQUIPMENT (PPE)

Where it is not possible to eliminate hazards to the individual by any other reasonably practicable means, then employees and limb workers will be issued with PPE. Where this has been issued it should be properly used whenever the employee is at risk from the hazards for which it has been provided. Employees will receive appropriate training as necessary.

PPE will only be issued when the risk that it is protecting against cannot be effectively eliminated by any other means. PPE in all circumstances will be the last resort and where PPE is necessary to fulfil a statutory requirement, it will be provided free of charge.

Turban-wearing Sikhs will be exempt from wearing head protection when working on construction sites.

INCIDENTS/ACCIDENTS

Reporting of incidents/accidents, no matter how minor, is the responsibility of every employee and will be recorded on the appropriate form [HS5(A)].

(i) Incident/Accident Investigation:

The appropriate Line Manager will ensure that all incidents/accidents are investigated at the earliest opportunity to establish causes, who were involved, where and why it occurred and how a recurrence can be prevented. Depending on the circumstances, a detailed investigation may be necessary.

(ii) Reporting to the Health and Safety Executive:

Reporting procedures will be in accordance with the current Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR).

During normal working hours, the responsibility for reporting lies with the Council's Corporate Health and Safety Team. Outside of normal working hours, for example on a weekend or Bank Holiday, this responsibility lies with the relevant supervisor or manager.

CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH (COSHH)

Arrangements for the use of any chemicals or substances will be in accordance with the requirements of the Control of Substances Hazardous to Health Regulations. Information will be obtained on all products used, COSHH assessments carried out and information given to employees with regard to their health and safety when using the product.

EQUIPMENT

Managers will ensure that items and materials are obtained which are safe for use at work when used in accordance with the suppliers' instructions. Information must be obtained from suppliers and distributed as appropriate.

(i) Plant and Equipment:

Plant and equipment will be suitable for the purpose and inspected and maintained to standards necessary to eliminate failures giving rise to personal injuries and ill health or to serious property damage.

(ii) Hire of Mobile Plant and Equipment:

Managers who hire mobile plant and equipment will ensure that it is fit for purpose and that employees are competent and trained in its use. Plant and equipment will be suitably maintained and checked prior to use.

STORAGE OF MATERIALS

So far as is reasonably practicable, materials will be stored so that they are maintained in a proper condition to allow safe placement and retrieval and in accordance with statutory requirements.

CIVIL ENGINEERING AND CONSTRUCTION WORK

Civil Engineering and construction work will be undertaken in conformity with all appropriate legislation, for example, the Construction (Design and Management) Regulations (CDM). The Council will apply the regulations with regard to client, designer and contractor responsibilities etc., on all projects affected.

INFORMATION, INSTRUCTION, TRAINING AND SUPERVISION

Managers will inform employees of the arrangements for communicating information relating to health and safety matters, which includes articles and substances for use at work.

Training needs analyses must be undertaken and training programmes devised.

Employees must be made aware of the procedures for drawing the attention of their line manager to health and safety issues. Employees will either be provided with or have access to all information necessary for them to undertake their duties, with proper regard for the safety and health of themselves, and others.

ASBESTOS

The management of asbestos within Council establishments will be afforded high priority. Any employee that is liable to disturb asbestos during their work, or who supervises such employees, receives the correct level of information, instruction and training to enable them to carry out their work safely and competently and without risk to themselves or others. A programme will be developed whereby all establishments will be surveyed and action taken as appropriate and an asbestos register will be kept.

WORKING IN CONFINED SPACES

Working in confined spaces is a very high-risk activity, the primary risk in some instances being the build up of dangerous gases, vapours or liquids. When employees are required to work in such spaces, these will be identified and a safe system of work formalised. No employee will work in a confined space without following a safe system of work (e.g. 'Permit to Work' system).

OCCUPATIONAL HEALTH

The Council will encourage and promote high levels of physical, mental and social wellbeing of employees whilst at work. All health aspects of work processes and procedures which may adversely affect the relationship between work and health will be regularly reviewed and policies and procedures developed and implemented.

Medical examinations and precautionary measures such as immunisation will be offered to employees whose duties expose them to particular hazards.

WORKING AT HEIGHT

Arrangements will be made for the safety of employees required to work in elevated positions. This includes the means of access and egress as well as protection against falls. The Work at Height Regulations will be adhered to as well as any other relevant legislation.

WORKING ON OR NEAR HIGHWAYS

All work on or near highways will conform to the standards laid down in Chapter 8 of the Highways Act 1980 and all other relevant legislation.

CONTROL OF NOISE

So far as is reasonably practicable, any exposure of employees to noise will

be minimised. Noise levels will be assessed and where the levels are above the lower exposure action value, arrangements for the protection of employees and others will be taken in accordance with the Control of Noise at Work Regulations.

Equipment/machines will be assessed and, where necessary, noise levels reduced so far as are reasonably practicable.

FIRST AID

The Council will comply with the Health and Safety (First Aid at Work) Regulations by ensuring adequate provision of first aiders/appointed persons. Names of designated first aiders/appointed persons will be displayed and distributed. All first aiders/appointed persons will be trained to the appropriate standard and will only be allowed to practice first aid when the appropriate certificate has been issued.

GUARDING MACHINERY

Machinery will be properly guarded whilst in use in accordance with the Provision and Use of Work Equipment Regulations and British Standards Safeguarding of Machinery. Employees will ensure that the guards provided are properly used.

MANUAL HANDLING

Manual handling assessments will be undertaken to conform with the Manual Handling Operations Regulations and measures will be introduced to reduce the risk of injury.

NEW AND EXPECTANT MOTHERS

Arrangements will be made to ensure the health, safety and welfare of new and expectant mothers. Specific risk assessments will be carried out and all hazards identified will be suitably controlled.

PERMITS TO WORK

Certain sections will need to operate permit to work systems and procedures (e.g. working in confined spaces, hot work, high voltage etc). These will be followed conscientiously and the occasions of use recorded.

ENVIRONMENTAL CONTROL

The appropriate environmental standards will be implemented and monitored. Those involving heating, lighting and ventilation will be in accordance with the Workplace (Health, Safety and Welfare) Regulations.

FIRE

The Council will comply with the legal requirements laid down by the

Regulatory Reform (Fire Safety) Order 2005 and subsequent legislation concerning fire safety in buildings, evacuation procedures, etc.

DISPLAY SCREEN EQUIPMENT (DSE)

Arrangements for the use of visual display units will conform to the HSE guidance under the Display Screen Equipment Regulations.

ELECTRICAL SAFETY

The Council recognises the risks associated with electrical equipment, which include the risks of burning, electrocution, fire, explosion and arcing.

Periodic inspection, testing and maintenance of portable electrical equipment will be undertaken and records retained along with equipment inventories. Equipment which is suspected or discovered to be unsafe will not be used until it is made safe. The Council will arrange for the fixed electrical installation in Council premises to be tested periodically. In certain circumstances, residual current devices (RCDs) will be used as an additional control measure. Each RCD will also be subjected to periodic checking.

CONTRACTORS AND SUB-CONTRACTORS

Arrangements for contractors working on the Council's premises and services will be such that neither employees, premises or other assets be put at risk by contractors' actions nor will contractors be put at risk by the Council's actions.

WORKPLACE STRESS

The Council recognises that workplace stress is a hazard that can lead to ill health and that it has a legal duty to manage it effectively. The Council will take reasonable care to ensure health is not placed at risk through extensive and sustained levels of stress arising from the way work is organised, the way people interact with each other, or from the day-to-day demands placed on employees. The Council will adopt the HSE's Management Standards approach to managing work-related stress.

VIOLENCE AT WORK

The Council will ensure appropriate systems of work which effectively manage the risks of violence to employees are developed and implemented. This is not limited to physical assault but includes equally distressing and intimidating verbal aggression and discriminatory behaviour.

AVOIDING DANGER FROM UNDERGROUND SERVICES AND OVERHEAD CABLES

Employees will receive adequate instruction in the use of cable locating devices, safe digging practices, procedures for contacting the relevant organisations and procedures for working around or near overhead cables.

WORKING OUTDOORS AND SKIN CANCER

The Council recognises the risk of over exposure to ultraviolet light radiation where employees work outside, particularly during summer months. Management will be required to assess the risks and implement appropriate control measures, which may include requiring employees to cover up and not expose their skin to excessive sunlight whilst at work.

HAND-ARM VIBRATION

All machinery/tools likely to emit high levels of vibration will be identified and the risks assessed. Control measures such as vibration monitoring, appropriate maintenance regimes, provision of gloves, purchase of low vibration machinery, work rotation etc., may be implemented. Training should be given to employees who use vibratory machinery/tools. Employees must be familiarised with the risks presented and the control measures required. Employees may be required to attend periodic medical examinations if they use higher risk vibratory machinery. The Council will keep health records for employees under health surveillance.

LEGIONELLA

Legionella bacteria can be present in any water system and can cause pneumonia-like illnesses, including the most serious, legionnaires' disease, which is potentially fatal.

The Council will comply with its duties under the Health and Safety at Work etc. Act 1974 and subsequent legislation to control the risk from legionella in water systems in premises under its control.

CORPORATE HEALTH AND SAFETY POLICY STATEMENTS

Corporate Health and Safety Policy Statements have been developed. The responsibility for implementing the provision of each policy and the preparation of a service area strategy rests with each Group Director.

The policies developed so far are listed below and will be amended in light of change. Other policies will be developed, as appropriate.

HS1	General Health and Safety Policy Statement
	Specific Policies:
HS2	Use of Personal Protective Equipment (PPE)
HS3	Control of Substances Hazardous to Health (COSHH)
HS4	Manual Handling

HS5	Reporting of Injuries, Diseases and Dangerous Occurrences (RIDDOR)
HS6	Management of Health and Safety at Work
HS7	Control of Noise at Work
HS8	Pregnant Women at Work
HS9	First Aid at Work
HS10	Electricity at Work
HS11	Display Screen Equipment (DSE) [Scheme HS11A (Eye and Eyesight Tests and Special Corrective Appliances)]
HS12	Workplace Health, Safety and Welfare
HS13	Violence at Work
HS15	Visitors in the Workplace
HS16	Young Persons Adventure Activities
HS17	Alcohol and Substance Misuse
HS18	Smoking in the Workplace
HS19	Workplace Stress
HS20	Fire
HS21	Work Equipment
HS22	Lone Working
HS23	Managing Contractors
HS24	Control and Management of Asbestos
HS25	Infection Control
HS26	Hand-Arm Vibration Syndrome (HAVS)
HS27	Control of Legionella

UPDATING

All documentation will be kept under review and updated to reflect changes in policy, organisation and arrangements or standards and legislation. Employees will be informed accordingly.

MANAGERS CHECKLIST

	✓ As Appropriate		
	N/A	Yes	No
In accordance with the requirements set out in Section 2(3) of the Health and Safety at Work etc. Act 1974, has an up-to-date copy of the Policy been brought to the notice of all employees? Note: It is not necessary that each employee receive a copy of the Policy. It would be sufficient if the Policy is displayed in a conspicuous position on notice boards, and employees are made aware of its existence.			
Have you ensured that employees are made aware of their responsibilities under the Policy?			

Completed by: _____
(Signature)

Confirmed by: _____
(Signature)

Name: _____
(Print)

Name: _____
(Print)

Designation: _____

Designation: _____

Date: _____

Date: _____