



Health and Safety Policy (Including Accidents)

Policy Statement

We believe that the health and safety of staff/trustees, members, volunteers and visitors are of paramount importance and fully understand our responsibility to comply with the Health and Safety at Work Act 1974 in conjunction with Safety at Work Regulations 1999.

Our Health and Safety representative is: Iona Baily, who has attended relevant training.

Insurance

We have public liability insurance and employer's liability insurance in place. The certificate for our insurance is displayed on the office notice board. If volunteers are required to drive as part of their volunteering role, either in their own or hired vehicles, we obtain a copy of their valid insurance together with their driving license. Any external professionals whom we engage with to deliver services to our members, such as therapists or fitness instructors, are required to submit a copy of their public liability insurance. Copies of these documents are kept at the RSM office.

Operational Procedures

Our induction training for staff and volunteers includes a clear explanation of health and safety issues so that all adults are able to adhere to our policy and procedures and understand their shared responsibility for health and safety. Health and Safety is a standard agenda item for all Trustee meetings.

Our main place of work is The Memorial Institute. The Landlord is Rotherfield Rarish Council and they have appointed a Management Committee who meet monthly to discuss all aspects of the property. They have in place a Fire Risk Assessment and ensure that any health and safety matters are dealt with swiftly. Our H&S representative reports any identified risks to the RSM Manager who reports immediately to the Landlord/Management Committee. The RSM Manager and two RSM Trustees have a seat on the Management Committee. Any significant findings are reported to RSM Trustees at quarterly Board Meetings. All staff carry out quick daily visual checks of RSM HQ to ensure it is fit for purpose.

All outings and activities are risk assessed separately.

Accidents

All accidents are recorded in writing and are reviewed regularly by the H&S representative to spot trends and manage risk.

First aid kits are available at RSM HQ and on all activities and outings. Any accidents are recorded and reported to relevant statutory bodies within legal timeframes and are reported/discussed at each Trustees meeting to ensure that risk is being managed appropriately. There are separate accident books for staff and members/volunteers. At least one member of staff will hold a relevant First Aid certificate. In the event of a serious accident first response aid will be given whilst the emergency services are summoned. The building has a defibrillator and RSM staff are trained to use it.

Fire Safety

All electrical equipment conforms to safety requirements and is PAT tested by an independent competent person within legal timeframes.

In the event of fire or the need to evacuate, staff will evacuate premises being occupied and will dial 999, staff will not tackle a fire themselves. The evacuation procedure for the Memorial Institute is displayed in the main lobby. When entering alternative hired premises, RSM staff familiarise themselves with emergency evacuation procedures.

All substances that may be hazardous to health, such as cleaning chemicals are kept in their original containers that have instructions of what to do if they are used inappropriately.

Food and Hygiene

We implement good hygiene practices:

All staff and lead food volunteers have undertaken basic food hygiene training

We hold information on individual members dietary requirements

When serving refreshments, we display a list of all 14 allergens which food may contain

We provide utensils that are appropriate for people with limited mobility/disability

We use reliable suppliers for the food we purchase

As part of our food redistribution service, we adhere to all terms and conditions of the 'Neighbourly Scheme' from which we receive food

Food is stored at the correct temperatures and is checked to ensure it is before its 'use by date'. As part of our food redistribution service, we may offer food that is beyond its 'best

before date' as this is representative of quality, rather than safety. Food is stored and displayed so that it is not at risk from contamination by pests, rodents or mould

Food preparation areas are cleaned before and after use

Our 3 Food activities (Lunch Club, Toastie Club and Surplus Food Scheme) are inspected annually by Wealden Food Agency. We currently hold 5 star ratings for all 3 which can be viewed at <https://ratings.food.gov.uk/authority-search/en-GB/Rotherfield>

Manual Handling

Staff have received basic manual handling training. However, in the event of a member falling and unable to get up themselves, staff will not attempt to lift them. We will make them and the environment safe, call 999, keep them warm and comfortable and await the Paramedics.

This policy was written by	Staff: Vicky Cheeseman/ Fiona Wilson
Adopted by	Trustees of Rotherfield St Martin
Date	4 th November 2019
Last Reviewed	22 June 2023 – Iona Baily 17 July 2023 - Vicky Cheeseman 25 th February 2026 – Liz Matthews
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