

## **Guidance on Health and Safety**

The Parish Council has a duty to ensure, so far as reasonably practicable, the health, safety and welfare of its employees and visitors to its premises.

This includes maintaining any places of work and the working environment (including equipment) safe and without risks to health.

Employees also have to avoid risks to themselves, colleagues and the public so there can be a shared responsibility. This could be relevant particularly where a Clerk works from home.

A written policy statement is needed if there are more than five employees.

An employer can be liable for stress suffered by employees in certain circumstances, notably if they have failed to respond adequately to known problems.

Risks need to be assessed, e.g. in children's playgrounds and cemeteries.

The Disability Discrimination Act 1995 imposes obligations on employers of 15 or more people in terms of making adjustments to working conditions.

The Act imposes wider obligations to ensure access to services, including making permanent physical adjustments to premises.

A disabled person is one who has a physical or mental impairment which has substantial and long-term adverse effects on his or her ability to carry out normal day to day activities.