

**Roman Catholic Diocese of Paisley  
(the “Diocese”)**

**Scottish Charity No. SC013514**



**WELFARE POLICY STATEMENT**

The Trustees of the Diocese of Paisley recognise the duties and responsibilities as an employer to undertake all that is reasonably practicable to ensure the health, safety and welfare of all employees, volunteers and other persons associated with the Church undertakings.

Our aim is to ensure that all Diocesan properties and the activities conducted within them are safe and without risks, so far as is reasonably practicable.

**The Trustees and senior management will ensure:-**

We comply with all primary and subordinate sources of Health and Safety legislation, Fire Precautions regulations, and all reasonably practicable steps are taken to recommended safe working practices, notwithstanding any arguments over their legal relevance to Church activities.

Clergy and all other staff / employees take reasonable care of their own safety and of others including volunteers, parishioners, visitors and members of the public, all of whom may be affected by their acts and/ or omissions.

Diocesan management provides and maintains a safe working environment including healthy conditions for employees without risk to health and wellbeing.

Clergy, staff / employees display a positive attitude towards health and safety. Any unsafe condition identified within the boundary of the church or associated church properties is reported immediately to the Parish Priest who will consult with the Property Manager where advisable in order that remedial action can be taken.

Any accidental harm or injury occasioned to a person or persons within the boundaries of the church property is reported immediately to the Parish Priest who will notify the Property Manager in order to have the accident / incident investigated, recorded and the requisite action taken in order to

prevent a recurrence.

Clergy and all other staff take all reasonable steps to ensure that people with disabilities are provided with the resources and access necessary to participate in all aspects of the Church's life and ministry.

All employees are competent to undertake the duties / tasks requested of them, and are afforded adequate information, instruction, supervision and training on all matters of Health, Safety and Welfare related.

Appointment of employees takes accounts of their capabilities when carrying out the work.

All articles and substances are assessed prior to their use, and are handled, used and stored safely to accord with the current regulations.

There is a culture of co-operation and co-ordination among employees, volunteers, parishioners, visitors and contractors.

Suitable and adequate welfare facilities are provided.

**The trustees and senior management will ensure:-**

- The monitoring and regular review of implementation and performance by diocesan employees against this Welfare Plan and Policy.
- Diocesan employees fully cooperate and support this policy.
- Consultation with diocesan employees, employers, maintenance contractors alike relative to Health, Safety and Welfare matters. *Health & Safety (Consultation with Employees) Regulations 1996 (as amended)*.
- External Health & Safety advice is sought as necessary to enable the Church to comply with the statutory legislation.
- Due consideration is given to any potential adverse impact of the Church's activities on the environment.

Signed on Behalf of the Trustees of the Diocese of Paisley

Name Right Reverend John Keenan

Designation Bishop of Paisley

Signature + John Keenan

Date 11 May 2018