



Responsible Trustee	Date policy produced	Name of Policy Writer	Frequency of Review	Date reviewed on / by whom	
Health and Safety Trustee		Alex Luffrum	Annually	11/3/2026	H&S Committee Governance Ctte

Risk Assessment Policy

Overall policy

The overall policy of Cambray Baptist Church (CBC) is to manage the church's affairs in a way that reduces the risk to employees, users and members of the church in terms of harm to health, safety and welfare and loss or liability.

The measures to be taken are at least those required by law, ordinarily comply with guidance from the Baptist Union Corporation, and may at the church's discretion, exceed those requirements.

In pursuing this policy, every member and user of the church bears a share of the responsibility. The church is guided in the steps it takes, however, by its trustees, who in turn identify officers, employees, or church members or professional advisers to assist them, and who take action as necessary.

Context

As a Christian community we believe we are encouraged not to be overanxious about risks, but to trust in God. At the same time we want to love our neighbours as ourselves, be a good witness of what it is to be a Christian Church, and to obey the requirements of authorities. Our approach thus coincides with what secular authorities would regard as good practice.

Whether voluntary workers count as non-paid employees with regards to Health & Safety law is a grey area in law but it is considered good and wise practice to treat them as if they were. As such the Charity Trustees of CBC have taken the decision to treat the church as a place of work and, as far as reasonably possible, to work to protect the health and safety of those 'workers' as well as all users of the premises.

This policy outlines the steps that will be taken to comply with the requirements of the Health & Safety at Work Act 1974.

Policy specifics

In pursuit of the above overall policy, CBC:

- will comply with risk improvement actions identified periodically by the Church's insurers;
- will identify Premises Deacons, as well as a person organising cleaning, who as part of their duties will act in ways which help implement the overall policy;
- will promote Pastoral Care, and at its discretion provide spiritual and practical support for the welfare of employees, users and members;

- will not allow any staff of the church or of outside organisations to work in or from church premises without the express permission of the Trustees and will maintain a list of persons for whom the premises are a place of work
- has adopted a written Church Health & Safety policy
- has undertaken or will undertake specific risk assessments for the main premises, 10 Rodney Road and 16 Sydenham Road South which will be acted upon in accordance with the requirements of the Health & Safety policy and will be reviewed periodically by the Trustees;
- will maintain a running risk assessment document to record areas of risk as they are identified at Trustees' and Deacons' meetings.
- will in support of this policy be developing, adopting and making known relevant companion policies for:
 - child protection
 - working from heights
 - finance
 - food safety
 - the letting of church premises
 - and other areas that seem to the Church to be appropriate;
- will appoint, where required, competent professional Health & Safety consultants to advise on the requirements for those parts of the church deemed as a place of work and will implement the professional advice given where that is reasonable;
- will require and encourage Ministries or Special Events to create and keep up to date Risk Assessment Forms for activities, and for these Risk Assessments to be centrally stored for easy access;
- will not interpret any of the above as limiting it from taking other action as appropriate.

Health & Safety Policy

This Policy is written in the context of Cambray Baptist Church's Health and Safety Policy, which should be read alongside this policy.