

The International Christian Church Network (TICCN)

Health and Safety Policy

Approved by: Trustees / Governing Council of TICCN

Applies to: All TICCN churches, ministries, partner organisations, staff, clergy, trustees, volunteers, contractors, and representatives

Review cycle: Every 3 years or sooner if required by law or following a serious incident

Version: 1

Date: 21st January 2026

1. Statement of Intent

The International Christian Church Network (TICCN) is committed to providing and maintaining **safe, healthy, and secure environments** for all those who participate in, visit, or benefit from its activities.

We recognise our legal duties under UK health and safety legislation and our moral responsibility to protect people from harm. Health and safety is an integral part of good governance, safeguarding, and responsible Christian stewardship.

2. Scope of the Policy

This policy applies to:

- Employees, clergy, ministers, and office holders
- Volunteers and trustees
- Church members, attendees, and beneficiaries
- Visitors, contractors, and partner organisations

It applies to all TICCN activities, including:

- Worship services and church gatherings
- Community centres and outreach projects
- Offices and administrative work
- Events, conferences, and meetings
- Youth, sports, and educational activities
- Overseas trips and mission activity (with local adaptations)

3. Legal Framework (UK)

TICCN seeks to comply with all relevant UK health and safety legislation, including:

- The Health and Safety at Work etc. Act 1974
- The Management of Health and Safety at Work Regulations 1999
- Relevant regulations covering fire safety, first aid, and risk assessment

Where TICCN operates internationally, local health and safety laws must also be followed.

4. Responsibilities

Trustees / Governing Council

- Hold ultimate responsibility for health and safety within TICCN
- Ensure appropriate policies, procedures, and resources are in place
- Review significant risks and incidents

Senior Leadership and Local Leaders

- Implement this policy at local level
- Ensure risk assessments are carried out where appropriate
- Address hazards and safety concerns promptly

Staff, Clergy, and Volunteers

- Take reasonable care for their own safety and that of others
- Follow health and safety guidance and instructions
- Report hazards, accidents, or near misses

Contractors and Partners

- Operate safely and lawfully
- Comply with relevant health and safety requirements
- Cooperate with TICCN where activities overlap

5. Risk Assessment

TICCN will:

- Identify hazards and assess risks proportionately
- Take reasonable steps to reduce risks to acceptable levels
- Review risk assessments periodically or when activities change

Risk assessments may cover:

- Buildings and premises
- Events and activities
- Use of equipment
- Trips and transport
- Activities involving children or adults at risk

6. Safe Premises and Equipment

TICCN seeks to ensure that:

- Premises are maintained in a safe condition
- Fire safety measures are in place and maintained
- Electrical and gas safety checks are carried out where required
- Equipment is suitable, maintained, and used correctly
- Clear access and exit routes are maintained

7. Fire Safety

- Fire risk assessments will be undertaken where required
- Emergency exits will be clearly marked and kept clear
- Fire alarms and equipment will be maintained
- Evacuation procedures will be communicated where appropriate

8. First Aid and Accidents

- Appropriate first aid provision will be made, proportionate to the activity
- Accidents and incidents will be recorded

- Serious incidents will be reported in accordance with legal and safeguarding requirements

9. Events, Trips, and Activities

For events, trips, or higher-risk activities, TICCN will:

- Carry out appropriate planning and risk assessment
- Ensure adequate supervision
- Consider transport, accessibility, and emergency arrangements

Overseas activities will also consider local conditions and risks.

10. Children, Young People, and Adults at Risk

Health and safety arrangements will be coordinated with TICCN's Safeguarding Policy.

- Activities will be planned with safety and wellbeing in mind
- Appropriate supervision and ratios will be maintained
- Hazards will be identified and managed

11. Reporting Concerns and Incidents

- All accidents, hazards, and near misses should be reported promptly
- Serious incidents will be escalated to senior leadership and trustees
- Safeguarding concerns must be reported under the Safeguarding Policy

12. Training and Awareness

TICCN will:

- Promote awareness of health and safety responsibilities
- Provide guidance or training where appropriate
- Encourage a culture of shared responsibility for safety

13. International Context

Where TICCN operates internationally:

- Local health and safety laws must be followed
- Where local standards are lower, TICCN will seek to apply reasonable safety principles
- Cultural sensitivity will not override basic safety responsibilities

14. Review and Continuous Improvement

This policy will be:

- Reviewed periodically by trustees
- Updated in response to incidents, changes in law, or organisational development

15. Declaration

TICCN affirms that caring for the health and safety of people is an essential part of its Christian witness, safeguarding responsibility, and charitable duty of care.

This policy forms part of the governance framework of The International Christian Church Network (TICCN).