



HEALTH AND SAFETY POLICY

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FOREWORD

The Employer recognizes that making appropriate provisions for the health and safety of all persons using the school facilities and those participating in off-site educational activities is fundamental to the well being of the school.

This Health and Safety Policy, its supporting documentation and arrangements for implementation will meet our legal obligations and contribute to our objectives relating to continuous improvement on health and safety performance.

We are committed to high standards of health and safety and expect all staff to be familiar with the contents of this policy.

Signed

Chair of the Governing Body

Signed

Head Teacher

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HEALTH & SAFETY POLICY

PART 1

STATEMENT OF POLICY

PART I. STATEMENT OF POLICY

1.1 Scope

This policy is specific to Glebe Primary School including any off-site educational visits. It is supported by policies of other relevant organisations such as the Local Authority, Direct Service Organisations and Contractors working on site.

The Health and Safety system will be integrated within the daily management of the school and will be continuously developed, maintained and implemented via a comprehensive series of documents, which will include: -

- i The Statement of Policy
- ii Organisation
- iii Arrangements for Implementation
- iv Working Policy Documents
- v Subject specific Guidance periodically issued by the Department for Department for Education (DFE) and the Health & Safety Executive (HSE).

The policy recognises the legal duties and responsibilities owed to all users of the site and seeks to develop standards, which are required by law as a means of contributing to the overall performance of the school by reducing accidents, injuries and ill health.

1.2 Aim

To provide the highest possible standard of Health and Safety, commensurate with the operation of an educational establishment.

1.3 Objectives

It is the responsibility of the Employer [London Borough of Hillingdon (LBH) in the case of a Community School via the Head Teacher and Senior Leadership Team to ensure that systems are in place, which will deliver a safe place of work for employees, pupils and visitors. Equally, it is the duty of all employees to co-operate with the employer on health and safety matters. The employer

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expects each employee to take reasonable care of their own safety and that of others either under their supervision or who may be affected by their actions. The main objectives of this policy will apply as far as reasonably practicable and are as follows:

- i To establish and maintain a safe and healthy environment throughout the school.
- ii To establish and maintain safe working procedures among staff and pupils.
- iii To make arrangements for ensuring safety and avoiding risks to health in connection with the use, handling, storage and transporting of equipment, articles and substances.
- iv To ensure the provision of sufficient information, instruction and supervision to enable everyone to avoid hazards and contribute positively to their own health and safety at work.
- v To maintain safe access and egress and separate movement of vehicles and people on site as far as is practicable.
- vi To ensure, as far as reasonably practicable, that educational visits are undertaken as safely as possible.
- vii To formulate procedures for application in case of fire and other emergencies including plans for the safe and effective evacuation of the school premises.
- viii To lay down procedures to be followed in case of accident or incident.
- xi To provide and maintain suitable and sufficient welfare facilities.
- x To develop a training plan to ensure that employees are trained to the appropriate level to fulfill their health and safety responsibilities.
- xi To monitor and review the effectiveness of health and safety systems with a view to continuous improvement.
- xii To ensure that staff are aware of the importance attached to Health and Safety and that management may invoke the School Disciplinary Policy in the event of non-compliance with the requirements of this Policy.

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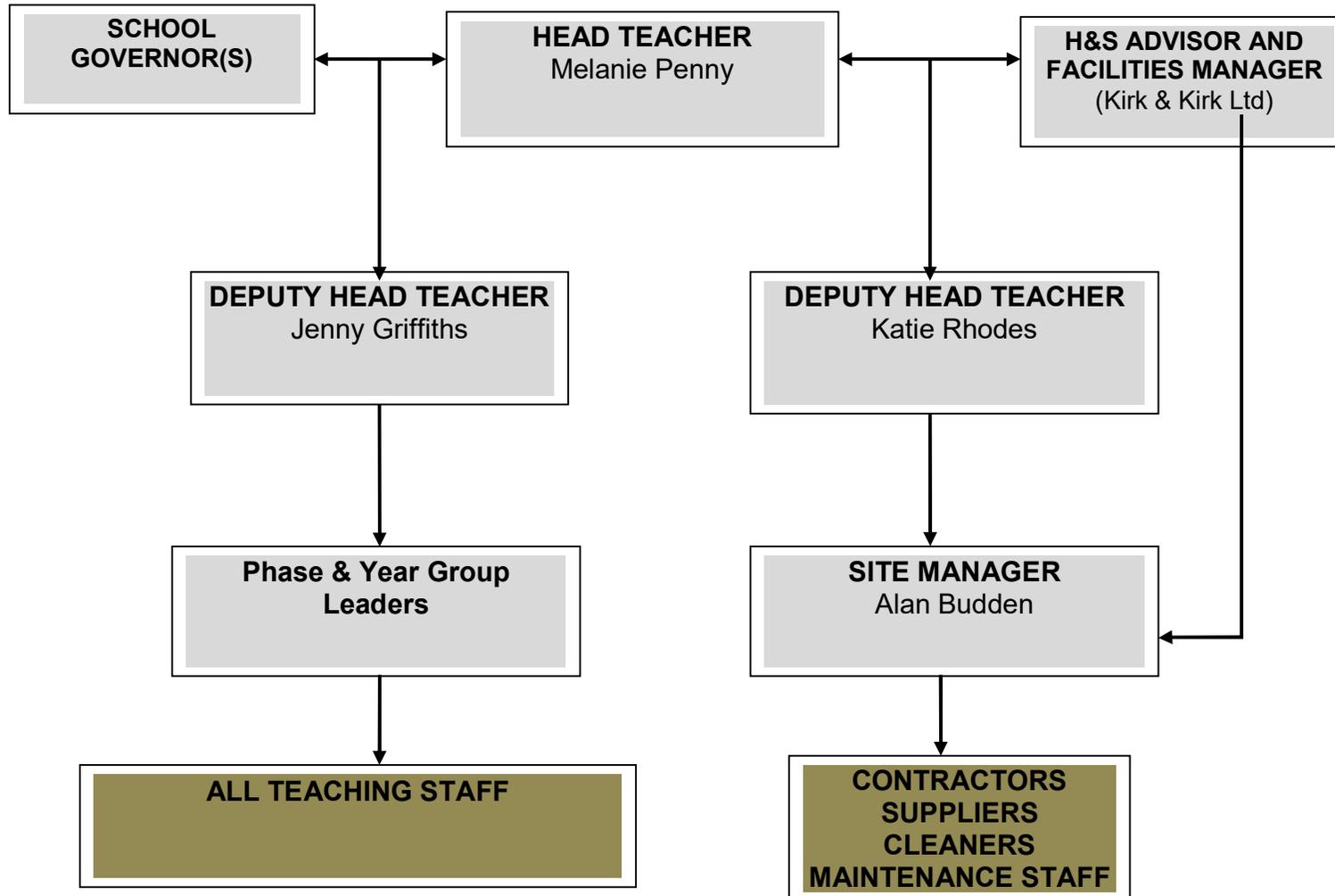
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PART II

ORGANISATION

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SCHOOL ORGANISATIONAL CHART FOR HEALTH AND SAFETY



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PART II. ORGANISATION

The Management of Health and Safety in Schools requires the school staff, Governing Body and the LBH to work together to achieve the required objectives.

2.1 The Governing Body

The Education Reform Act 1988 (ERA) gives governing bodies important powers and duties in controlling school premises and managing schools including health, safety and welfare responsibilities towards employees, pupils and visitors.

2.1.1 The Governing Body is responsible for:

- i Ensuring that the Health and Safety Policy is implemented and monitored within the school.
- ii Ensuring that the school has considered its health and safety obligations and has made provision for meeting these obligations.
- iii Ensuring that the school has a clear written and signed policy statement. The policy will ensure that the school's staffing structure appropriately reflects the responsibilities for carrying out the arrangements of Health and Safety. From time to time Governors will satisfy themselves that the policy is appropriate and being implemented as agreed.
- iv Receiving health and safety information distributed by the Education Services (ES) of LBH, HSE and DFE and ensuring that proper arrangements are made within the school for complying with any requirements.
- v Ensuring that regular reports of accidents, incidents and dangerous occurrences are prepared by the Head Teacher and sent to the ES and in some cases HSE as well and that any resulting alterations to working practices and procedures are implemented.
- vi Ensuring that appropriate facilities and opportunities are provided for accredited safety representatives to perform their duties.
- vii Ensuring that health and safety issues concerning the school are identified, decisions are taken and that effective action is carried through.
- viii Ensuring that all reasonable inspection facilities and information are provided on request to officers of The 'Office for Standards in Education, Children's Services and Skills' (OFSTED) and Inspectors of the Health and Safety Executive (HSE).
- ix Ensuring that conformity to safety standards for goods purchased and equipment installed form part of the school's purchasing policy.
- x Ensuring that procedures exist for checking that any items offered and

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parts of premises for use are safe.

- xi Ensuring that school journeys are arranged and properly supervised in accordance with LBH and/or DFE Guidance.
- xii Ensuring that suitable health and safety provision is made for pupils with special needs in discussion with the staff involved.

2.1.2 **Planning and setting standards, which include:**

- I Ensuring hazards are identified, risk assessments are undertaken, and standards are set to achieve health and safety objectives.
- ii Ensuring clear plans for coping with sudden emergencies are developed and maintained.
- iii Developing a positive health and safety culture.
- iv Ensuring that a training plan is developed which: -
 - a Enables appropriate training to be provided to employees so that they can fulfill their health and safety responsibilities.
 - b Provides induction training for new employees including temporary, part time and supply staff.
 - c Staff is consulted by the management on Health and Safety matters.

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2.2 Head Teacher Responsibilities

The day-to-day responsibility for all school health, safety and welfare organisation and activity rests with the Head Teacher, who will:

- i Work in conjunction with the School H&S Advisor to review and update the Health and Safety Policy on a continuing basis.
- ii Ensuring adequate welfare facilities are provided throughout the school.
- iii Make clear any duties in respect of health and safety, which are delegated, to members of staff.
- iv Ensure that problems in implementing Health and Safety Policy are reported to the H&S Advisor.
- v Ensuring that arrangements are in place to suitably and sufficiently assess risks associated with the premises and working practices. All risk assessments will be recorded and reviewed on a regular basis by a competent person.
- vi Arrange annual review of the working documents and systems, which support the policy, such as: -
 - a Emergency procedures
 - b Provision of first-aid in the school
 - c School
 - d Site inspections and audits
 - e Educational visitsand make appropriate recommendations to the Governing Body in conjunction with the H&S Advisor.
- vii Put systems in place to monitor the health and safety performance of the school.
- viii Ensure that all known hazards are reported immediately to the relevant persons and stop any practices or the use of any plant, tools, equipment etc. considered to be unsafe, until satisfied as to their safety.
- ix Seeks advice from the H&S Advisor on additions or improvements to plant, tools, equipment, machinery, etc. which presents hazards.
- x Review regularly the dissemination of health and safety information to school staff, paying particular attention to newly appointed and temporary staff, volunteer helpers and other users of the premises.
- xi Develop a health and safety training plan or matrix for all persons with specific health and safety duties.
- xii Report to the Governing Body.

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- 1 Annually on the Health and Safety performance of the school
 - 2 To secure funding for any identified Health & Safety improvements.
 - 3 On any Health & safety issues of concern.
- xiii Cooperate with H&S Advisor to implement the internal management system and to carry out checks on compliance levels.

2.3 Responsibilities of the H&S Advisor

The responsibility for all school health, safety and welfare organisation and activity rests with the H&S Advisor. The H&S Advisor will:

- i Be the focal point for reference on health safety and welfare matters and to give advice or indicate source of advice.
- ii Liaise with and report directly to the Head Teacher on all matters relating to health and safety.
- iii Ensure the day-to-day implementation of this policy including the maintenance of appropriate Risk Assessments for School and off-site activities and seeking the approval of the Head Teacher for meeting the financial implications of identified control measures.
- iv Ensure that all certification and monitoring inspections are kept up to date.
- v To investigate accidents, dangerous occurrences and near misses. Where necessary, assist the Head Teacher to complete relevant documentation and ensure the school complies with RIDDOR 2013.
- vi Issue updates as required to all holders of health and safety policy documents.

2.4 Major Risk Areas

1 Catering Operations

- i Hot school meals are delivered to the school and the food is kept warm in insulated boxes. The Kitchen has its own risk assessments and procedure are followed rigidly.

2 Maintenance

- i A planned maintenance schedule will be developed at the start of each year. Only approved contractors shall be used to carry out maintenance activities under the control and direction of the Site Manager. All maintenance contractors are expected to provide their own statutory documentation prior to commencing any physical works on site.

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- ii The persons carrying out in-house gardening, grass cutting and litter picking will be the responsibility of the competent person named in Appendix 1.

3 **Contractors**

- i Contractors will have their own health and safety procedures, and risk assessments relating to their activities, which must be followed on site, and in addition they must make themselves and their employees aware of relevant school rules, site hazards, emergency procedures and welfare facilities. They must let the school have their competence details; risk assessments and sort out with school the supervision arrangements.

4 **Sports Activities**

The sporting activities are carried out after completing risk assessments. The teacher will be involved in the preparation and review of such documentation and the results are communicated to the students.

2.5 **Classroom Teacher's Obligations**

The health and safety of pupils in classrooms is the responsibility of class teachers.

Class teachers are expected to:

- i Check classroom area is safe.
- ii Check equipment used is safe before use and after use.
- iii Ensure safe procedures are followed.
- iv Give clear instructions and warnings to pupils, based on a risk assessment(s) for the activities, as often as necessary.
- v Report defects to the Site Manager.
- vi Avoid introducing personal items of equipment (electrical, mechanical) into school.
- vii Follow safe-working procedures and carry out the relevant risk assessments.
- viii Carry out any special tasks as assigned in Appendix 1 (this will identify any duties that teachers are responsible for if any).
- ix Ensure the room is left in a safe state at the end of lesson.
- x Ensure any relevant risk assessments are carried out and students/pupils are briefed and mitigations are applied.

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2.6 Obligations of all Employees under the Health and Safety at Work Act 1974.

All employees are expected

- i To know the health and safety organisation and arrangements to be adopted in their own working areas and to ensure they are applied. (e.g. Co-operate with employer, carry out/assist with risk assessments for activities and implement findings.)
- ii To observe standards of dress consistent and appropriate with safety and/or hygiene.
- iii To exercise good standards of housekeeping and cleanliness.
- iv To know and to apply procedures in respect of fire, first aid and other emergencies.
- v To use and not willfully misuse, neglect or interfere with things provided for his/her own health and safety and/or the health and safety of others.
- vi To co-operate with other employees in promoting improved health and safety arrangements in the school.
- vii To co-operate with the School and appointed persons on health and safety matters and statutory bodies such as the LBH, HSE and DFE.
- viii To report all incidents defects, dangerous occurrences and near misses and safety concerns to the Site Manager / Head Teacher.

2.7 Site Manager Responsibilities

- i Have general responsibility for the application of the school's health and safety policy to their own area of work (e.g. Fire, water, asbestos, work equipment, risk assessments etc.) and is directly responsible to the Head Teacher.
- ii Put in place emergency plan in consultation with the Head Teacher.
- iii Forward planning – actions from inspections, audits etc. tabulated and addressed. Also, calls in maintainers, engineers to attend to maintenance and statutory inspections.
- iv Will ensure, as far as is reasonably practicable, the provision of sufficient information, instruction, training, supervision, to enable themselves and any other employees and pupils to avoid hazards and contribute positively to their own health and safety, as part of the school's health and safety training requirements.
- v Will, where appropriate, ensure relevant advice and guidance on health and safety matters is sought.
- vi Obtains and maintains Statutory inspection records. Maintains all

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relevant Health and Safety records.

- vii Carry out weekly inspections. Keep relevant documentation up to date relating to the building and school plant and equipment.
- viii Manages contractors and understands the basics of Construction and Design and Management (CDM) Regulations 2015.

2.8 School Health and Safety Representatives

The Governing Body and The Head Teacher recognize the role of Health and Safety representatives appointed by a recognised Trade Union. They work in conjunction with the Head Teacher, Site and H&S Advisor. Health and Safety representatives must be allowed:

- i To assist in the investigation of accidents and potential hazards.
- ii To assist in the investigation of complaints by anyone about matters relating to health, safety and welfare.
- iii To make representation to the employer about such matters arising from such complaint, and such investigation and on general issues affecting health, safety and welfare in the workplace.
- iv To assist with school's Health and Safety inspections.
- v To assist in the representation of the school if/when enforcement agencies are involved.
- vi To receive copies of the information that inspectors provide.

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PART III

ARRANGEMENTS FOR IMPLEMENTATION

3.1 Distribution of Health and Safety Information

- i The risks are managed using risk assessments and then discussing and communicating the contents with those involved in the activities. The school is required to fill in the risk assessment planner to manage the risk assessment and review process. The risk assessment planner can be found in the School Dropbox Folder.
- ii The master copy of the Health and Safety Policy, Risk Assessments, COSHH Assessments, Working Documents, Codes of Practice and guidance will be kept in the School Dropbox Folder. Staff are encouraged to refer to these documents and seek advice whenever they are considering health and safety issues.
- iii All permanent staff will receive copies of the Health and Safety Policy and will be expected to familiarise themselves with the contents. Any temporary staff will have access to the Health and Safety Policy and the related documentation. All staff are briefed on joining the establishment as to their responsibilities.
- iv The Head Teacher and Site Manager will issue updates, new guidance and approved revisions as soon as they become available.
- v All new staff including part time, temporary and supply staff will be provided with HSE awareness training and a staff handbook, which will include relevant health and safety issues.
- vi The Health & Safety Law poster is displayed on the notice board in the Staff Room and has been brought to the attention of all employees through the induction process.

3.2 Incidents, Dangerous Occurrences and Near Misses

i Immediate first aid

Incidents involving injury or ill health effects will be notified immediately to Welfare Assistant or the nearest First Aider (see appendix 1) to facilitate first aid treatment. Where injuries are serious enough to warrant hospital treatment staff must telephone 999 for an ambulance to transport the patient to hospital, inform the next of kin and the Head Teacher.

ii Completion of Accident Book – Minor Incidents

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Staff should ensure that all accidents involving minor incidents such as cuts and bruises are notified to the Welfare Assistant with sufficient information to allow that person to complete the Accident Book.

iii **Internal Reporting and Investigation – Major incidents**

A member of staff who witnesses or is first on the scene or first to be informed of any major incident, dangerous occurrence or near miss will report, record and escalate the incident in accordance with the school procedure. The School H&S Advisor local will investigate all major incidents reported by staff in conjunction with other relevant persons with the aim of identifying the cause and implementing preventative strategies. All major incidents will be reported through the SHE Assure System within the prescribed timeframes.

iv **Compliance with RIDDOR 2013 Regulations**

The Head Teacher in consultation with the H&S Advisor will determine which accidents and dangerous occurrences are required to be notified to the HSE and inform LBH via the SHE Assure System.

In the event of a major injury or fatality the notification must be immediate. By telephoning the HSE Incident Contact Centre on 0345 300 9923, with written confirmation using the form F2508 or via website <http://www.hse.gov.uk/riddor/> can be reported.

LBH will be responsible for making RIDDOR reports within the prescribed timeframes.

3.3 **Asbestos**

- i It is the policy of the employer that any staff employed at the school on any material, which contains or may contain asbestos, shall undertake no intrusive work of any kind as the release of fibre in to the atmosphere should be avoided.
- ii The Control of Asbestos at Work Regulations 2012 require that all materials containing or having the potential to contain asbestos will be identified and their location marked. The survey to comply with these requirements, which may be a desktop survey, will be carried out by a competent person. A copy of the results of that survey will be kept by the responsible person i.e. Site Manager. All contractors must check available information and sign the asbestos log to say they are aware of the location of asbestos containing material before commencing work on site.

3.4 **Contractors**

All Contractors will:

- i Adhere to their own health and safety policies, risk assessments and procedures and will give a set to the school.

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- ii Report to the Site Manager and sign in and out at the School Reception.
- iii Comply with the local school site rules and familiarise themselves with the local emergency evacuation procedures.
- iv Examine asbestos information and sign to confirm they have read the asbestos management plan, register and drawings prior to commencing any work on site.
- v Comply with the requirements of the Construction (Design & Management) Regulations 2015 where required.
- vii Seek professional advice and assistance as needed.
- viii Cooperate with the school on all Health and Safety matters.

3.5 **COSHH – Control of Substances Hazardous to Health Regulations 2002**

- i The school will carry out the Risk Assessments required under COSHH on all hazardous substances.
- ii In the vast majority of commercially available chemicals the presence of a warning label will indicate whether COSHH is relevant. Such labelling is required under the Classification, Labelling and Packaging Regulation (CLP) 2009. The REACH Regulations 2007 also require the supplier to provide a safety data sheet so that COSHH assessments may be easily carried out.
- iii COSHH also applies to biological agents connected to the workplace e.g. Legionnella, dust in harmful concentrations and substances produced in chemical processes.
- iv Copies of COSHH risk assessments including actions required will be kept in accordance with Section 1 of this Part detailing the distribution of Health and Safety Information.
- v As a general principle, wherever possible, safer alternatives are considered when purchasing hazardous substances.

3.6 **Display Screen Equipment**

- i The Health and Safety (Display Screen Equipment) Regulations 1992 require employers to minimise the risks for staff who habitually use DSE as a significant part of their normal work
- ii DSE assessments will be carried out by the user and those assessments will be analysed by a competent person who will offer the relevant advice.
- iii Eye tests should be paid for, by the school, those staff falling within the regulations in accordance with the DSE guidance issued by the HSE. (as a rule of thumb, those using DSE/screens etc. for continuous spells

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of 1 hour or more during an average day.)

- iv Staff using DSE must ensure that the adjustable elements of their workstation are set to promote ease of use and comfort e.g. screen, mouse and keyboard position, height of seat, avoidance of glare and reflections, etc.

3.7 **Electricity at Work**

The Electricity at Work Regulations 1989 requires that electrical installations be maintained to prevent danger.

- i Fixed installations will be inspected and tested by a NICEIC Accredited Electrical Contractor at 5 yearly intervals and in the event of a fault developing.
- ii Portable equipment shall be checked in accordance with the guidance issued by the HSE and summarised in their leaflet "Maintaining portable equipment in offices and other low risk environments".
- iii In addition to the safety checks detailed above all staff using portable equipment should take notice of the condition of plugs and flexes each time a particular piece of equipment is used and should report any faults identified to the Site Manager.

3.8 **Emergency Procedures**

1 **Evacuation**

- i Buildings will be evacuated in emergency situations such as suspected fire, bomb threat, gas leak or any other situation, which may cause an imminent risk to personal safety.

The School Emergency Plan identifies the major incidents and state what actions are to be taken.

- ii In the event of a suspected fire and other emergencies, the alarms will be operated but in other cases such as a gas leak, emergency contact procedures will operate to evacuate all buildings without sounding the alarms or operating any electrical equipment.
- iii In all cases buildings, will be evacuated by the nearest fire exit route that is safe to the approved assembly points identified in Appendix 1
- iv The Head Teacher and/or Emergency Services will determine when it is safe to re-occupy the buildings.
- v Major emergency incidents are stated below.

2 **Fire**

- i All fire safety appliances (extinguishers, alarms, emergency lighting,

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and call points) will be checked at the prescribed intervals by specialist maintenance personnel.

- ii All fire stop doors must be free swinging at all times so that they are normally closed, unless they are fitted with automatic closers. Fire exit doors must be unlocked and easily accessible and openable from within the building.
- iii The fire alarms will be tested on a weekly basis using a different call point each time and the results should be recorded.
- iv Fire Drills will be held once per term, when the Fire Wardens will record the evacuation time and the general performance of the drill.
- v Appropriate members of staff will be trained how to use relevant fire extinguishers. The Site Manager and the Head Teacher will identify fire-training needs and will incorporate that information into the Health & Safety Training Matrix.
- vi Clear instructions must be issued to staff regarding the nearest fire call point, fire extinguisher, the means of escape and assembly points during fire drills. These instructions must be issued on the first day of employment as part of the induction process. Details of Fire Wardens and assembly points are set out in Appendix 1.
- vii The school is expected to carry out a fire risk assessment under the Regulatory Reform (Fire Safety) Order 2005. This shall be undertaken by a competent person and reviewed on an annual basis or following any significant alterations to the building or its structure.

3 **Bomb Threat**

- i In the event of a warning the Head Teacher and/or the Site Manager will instigate emergency evacuation procedures. Personal belongings should be taken out at the same time if that can be achieved without causing undue delay. This will facilitate the search process.

Any suspicious objects and packages should be reported to the Site Manager or the Head Teacher. Under **no** circumstances should the object be touched or moved. Do not use a mobile phone near the object/package.

4 **Chemical or Biological Incident**

- i In the event of an incident involving chemicals or biological material, which may affect the school, procedures will be implemented to close all windows and doors and to keep all personnel within the building until the emergency has passed.
- ii Any chemical or biological incident within the school will be dealt with according to the scope and seriousness of the incident. Appropriate emergency measures will be applied by the Site Manager in consultation with the Head Teacher.

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5 **First Aid**

- i First Aid boxes will be maintained at the sites specified in Appendix 1 to this part.
- ii It is the policy of the School that there will be sufficient numbers of trained First Aiders on the site at all times. Those with current certificated training are listed in Appendix 1 to this part.

What is recommended, as a minimum, is one first aider per 50 employees. Each school may also have one appointed person.

Also, at least one First aider per 300 students is recommended. The numbers of any additional specialist first aiders to be determined with the aid of a risk assessment.

- iii The Welfare Assistant is the "Appointed Person/First Aider" for the purposes of the First Aid at Work Regulations 1981 and they will ensure that first aid box contents are replenished and are in date.
- iv A record of treatment given must be maintained by the qualified first aider and shall be used in conjunction with the accident reporting and investigation procedures as a means of accident prevention. In addition, good records of initial treatment may be valuable if further medical attention is required, or if legal action is considered by those involved in an accident.
- v The Contractors are expected to maintain their own first aid boxes and provide their own trained first aiders. They will be allowed to use the school first aid boxes either in an emergency or after negotiation with the school. If the first aid box is used, the appointed person must be notified so that replenishment can be organized.

3.9 **Glass and Glazing**

- i Doors, which can be pushed open from either side, should have a viewing panel appropriate to users so that a clear view of the area close to both sides is allowed.
- ii Where windows and transparent or translucent surfaces in walls, partitions, doors, etc. pose a risk of injury they should be made of safety material or otherwise protected against breakage.

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3.10 **Monitoring and Audit and Review of Performance**

1 **Monitoring**

All proformas can be found on the School Dropbox.

- i Weekly inspections are carried out by the Site Manager.
- ii Termly inspections are carried out by the Site Manager in conjunction with the H&S Advisor and School Governor.
- iii Records are maintained by the Site Manager and checked by the H&S Advisor.

2 **Audit and Review of Performance**

- i The Head Teacher, the School Governor Representative, Site Manager and H&S Advisor will meet at least once per term and usually following the termly inspection so that any issues found can be addressed.
- ii The Head Teacher in conjunction with the H&S Advisor will monitor the school's performance on Health and Safety issues.
- iii Health and Safety is a regular item on the agenda of staff meetings. Toolbox Talks and briefings will be held to address staff concerns.
- iv There will be an audit of all aspects of Health and Safety at periodic intervals. This will be arranged by the H&S advisor in conjunction with the Head Teacher. The Governors and any other Safety representative will be invited to participate in the audit process. Findings will be reported to the Governing Body.

3.11 **Lifting Operations and Lifting Equipment**

- i Passenger or goods lifts on site together with any lifting equipment is covered by the Lifting Operations and Lifting Equipment Regulations 1998 (LOLER) and the Approved Code of Practice issued by the HSE, which will be complied with.
- ii The Site Manager will ensure that the statutory inspections take place when due (either 6 or 12 monthly).
- iii All staff using the equipment must be familiar with the Health and Safety requirements regarding its use. The activities are backed by risk assessments.

3.12 **Management of Health and Safety**

- i The Management of Health and Safety at Work Regulations 1999 and the Approved Code of Practice will form the basis of the School health and safety system. In addition, the principles contained in

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HSG65 Successful Health and Safety Management will be given high priority and implemented wherever practical.

- ii Risk assessments and safe systems of work will be developed and implemented by the responsible person. The risk assessments and safe systems of work will be reviewed and approved by competent persons. These will be available to all employees in the locations set out in section 3.1 Distribution of health and safety information. Training will be given where necessary in accordance with the Health and Safety Training Matrix, which will be revised annually.
- iii The Head Teacher will ensure that health and safety becomes an integral part of the daily operation of the School and to that end it is essential that all employees comply with Section 7 and 8 of the Health and Safety at Work Act 1974.

This section imposes duties on employees to take care of their own health, safety and Welfare and that of others who may be affected by their actions or omissions. In demonstrating that care staff will be expected to follow advice and training given and to report to their immediate line manager any hazards, incidents or near misses.

3.13 **Manual Handling**

- i Manual Handling causes over one third of all reported injuries. It is the policy of the School that staff will comply with the requirements of the Manual Handling Operations Regulations 1992 and the guidance issued by the HSE.
- ii The general principles are to avoid manual handling wherever possible, to assess the risks where manual handling is necessary and to reduce those risks to the lowest level which is reasonably practicable.
- iii Training will be a key part of reducing the risks for those staff involved in manual handling.

3.14 **New Plant, Machinery and Equipment**

- i The relevant requirements are contained in the Provision and Use of Work Equipment Regulations 1998 (PUWER). It is the responsibility of manufacturers and suppliers to ensure that any article is designed and constructed to be safe and without risk to health when properly used. They must give instructions to purchasers as to the way in which the article may be used safely. This information will then be given to employees during instruction on safe use.
- ii Second hand articles or those belonging to staff are not allowed to be used on site.

3.15 **Noise at Work**

- i The Noise at Work Regulations 2005 requires employers to assess and minimise the risks associated with exposure to high levels of noise.

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- ii In the School environment, the circumstances where these regulations may apply are very limited. Assessments will be made on the noisiest activities to determine whether it is likely that they will apply e.g. woodworking and metalworking equipment and ride on grounds maintenance equipment.
- iii As a general rule the regulations will not apply where noise levels are below 80 dB. Where trigger levels are exceeded an external competent person will be commissioned to carry out the required measurements and assessment.

3.16 **Occupational Health**

1 **Access to Occupational Health services**

- i The School has access to an Occupational Health Service, which can provide confidential assistance on a wide range of matters affecting personal health.
- ii Staff wishing to access this service should initially discuss the issues with their Line Manager. However, if they feel unable to do this and would prefer the matter to be handled confidentially an approach can be made to the Occupational Health Service by the individual concerned.
- iii Where the health of an individual is causing concerns for the health and safety of others, management reserve the right to refer that person to the Occupational Health Service.

2 **Bullying**

- i Bullying of any employee will not be tolerated and will be regarded by the employer as a disciplinary issue.

3 **Drugs and Alcohol Policy**

- i Where it is apparent that the behaviour and performance of an individual is impaired by drugs, substance misuse or alcohol to the extent that there is a potential risk to the health and safety of themselves and/or of others the matter will be dealt with in accordance with the relevant school policy.
- ii The school has the option of involving Occupational Health Services following discussion with the individual concerned in an attempt to provide constructive assistance. In serious cases, Line Managers may invoke disciplinary procedures.

4 **Health Surveillance**

- i It is not considered that any employees on site are subjected to continued exposure to any substances, which are so hazardous as to require their health to be monitored.

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5 **Health Promotion**

- i The Governing Body recognises that, whilst it will make every effort to provide a healthy workplace, it is the behaviour and personal choices of the employee that have the greatest impact on individual health. The 3 most important factors affecting health are smoking, diet and lack of regular exercise.
- ii Assistance will be given wherever practical in relation to;
 - a Smoking cessation courses (Smoking is not allowed on school premises).
 - b Encouraging healthy diet (healthy options available in school dining facilities).
 - c encourage staff to use the sporting and exercise facilities on site.

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6 **Legionnaires Disease**

- i Legionnaires disease is caused by ubiquitous bacteria which are present in water systems and when allowed to colonise and proliferate can cause serious outbreaks of disease.
- ii Whilst it has frequently been associated with cooling towers it is also common in showers, whirlpool baths, spray taps and virtually any water system capable of generating airborne droplets, which can be inhaled.
- iii A water risk assessment will be conducted every 2 years to ensure appropriate control measure are being implemented by the school.
- iv A water hygiene schedule has been produced based on the HSE Approved Code of Practice (L8) with specific actions that will be undertaken by the school to mitigate potential risks.

All works will be undertaken by competent contractor or the Site Manager.

7 **New and Expectant Mothers**

- i The guidance issued by the HSE / DFE will be followed.

8 **Smoking Policy**

No smoking will be allowed on school premises.

9 **Stress at Work**

- i Overall risk assessment followed by, where necessary, an individual risk assessment will be carried out. Then any relevant actions will be carried out in conjunction with the management.
- ii Management standards for dealing with stress are available on the HSE website.

10 **Violence at Work**

- i Violence to any employee will be treated very seriously.

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3.17 **Off site Educational Visits/Activities**

- i In the last few years there have been a number of fatalities associated with educational holidays, visits or activities, some of which have led to high profile litigation. It is therefore imperative that the guidance issued by DFE and LBH is strictly adhered to.
- ii All visits to sites, which involve activities of hazardous nature and those with overnight stays, must be assessed and approved by LBH.
- iii Any teacher wishing to arrange an off-site visit or trip must submit a request for permission together with a risk assessment carried to the Education Visits Co-ordinator (EVC) and Head Teacher at least 1 week before the visit is due to take place.
- iv The significant findings of the risk assessment must be briefed to all staff, children and volunteers prior to the school visit or trip occurring.

3.18 **Personal Protective Equipment**

- i The requirements of the Personal Protective Equipment at Work Regulations 1992 will be followed.
- ii The circumstances where these regulations apply are fairly limited within the school premises but where a Risk or COSHH Assessment has identified that any personal or respiratory protective equipment is necessary it will be supplied by the school. Employees must then ensure that it is worn at appropriate times.
- iii Abuse of any PPE or RPE supplied is a direct offence under Section 8 of the Health and Safety at Work Act 1974.

3.19 **Safety Representatives/Safety Committee/Consultation**

- i Under the Safety Representatives and Safety Committees Regulations 1977 employers must put in place arrangements to enable Safety Representatives to be consulted on appropriate health and safety issues.
- ii The Health and Safety (Consultation with Employees) Regulations 1996 require employers to consult with representatives or directly with non-union employees.
- iii Employers also have obligations under the Health and Safety (Information for Employees) Regulations 1989
- iv The school will fulfill these obligations through H&S inspections, H&S committee meetings, development of risk assessments, disseminating information and assisting in developing training needs which will involve relevant representatives.

3.20 **Site, Building and Staff Security and Safety**

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i **Site**

The site should be securely fenced but where it is not possible to secure the whole site. Where reasonably practicable, strategically placed CCTV cameras will provide a deterrent to unauthorised access

ii **Separation of Vehicular and Pedestrian movement**

- a The Site Manager will ensure that car parking arrangements including those for disabled persons do not compromise the safety of pedestrians.
- b The Site Manager will ensure that when contractors are on site that their activities and vehicular movements do not compromise the safety of pedestrians.
- c The Site Manager will ensure that deliveries are not made during break or lunch times or for 15 minutes prior to the opening and after the close of school in order to avoid peak pupil movement times.
- d Separate access will be delineated for pedestrian access which removes as far as reasonably practicable the risk of contact with moving vehicles.

iii **Buildings**

Where reasonably practicable, each building is provided with keypad access locks in order to reduce unauthorised access. It is important that entry doors are closed and not wedged open.

iv **Staff**

- a Where reasonably practicable, all staff should wear personal badge identification, which includes a photograph.
- b Staff working either in isolated parts of the building and/or out of normal hours should follow the school lone working policy.
- c Potentially vulnerable persons including the Site Manager and Cleaning Staff have been issued with two-way radios and they should sign in with the caretaker on commencement of work and sign out at the end of their shift.
- d Visitors must sign in at reception and will be issued with a visitor's badge, which must be returned on leaving the site.

3.21 **Statutory Inspections and Examinations**

- i Statutory inspections and examinations (e.g. boilers and heaters, pressure equipment, play equipment, fire equipment, lifting equipment etc.) should be carried out by competent persons. Records will be maintained and updated by the Site Manager.

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3.22 Supervision of Pupils

- i The Head Teacher shall take all reasonable steps to ensure that appropriate staff supervision is provided for pupils during lessons and off-site activities.
- ii The Head Teacher shall take all reasonable steps to ensure appropriate supervision by duty staff at break time and lunchtime.
- iii All staff will share the responsibility for ensuring that pupils adhere to the school code of conduct in terms of their behaviour when moving between different parts of the building.
- iv Staff supervising pupils in and around practical rooms i.e. in science laboratories, gyms and sports hall, technology rooms, etc will be responsible for ensuring that pupils behaviour is safe and in accordance with the school code of conduct

3.23 Training

- i All employees shall be instructed as to possible hazards which may occur at their place of work and shall receive such information, instruction and training as may be deemed necessary to enable them to do their work in a safe and efficient manner. Safety training will be incorporated into an annual plan.
- ii The Training Plan will cover:
 - a **Induction Training**

Every effort must be made to ensure that all new staff receive appropriate induction training which should include making them aware of their statutory duties, emergency procedures, relevant risk assessments and an explanation of this policy.
 - b **Management Training**

The school's management recognizes that all sectors of management must receive the training necessary to enable them to effectively carry out their duties in the areas for which they are responsible.
 - c **Specialist Training**

The Head Teacher will arrange specialised courses of training as appropriate for employees in the safety requirements of their duties. The need for such courses will have been identified in the Training Plan/matrix.
 - d **Fire Training**

All members of staff shall receive training on actions to be taken in the event of fire, advice on fire precautions and where necessary, practical training on the use of fire fighting equipment and alarms.

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3.24 **Visitors**

- i Employees will ensure that all reasonable steps are taken to safeguard visitors and that they are made aware of emergency procedures. Visitors are normally supervised or escorted whilst on site.
- ii In the event of an evacuation, visitors should accompany the employee they have come to see to the approved assembly point identified in Appendix 1.

3.25 **Work Experience/Placements**

- i The Head Teacher will ensure that all young persons under the age of 18 who are either employed by the school or placed on work experience are not subjected to any risk of injury or harm.
- ii All places of employment utilized for placements or experience will be assessed and approved by the school. Parents should be provided with relevant information including Health and Safety prior to the person commencing work.
- iii Where Parents or Pupils arrange, their own work experience the Employer should be reminded of his responsibilities under the Management of Health and Safety at Work Regulations 1999 and should take into account the following matters:
 - a The inexperience, lack of awareness of risks and immaturity of young persons.
 - b The fitting and layout of the workplace or workstation.
 - c The nature, degree and duration of exposure to physical, biological and chemical agents.
 - d The form, range and use of work equipment and the way it is handled.
 - e The extent of the health and safety training provided to young persons.
 - f The risks from agents or other processes carried out at the workplace.
 - g The risk to the young person's health and safety must be assessed.
 - h The risks from agents or other processes carried out at the workplace i.e. protection measures to be taken.
 - i Any risk notified to him/her by any other employer sharing the same workplace.
 - j Any work beyond the young person's physical or psychological capacity.

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- k Any work involving harmful exposure to agents, which are toxic, carcinogenic, and mutagenic or have chronic effects.
- l Involving harmful exposure to radiation.
- m Extreme heat or cold.
- n Noise or vibration.
- o The appropriate procedures to be followed in the event of serious and imminent danger and the names of the competent persons who implement the procedures.

The above are just some of the matters that employers should consider before allowing young persons to work in their establishments.

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APPENDIX 1

COMPETENT PERSONS AND RELEVANT LOCATIONS

RESPONSIBILITY	COMPETENT PERSON	LOCATION
First Aid Appointed Person	Welfare Assistant Emma Varney	Medical Room
First Aid Box Locations		Kitchen Nursery Medical Room Outside Computer Room Y3/ Y4 Corridor
First Aiders	Please refer to First Aid Notice displayed throughout school premises.	
Accidents Notified to	Welfare Assistant Emma Varney	Medical Room
Accident Book Kept by	Welfare Assistant Emma Varney	Medical Room
RIDDOR Notifications by	LBH	Civic Centre
Fire Wardens	Please refer to Fire Action Notice displayed throughout school premises.	
Assembly Points		Rear field or Douay Martyrs Catholic Secondary School
Emergency Procedures	H&S Advisor Kirk & Kirk Associates Ltd	School Office and Dropbox
Asbestos Survey	Site Manager Alan Budden	Site Manager Office / School Office
Asbestos Log Kept by	Site Manager Alan Budden	Site Manager Office / School Office

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RESPONSIBILITY	COMPETENT PERSON	LOCATION
Statutory Inspections i) Boilers ii) Hoists & Lifts iii) Fire Safety	Site Manager Alan Budden	Site Manager Office / School Office
Out of School Visits	Jennifer Griffiths Deputy Head Teacher	Head Teacher's Office
Risk Assessments	H&S Advisor Kirk & Kirk Associates Ltd	Google Drive
COSHH Assessments	H&S Advisor Kirk & Kirk Associates Ltd	Google Drive
Noise Assessments	H&S Advisor Kirk & Kirk Associates Ltd	Google Drive
Manual Handling Assessments	H&S Advisor Kirk & Kirk Associates Ltd	Google Drive
Work Station & DSE Assessments	H&S Advisor Kirk & Kirk Associates Ltd	Google Drive
Electrical Safety	Site Manager Alan Budden	Site Manager Office
Caretaking & Cleaning	Site Manager Alan Budden	Site Manager Office
Grounds Maintenance (grass cutting, litter picking and gardening equipment) Window cleaning, tree cutting	Summerfields Site Manager Alan Budden	Contractor Site Manager Office
Catering	Michelle Webster	School kitchen
Site Manager	Alan Budden	Site Manager Office
Occupational Health	The Schools HR Co- operative Ltd	Outsourced
Safety Representatives	Deputy Head Teacher School Governors Site Manager Kirk & Kirk Associates Ltd	Various
H&S Advisor	Kirk & Kirk Associates Ltd	Site Manager Office