

Health and Safety policy

We believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the following legislation:

- Health and Safety at Work Act 1974
- Employers' Health and Safety Policy Statements (Exception) Regulations 1975
- Safety Representatives and Safety Committees Regulations 1977
- Health and Safety (Display Screen Equipment) Regulations 1992
- Health and Safety (Consultation with Employees) Regulations 1996
- Provision and Use of Work Equipment Regulations 1998
- Education (school Premises) Regulations 1999
- Management of Health and Safety at Work Regulations 1999
- Special Educational Needs and Disability Act 2001
- Health and Safety (Miscellaneous Amendments) Regulations 2002
- Control of Substances Hazardous to Health Regulations 2002
- Regulatory Reform (Fire Safety) Order 2005
- Chemicals (Hazard Information and Packaging for Supply) Regulations 2009
- Equality Act 2010
- School Premises (England) Regulations 2012

The following documentation is also related to this policy:

- Equality Act 2010: Advice for Schools (DfE)
- Managing for Health and Safety (HSE)

We recognise our responsibilities under the above legislation to take all reasonable and practicable steps to:

- provide and maintain safe and healthy working conditions, equipment and systems of work for all our pupils, school personnel and visitors to the school;
- provide a safe, clean and hazard free working environment;
- identify and reduce hazards to a minimum by making assessments of the risks to the health and safety of employees and others by looking at all operations, activities, jobs, tasks, people, systems, machines and equipment in place so that we are able to determine whether or not we comply with Health and Safety Law;
- ensure everyone is aware of and understands their responsibilities but are aware that the maintenance of a healthy and safe school is the shared responsibility of the whole school community;
- provide health and safety information to school personnel;
- appoint competent persons to enforce and promote health and safety;
- provide health and safety training, instruction and supervision for all school personnel as required;
- provide safe access and egress;
- provide safe equipment through regular maintenance and testing;
- ensure safe use of materials and substances;

- ensure that all predictable risks have been identified and risk assessed for all curriculum activities.

We do not wish to develop an over-cautious health and safety culture within the school. We work hard to keep children safe from harm.

We need to develop a culture that distinguishes between real and imagined risk. We believe we cannot 'insulate our pupils from every bump, germ or bruise as this will limit their opportunity to take full advantage of the freedom of childhood and to explore the world around them.' (Amanda Spielman, Chief Inspector of Schools).

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that are connected with this policy.

Aims

- To provide and maintain safe and healthy working conditions, equipment and systems of work for all our pupils, school personnel and visitors to the school.
- To provide a safe and healthy working and learning environment for all stakeholders.
- To have in place risk assessments for all operations, activities, jobs, tasks, people, systems, machines and equipment that may pose a risk to school personnel and others.
- To ensure that all predictable risks have been identified and risk assessed for curriculum activities.
- To ensure that control measures have been put in place for all identified risks.
- To encourage everyone to take responsibility for their own health and safety and that of others.
- To provide and maintain equipment.
- To establish safe operating systems within the school.
- To provide training and updated information for all school personnel as required.
- To ensure compliance with all relevant legislation connected to this policy.
- To work with other schools and the local authority to share good practice.

Responsibility for the Policy and Procedure

Role of the Governing Body

The Governing Body has responsibility for:

- delegating powers and responsibilities to the Headteacher for overseeing health and safety throughout the school and is responsible for the day to day running of the school;
- appointing a member of staff to be the Health and Safety Representative;
- ensuring the school has a current health and safety policy in place;
- delegating powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- recognising and accepting its responsibilities for the health, safety and welfare of its employees, pupils and visitors to premises;
- ensuring compliance with local and national health and safety policies;
- establishing appropriate committees in which to consult on health and safety matters;

- managing the allocation of sufficient funds in order to ensure, so far as reasonably practicable, the working environment is safe and without risk to health;
- ensuring effective monitoring is carried out to evaluate the health and safety performance of the school;
- ensuring health and safety is on the agenda at Governing Body meetings;
- engaging the allocation of sufficient funds in order to ensure, so far as reasonably practicable, the working environment is safe and without risk to health;
- ensuring effective monitoring is carried out to evaluate the health and safety performance of the school by involvement and evaluation of inspection reports from the local authority, Headteacher and Safety Representatives.

Role of the Headteacher

The Headteacher will:

- be responsible for the implementation of the school health and safety policy and to develop a culture of safety throughout the school;
- ensure compliance with all relevant legislation connected to this policy;
- be responsible for the day to day management of health and safety;
- be aware of and well trained in the requirements of all current health and safety legislation;
- establish high standards of health and safety throughout the school;
- have in place risk assessments for all operations, activities, jobs, tasks, people, systems, machines and equipment that may pose a risk to school personnel and others;
- ensure that all stakeholders are aware of all risk assessments and safe systems of work;
- ensure all equipment, apparatus, tools and machinery are serviced and maintained by suitably qualified contractors;
- ensure medical, first aid procedures and facilities are in place;
- ensure that all school personnel fulfil their duties to co-operate with the policy;
- work closely with the governing body;
- report any accidents or dangerous occurrences;
- investigate the causes of any accident, dangerous occurrence or near miss;
- put into place a safe system to prevent any accident, dangerous occurrence or near miss happening again;
- ensure that the emergency evacuation procedure is carried out every term;
- have in place:
 - fire precautions and an emergency evacuation plan in the event of fire
 - procedures for first aid provision
 - procedures for the control of substances hazardous to health
 - an electrical maintenance plan
 - an annual plan for Portable Appliance Testing
 - procedures to deal with asbestos and Legionella
- have in place an Educational Visits Coordinator to ensure the health and safety of all educational visits;
- ensure that new school personnel will undertake appropriate induction training;
- identify the training needs of school personnel, pupil and governors;
- ensure that established school personnel receive training when required;
- report regularly health and safety matters to the Governing Body;

Role of the Senior Leadership Team

The Senior Leadership Team will:

- implement the school health and safety policy and assist in developing a culture of safety throughout the school;
- assist in the day to day management of health and safety;
- work with the Headteacher to ensure all stakeholders are aware of and comply with this policy.

Role of the Business Manager

The Business Manager will:

- be familiar with this policy and will keep up to date with all Statutory Instruments and Regulations;
- with the Headteacher be responsible for the day to day implementation of all health and safety procedures and safe systems of work;
- ensure school personnel attend induction and refresher training when appropriate;
- ensure risk assessments are in place and kept up to date;
- ensure an inspection schedule is in place and up to date for all plant, buildings and electrical equipment;
- ensure inspection records are kept of all inspections;
- ensure all reported incidents and highlighted concerns are dealt with immediately;
- be responsible for supervising contractors on site;
- ensure all relevant insurances are in place;

Maintenance Manager

The Maintenance Manager will:

- comply with the school's Health and Safety Policy, safety procedures and risk assessments;
- conduct regular health and safety surveys;
- ensure regular inspections, repairs and an annual maintenance programme is in place for all equipment, apparatus, tools and machinery;
- ensure all electrical equipment, tools and machinery are serviced and maintained by suitably qualified contractors;
- ensure all maintenance records are kept up to date and readily available for any health and safety inspections;
- ensure all chemicals and hazardous substances are clearly labelled, stored and disposed under the correct COSHH guidelines (with assistance of appropriate technician);
- ensure the water system is well maintained in order to prevent Legionnaire's disease;
- ensure that all cleaning staff are aware of the Health and Safety Policy and its implications such as storage arrangements for materials, use of equipment, substances etc;
- report immediately any defects or hazards;
- ensure that all new equipment is supplied with the appropriate documentation;
- test the fire alarm system each week;

- maintain a record of hazardous substances used for cleaning and similar purposes.

Role of the Health and Safety Representative

The Health and Safety Representative will:

- investigate potential hazards, employee complaints, accidents and dangerous occurrences;
- make representation to employers and others on health and safety matters arising;
- provide information and guidance to school personnel;
- work closely with the Headteacher;
- provide guidance and support to all staff;

Role of School Personnel

School personnel will:

- carry out their duties in accordance with this policy;
- work with the Headteacher and others in school to comply with legislation;
- take reasonable care of themselves and others whilst at work;
- work with the Headteacher and others in school to comply with legislation;
- attend appropriate training;
- report accidents, incidents, defects, damage to equipment and safety hazards to the Business manager and Health and Safety Representative;
- follow safe work procedures;
- ensure classrooms and other work areas are safe before they are used;
- ensure all equipment is safe to use;
- ensure personal protective equipment is used when appropriate;
- be familiar with the fire emergency evacuation procedures of the school building;
- use all machinery and equipment in accordance with information, training and instruction received;
- make everyone aware of any work situation where there are serious and immediate health and safety risks;
- inform the Headteacher of any concerns regarding any health and safety procedures;
- ensure pupils:
 - wear appropriate clothing in lessons;
 - tie their hair back when required;
 - wear appropriate clothing and footwear;
 - wash their hands before and after handling food/chemicals;
- teach pupils about hazards, risks and control in science, design and technology, information technology, art and design and physical education so that risk awareness forms an integral part of their learning and development;
- attend appropriate training;
- report accidents, incidents, defects, damage to equipment and safety hazards;

Role of the Health and Safety Committee

The Health and Safety committee will:

- consist of members of SLT and union representatives;
- meet every term to discuss all health and safety matters.

Role of the Educational Visits Coordinator

The Educational Visits Coordinator will:

- ensure all educational visits comply with all current legislation and procedures;
- ensure risk assessments are in place for all educational visits.

Role of Pupils

Pupils are expected to:

- follow the safety rules of the school and in particular the instructions of teaching staff given in an emergency;
- use and not willfully misuse, neglect or interfere with things provided for their safety;
- exercise personal responsibility for the safety of themselves and others;
- observe standards of dress consistent with safety and or / or hygiene
- treat others, their work and equipment with respect;
- support the school Code of Conduct and guidance necessary to ensure the smooth running of the school;

Role of Parents

Parents are expected to:

- support the school in any health and safety matters reported to them;
- speak with their children about health and safety;
- be aware of and comply with this policy;

Role of Visitors and People Working on Site

Visitors and contractors are expected to:

- take reasonable care of themselves and others while on the school premises;
- cooperate with the safety rules and procedures of the school;
- ensure compliance with risk management when working on the premises;
- report defects or damage to equipment;
- report all accidents and incidents.

Training for School Personnel

All school personnel:

- have equal chances of training, career development and promotion;

- receive periodic training so that they are kept up to date with new information;

Risk Assessments / Safe Operating Systems

- We believe that Risk Assessment applies to everyone and is the key factor in relation to Health and Safety.
- Risk Assessment is something we all do every day and most activities have some form of risk attached to them.
- The object is to assess the level of risk, determine whether it is acceptable and introduce measures to minimise or eliminate the risk by:
 - Preparing and implementing safe working practices
 - Monitoring, inspecting and reporting regularly
 - Identifying potential hazards and knowing what to do to minimise risk and respond if something goes wrong.
- We are aware that we may need specialist advice to assess some risks, but many require a common-sense approach and continued diligence.
- All of us have a legal responsibility for the safety of our colleagues.

Raising Awareness of this Policy

We will raise awareness of this policy via:

- The school website

Monitoring the Implementation and Effectiveness of the Policy

The practical application of this policy will be reviewed triennially or when the need arises.

Date approved by governors	March 2022
Date for review	March 2025