

Health and Safety Policy

Adopted by LGB of Redmile CE Primary School on:

Head teacher: Mrs J V Hopkins

Chair of Governors: Mr J White

Approved by Directors: 26.2.19

DLAT Health & Safety Policy Statement

Our vision values and aims

DLAT (DLAT) is a family of schools serving both Church and community where diversity is celebrated and respect and dignity are paramount. Our aspirations are high for the children we serve and we use our combined strengths in wisdom and fellowship to support them and each other to be successful.

Our strong sense of community & collaboration ensures happiness, fulfilment and well-being are key so that children know they are loved by God and in turn grow to love learning, to love life and to love others. Our ambition is for all our staff, children and schools to flourish, living life in all its fullness.

The Core Principles that underpin all our policies and define what DLAT aims to be are as follows:

- A professional community of collaborative learners working in Trust & fellowship for personal growth and wisdom.
- A family of happy, successful schools where well-being is highly valued and children are inspired to live life to its full.
- Ambitious for ALL children to achieve their true potential with an inclusive philosophy and a clear commitment to the most disadvantaged communities we serve.
- Committed to ensuring resources are used efficiently and effectively to provide best value for children's learning.
- A champion for the Church of England's vision for education, supporting local Diocesan vision and aims.

As a responsible employer DLAT working in partnership with the Local Governing Body of this Academy will honour their legal obligations, in particular the requirements of the Health and Safety at Work etc. Act 1974 and associated regulations and codes of practice.

DLAT and the Local Governing Body of the Academy recognises and accepts its responsibilities and duties to conduct its operations in a manner which protects the health, safety and wellbeing of employees, pupils and visitors so far as is reasonably practicable. All of our schools adapt this master policy to the context of their individual settings.

In compliance with the Management of Health and Safety at Work Regulations, risk assessments will be undertaken and arrangements will be made, where significant risks are identified, for any necessary preventative and protective measures to be put into place as far as is reasonably practicable using a sensible risk management approach.

To achieve these objectives DLAT and the Local Governing Body of the Academy will:

- Conduct all activities safely and in compliance with legislation and where possible, best practice.
- Provide safe working conditions and safe equipment.
- Ensure a systematic approach to the identification of risks and the allocation of resources to control them.
- Provide suitable information, instruction, training and supervision.
- Promote a positive health and safety culture that is demonstrated by open communication and a shared commitment to the importance of health, safety and wellbeing.
- Promote the principles of sensible risk management.
- Monitor, review and modify this policy and any arrangements as required.

All of the Academy staff members have a duty to take reasonable care of themselves and others and to co-operate to ensure statutory duties and obligations are fulfilled.

The Headteacher the Academy

..... Date

The Chair of Governors The Academy

.....Date.....

Organisation – Roles and Responsibilities

DLAT/The Academy Local Governing Body

DLAT Board of Directors has overall responsibility as the employer to ensure compliance with health and safety legislation for schools which are part of the multi academy trust.

To enable DLAT to meet this requirement the Local Governing Body will manage day to day health and safety issues and ensure the health, safety and wellbeing of staff, pupils, visitors and contractors within school following expert guidance from our named H&S advisers Boons. To ensure a positive approach is taken to health and safety DLAT will:

- determine the school's health and safety policy and its implementation by the LGB
- allocate sufficient funds for health and safety
- establish clear lines of accountability for health and safety
- periodically assess the effectiveness of the policy and ensure that any necessary changes are made
- identify and evaluate risks relating to possible accidents and incidents connected with the Academy
- provide access to competent health and safety advice (provider YMD Boon Ltd Health & Safety Service)

Headteacher

Without limiting the responsibility of DLAT and Governors, The Headteacher will generally oversee the day-to-day management of safety and implementation of this policy within the Academy and delegate operational oversight to a site manager or PO.

The Headteacher will comply with the Academy health and safety policy and in particular will:

- make herself familiar with any documentation and/or instruction referring to the health and safety arrangements for staff, building maintenance or operation of the Academy and maintain and up to date file of policies and procedures
- work with trade unions and employee health and safety representatives and ensure that all employees are aware of and accountable for their specific health and safety responsibilities and duties
- in the event of any hazard or risk to health and safety of any persons under their control, take appropriate action to remove the hazard
- ensure health and safety policies, procedures, action plan and risk management programme is implemented as an integral part of business, operational planning and service delivery
- liaise with DLAT and the School Local Governing Body
- undertake monitoring and ensure the provision of adequate resources to achieve compliance
- ensure that local procedures for the selection and monitoring of contractors are in place
- take appropriate action under the Disciplinary Procedures against anyone under their control found not complying with health and safety policies and/or procedures
- ensure the academy has access to competent health and safety advice

In addition to their statutory duties, the Headteacher and teachers have a common law duty of care for pupils which stems from their position in law “in loco parentis”.

Senior Leadership Team

The leadership team will undertake general responsibility to ensure that all necessary health and safety activities, requirements and standards are undertaken and met within their respective areas of control.

This will be done under the direction of the Headteacher. Any member of staff with supervisory responsibilities will: -

- make themselves familiar with and conform to this policy, including any instructions and requirements for safe methods of work
- identify hazards, initiate risk assessments, record the significant findings and implement any necessary control measures
- check and document that the working environment is safe; equipment, products and materials are used safely; that health and safety procedures are effective and complied with and that any necessary remedial action is taken
- inform, instruct, train, supervise and communicate with staff and provide them with equipment, materials and clothing as is necessary to enable them to work safely; to complete the health and safety induction checklist for all new employees at the commencement of their employment
- report all accidents, incidents and near miss events, undertake an investigation into the cause and take appropriate remedial action to prevent recurrence
- be responsible for aspects of health and safety included in their job description
- organise risk assessments where significant risks are identified and ensure, as far as is reasonably practicable, full implementation of any control measures
- ensure that all statutory registers and records are adequately kept
- ensure the reporting and investigation of all accidents, ensure all persons under their control are aware of the reporting procedure

Office administrator/Bursar

The office administrator/bursar will assist the Headteacher and DLAT/School Local Governing Body to fulfil its responsibilities by overseeing day to day Health and Safety issues are adhered to.

This will include: -

- ensuring the day to day operational requirements of the health and safety policy are implemented
- maintaining an up to date copy of the health and safety policy together with all associated documentation relevant to the Academy
- notifying the Headteacher of any health and safety concerns and any financial implications identified by the Risk Assessment process
- being the focal point for reference on health safety and wellbeing matters and to give advice or indicate source of advice
- ensuring 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

- ensuring that all certification and statutory inspections are kept up to date
- to ensure accidents, dangerous occurrences and near misses are investigated, complete and send RIDDOR notifications (F2508) to the enforcing authority

School Premises Officer

The School Premises Officer will ensure that regular proactive Health and Safety inspection/checks are undertaken to ensure the safety of staff, pupils and visitors.

This will include: -

- general responsibility for the application of the school's health and safety policy to their own area of work, and are directly responsible to the Headteacher.
- to establish and maintain safe working procedures including (referring to relevant documents) arrangements for ensuring so far as is reasonably practicable, the absence of risks to health and safety in connection with the use, handling, storage and transport of articles and substances (e.g. chemicals, boiling water and sharp instruments).
- to carry out regular health and safety assessments of The activities for which they are responsible, and report to the Headteacher/Business Manager any defects, which need attention.
- to ensure, as far as is reasonably practicable, the provision of sufficient information, instruction, training, supervision, to enable other employees and pupils to avoid hazards and contribute positively to their own health and safety, as part of the schools' health and safety training requirements.
- to ensure where appropriate, relevant advice and guidance on health and safety matters is sought.
- to advise the Headteacher/Business Manager on requirements for health and safety equipment and on additions or necessary improvement to plant, tools, equipment or machinery.

Classroom Teachers

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

Class teachers are expected to: -

- check classroom area is safe
- check equipment used is safe before use
- ensure safe procedures are followed
- give clear instruction and warnings to pupils, as often as necessary
- report defects to the Headteacher
- avoid introducing personal items of equipment (electrical, mechanical) into school without authorisation from the Headteacher
- follow safe working procedures/risk assessments
- ensure the environment is orderly, tidy and clutter free

All Staff

All staff, agency and peripatetic workers and contractors must comply with the school's health and safety policy and associated arrangements and, in addition to any specific responsibilities which may be delegated to them, in particular are required to: -

- take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions
- cooperate with their line manager and senior management to work safely,
- comply with health and safety instructions and information and undertake appropriate health and safety training as required
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and wellbeing
- report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements
- support the Academy in embedding a positive safety culture that extends to pupils and any visitors to the site

Pupils

All pupils are expected to behave in a manner that reflects the Academy standards of behaviour in particular are expected to: -

- take reasonable care for their own health and safety and of their peers, teachers, support staff and any other person that may be at the school
- cooperate with teaching and support staff and follow all health and safety instructions given
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and wellbeing
- report to a teacher or other member of school any health and safety concerns that they may have

School Health and Safety Representatives

The Local Governing Body and Headteacher recognise the role of Health and Safety representatives appointed by a recognised Trade Union. If there are no union appointed safety representatives a governor will act as The 'champion' for Health and Safety at the Academy.

Union appointed Health and Safety representatives will be allowed: -

- to investigate accidents and potential hazards
- to investigate complaints by constituents about matters relating to health, safety and wellbeing
- to make representation to the employer about such matters arising from such complaint and such investigation and on general issues affecting health, safety and wellbeing in the workplace
- to carry out school inspection within directed time, but wherever practicable outside teaching time
- to represent constituents in consultation with enforcement agencies
- to receive information that inspectors are required to provide

Shared site users

Where two or more employers share a workplace, each employer shall co-operate with the other employers concerned to enable them to comply with their duties under health and safety legislation. The Academy as the primary site user will have the lead responsibility.

All shared users of the site must agree to:

- co-operate and co-ordinate with the Academy on health and safety matters
- provide information relating to any additional risks or procedures which will be new or unusual to those of the Academy that may arise from their activities
- maintain a standard of health and safety which is reasonably practicable and at least equivalent to the standard maintained by the Academy so as to ensure the health, safety and wellbeing of all school staff and users
- meet the insurance requirements of the Academy and the school's insurance provider
- familiarise themselves with and communicate to their employees/users the Academy health and safety arrangements

The Academy will ensure that:

- The premises are in a safe condition for the purpose of use
- adequate arrangements for emergency evacuation are in place and communicated
- users are consulted with on health and safety matters
- The Academy health and safety arrangements are made available to shared users

Lettings

The Academy has a lettings procedure. The procedure covers arrangements for fire evacuation and security and the requirements relating to accident, assault and near miss reporting requirements and the provision of first aid.

Persons/organisations letting the site must agree to:

- co-operate and co-ordinate with the Academy on health and safety matters
- agree to the terms of the lettings policy in relation to health and safety arrangements
- provide information relating to any additional risks or procedures which will be new or unusual to those of the Academy that may arise from their activities

The Academy will ensure that:

- The premises are in a safe condition for the purpose of use
- health and safety arrangements are detailed in the lettings procedure and that these are fully explained and communicated
- adequate arrangements for emergency evacuation are in place and communicated

School Security

The Academy actively monitors the security of the site and has in place an intercom security system to control access onto the school grounds during the school day. All visitors on to site are required to sign in at reception and required to wear a visitor's badge.

Organisation - Arrangements

The following arrangements will be adopted to ensure that DLAT/Local Governing Body and the Headteacher fulfil their responsibilities and provide the foundation for securing the health and safety of employees, and all users of the site.

Setting health and safety objectives

DLAT/Local Governing Body and the Headteacher will specifically review progress of health and safety objectives at the termly meeting of the Local Governing Body. Where necessary health and safety improvements will be identified and included within the Health and Safety management action plan:

Provision of effective health and safety training

DLAT/Local Governing Body and the Headteacher will consider health and safety training on an annual basis in line with - the appraisal system for school staff.

Provision of an effective H & S monitoring group

The Academy will ensure a H and S monitoring group meet at least once a year (depending on the number of actions identified) with YMD Boon Health and Safety for the annual H and S audit. The monitoring group will ensure that a full H and S audit is completed for the site (as detailed in the governance work plan) and Health and Safety concerns are considered and addressed within a clear action plan, with identified responsibilities and target dates. The monitoring group will include Headteacher, Bursar / PO, and the nominated Health and Safety Governor and one other governor (as a minimum) along with a YMD Boon H and S representative. The headline actions will be shared with the full LGB and minutes. Governors will expect headline updates on progress at LGB meetings across The year.

Establishing adequate health and safety communication channels

Communication channels will be established for the exchange of health and safety knowledge and information. Where necessary, these communications will be recorded and include:

- senior leadership team meetings and staff meetings
- school premises health and safety monitoring group
- provision of information relating to safe systems of work and risk assessments
- training provided
- communications with relevant specialist advisors and bodies

Where health and safety issues cannot be resolved at local level, they will be escalated through the management structure as appropriate.

Financial resources

The Headteacher will review the Academy budget to determine, in the light of past performance, if adequate resources are being deployed to ensure adequate health and safety management and control. The HT must ensure sufficient resource is included to cover actions recommended in the plan.

Specialist advice/support

The Academy will ensure that it has access to competent technical advice on health and safety matters to assist in meeting DLAT and Local Governing Body objectives; this will be achieved by accessing the services of a competent Health and Safety Advisor through YMD Boon Ltd, Health and Safety Service, York House, Fernie Road, Market Harborough, Leicestershire

Organisation - Other arrangements

Accident and assaults

All accidents, assaults and near miss incidents will be reported in the accident book or agreed reporting form within 24 hours of occurrence; RIDDOR reportable incidents, as per the HSE's Information Sheet EDIS1 (rev3), will be reported to the HSE within The required timescale.

All incidents will be investigated in an attempt identify the root cause: relevant local policies, procedures and risk assessments will be reviewed and revised as required. All premises related issues will be addressed in a timely manner. Any relevant learning from investigations will be communicated to relevant staff, pupils etc.

Accident, assaults and near miss incidents will be monitored at least termly as part of the Headteachers operational oversight; identification of significant trends or major incidents will be reviewed by the senior leadership team as required with information communicated to the Local Governing Body in the HT report. Pupil forms/records are retained for 24 years, employee forms for six years and forms relating to work related ill health for 6 years or longer (40 years where there has been potential exposure to radiation or asbestos; further guidance is obtained from YMD Boon Ltd Health and Safety Service).

Audit

The Academy health and safety management will be audited by YMD Boon Ltd Health and Safety Service every year. The Academy reviews this process as a positive assessment of health and safety management system and takes appropriate action to continually improve health and safety across the school.

Contractor management

The Academy will ensure that the highest levels of safety is achieved by all contractors on site The Academy will ensure through, its agent, YMD Boon Ltd that:

- competent contractors are used
- clear specifications of works are drawn up by a competent person
- pre start meetings take place to discuss how works will be managed, responsibilities, codes of conduct and to assess new hazards that may be introduced to the site
- key contacts are identified
- regular update meetings take place throughout any works/projects
- works are visually monitored and any concerns immediately reported
- works are signed off and any associated certification and documentation is obtained
- all staff pupils and other users of site remain in a safe environment for the duration of the works.

Control of hazardous substances

The Academy will ensure it complies with the HSE's approved code of practice '*Control of substances hazardous to health*' (L5) relating to the management and control of hazardous substances on site.

The Academy will ensure:

- an inventory of all hazardous substances on site is kept and updated regularly
- wherever possible non-hazardous substances are used and if this is not possible the least harmful substance is used
- a COSHH risk assessment will be completed for all hazardous substances used and shared with relevant staff
- wherever possible exposure to hazardous substances is prevented, where exposure cannot be prevented, a risk assessment will be carried out and controls measures implemented
- where identified as part of the risk assessment, appropriate PPE will be provided to staff
- any need for exposure monitoring or health surveillance will be carried out
- sufficient information, instruction and training is given to staff to ensure full understanding of the hazards to health posed by substances in the workplace, and the importance of control measures provided
- training records are maintained for those who receive training
- information will also be given to others who may be affected, such as contractors, temporary staff and visitors
- only substances purchased through the school's procurement systems can be used on site
- substances are stored correctly and those that are no longer used disposed of properly
- COSHH risk assessments are monitored regularly and reviewed annually

Dealing with health and safety emergencies - procedures and contacts

As per legal requirements all dangerous occurrences and near miss incidents that are RIDDOR reportable incidents, will be reported to the HSE within the required timescale.

All incidents will be investigated in an attempt to identify the root cause: relevant local policies, procedures and risk assessments will be reviewed and revised as required. All premises related issues will be addressed in a timely manner. Any relevant learning from investigations will be communicated to relevant staff, pupils etc.

The school will have its own lock-down procedure and detailed risk assessment in the event of a bomb threat. In the event of a Bomb threat the Academy will undertake an emergency evacuation of the school in line with its evacuation plan. The fire alarm will not be sounded in these circumstances, but the Headteacher will coordinate a fluid escape of all persons from the school with the assistance of staff. Any suspicious objects will be reported to the Headteacher, but under no circumstances will they be touched or moved. When the school is evacuated the Police will be contacted immediately.

Health & Safety and Maintenance Reporting

The Academy has a defect reporting procedure whereby any damage or defect to the premises or equipment and furnishings is reported to the Head Teacher/Bursar. Defective equipment is isolated and labelled as defective to prevent use until replaced or repaired. Where premises defects are identified a dynamic assessment is carried out to decide whether an area should be isolated or cordoned off whilst awaiting repair.

Display screen equipment (DSE)

The Academy acknowledges that staff that 'habitually' use DSE should have suitable equipment for which to undertake the tasks that they are required to carry out, knows how to safely use the equipment and have a DSE assessment which is reviewed at suitable intervals.

The Academy will ensure that:

- all static workstations used by staff meet the minimum standards required
- equipment is maintained in good working condition
- staff are aware of best practice in using DSE and issued with relevant information
- staff whose roles require significant use of DSE are prioritised for individual assessment
- assessments are reviewed at least bi-annually, earlier if there are significant changes to equipment/layout individual health
- a trained DSE assessor is available

Driving

All staff that drive their own cars for work purposes must have a full UK driving licence, business insurance and maintain their vehicle in a road worthy condition. Annual licence and insurance checks are undertaken and documented.

Where staff are required to drive a mini bus as part of their duties the Academy will ensure they hold the correct classification on their driving license, meet specific driving criteria, and will be provided with formal driver training.

Electrical systems and equipment

The Academy maintains and services electrical systems and equipment in line with statutory guidance and best practice. Electrical systems (hard wiring) is periodically inspected every 5 years by a competent contractor and records maintained; any remedial works recommended are acted upon in a timely manner.

Portable electric appliances have a portable appliance test (PAT) carried out, in line with HSE guidance '*Maintaining portable electrical equipment in offices and other low environments*' (INDG236), by a competent contractor with records maintained.

Staff are instructed to undertake a visual inspection of equipment prior to use and not to use any equipment that appears damaged or defective. The Academy defect reporting procedure is followed as required.

Fire safety

The Academy is committed to providing a safe environment for both staff and pupils.

The Academy manages the risk of fire by ensuring:

- a comprehensive fire risk assessment is in place, reviewed annually and any actions/improvements identified are progressed given consideration to risk and cost
- a detailed fire and emergency plan has been developed that clearly details actions to be taken when a fire is identified or suspected, individual responsibilities and arrangements for safe evacuation
- statutory inspections are carried out on all fire related systems and equipment either by competent contractors or in house by trained staff
- all staff receive fire awareness training that is regularly updated and fire marshals receive role specific instruction
- a fire drill is undertaken at least termly to practice evacuation arrangements and ensure working as expected.

First-aid

Adequate first aid arrangements are assessed and maintained at the school and for all activities that the school leads.

The Academy will ensure that:

- The number of first aiders meets recommendations and adequate cover is available to cover for annual leave and unexpected absences
- all first aiders hold a valid certificate of competence, the Academy maintains a register of all qualified staff and will arrange re-training as necessary
- first aid notices are clearly displayed around the school
- sufficient numbers of suitably stocked first aid boxes are available and checked regularly to ensure they are adequately stocked
- a suitable area is available for provision of first aid
- staff are regularly informed of first aid arrangements within school, through induction, teacher training days and the staff handbook which is issued annually
- where first aid has been administered this is recorded in the first aid treatment book
- correct reporting procedures are followed

Administration Medication

- The Academy will ensure that it complies with the Department for Education Supporting Pupils at School with Medical Conditions December 2015 <https://www.gov.uk/government/publications/supporting-pupils-at-school-with-medical-conditions--3> . A school medication policy and management procedure is in place which details all the local arrangements.
- The Academy will only administer 'prescribed' medication as detailed in an individual health care plan as completed by parent/guardian and/or medical practitioner.
- All staff who undertake assistance with the administration of medication do so on a voluntary basis. Where training is required to administer medication training will be provided for staff.

- All medication must be clearly labelled with pupil details and, where necessary, kept in secure safe place.
- All medication administered to pupils will be fully recorded using the Department for Education Supporting Pupils with Medical Conditions templates.

Management of asbestos

The Academy will ensure that it complies with the HSE's approved code of practice L143 Managing and working with asbestos Control of Asbestos Regulations 2012. Approved Code of Practice and guidance. The Academy is committed to preventing exposure to asbestos fibres to all persons that enter onto its premises. The Academy has a whole site asbestos management survey from which a Local Asbestos Management Plan (LAMP) has been developed.

An annual visual inspection of all identified asbestos containing materials (ACMs) that are not encapsulated or in restricted access areas are undertaken and documented. Any concern relating to known or suspected ACMs are addressed as per the procedures detailed in the Academy LAMP. Where necessary more frequent checks of ACMs are undertaken.

Prior to any works that will or has the potential to alter the fabric of the building; a refurbishment and demolition survey will be procured in order to undertake a comprehensive assessment of the materials being disturbed prior to any works commencing.

Moving and handling

The Academy will ensure that it complies with the HSE's approved code of practice '*Manual handling. Manual Handling Operations Regulations 1992 (as amended). Guidance on Regulations (L23)*.

Within the Academy there are a variety of moving and handling tasks that may be necessary; this could range from moving files to assisting an individual with mobility issues. The Academy manages the risk associated with moving and handling tasks by ensuring that:

- moving and handling is avoided whenever possible
- if it cannot be avoided, moving and handling is properly planned, has a relevant risk assessment, is carried out by competent staff and carried out in a manner which is, so far as is reasonably practicable, safe
- those undertaking specific moving and handling tasks have received appropriate training and training records are maintained
- any equipment provided to assist with moving and handling tasks is maintained and serviced in accordance with statutory requirements
- any defective equipment is taken out of use until repaired or is replaced
- an individual risk assessment will be completed for all new or expectant mothers and staff with identified medical conditions that may be affected by undertaking moving and handling tasks, these may result in some moving and handling task being restricted
- any accidents resulting from manual handling operations will be investigated to identify root causes and implement additional controls as required

Glazing

The Academy will ensure that it complies with The Workplace (Health, Safety and Wellbeing) Regulations 1992 in existing buildings and Document N of the Building Regulations 2000 (as amended) which covers new buildings. All glazing at the Academy Church of England Primary School will meet The regulations and conform with EN12600.

The Academy will manage the risks associated with glazing safety by ensuring that: -

- having in place an up to date glazing audit conducted by a competent person
- having a glazing safety risk assessment
- any glazing conforms to The relevant standards and risk codes

Outdoor Play Equipment

The Academy will ensure all outdoor play equipment will conform to BS EN 1176 and BS EN 1177.

The Academy will management the risk associated with the play equipment by ensuring that: -

- pre use checks on outdoor play equipment will be undertaken by a staff before equipment is used by pupils. All pre use checks will be recorded.
- an annual inspection/maintenance of the play equipment will be undertaken by RPII Inspector.
- an up to date risk assessment will be kept to ensure the equipment and pupil activities are appropriately supervised and remain safe.

Occupational health services and work-related stress

The Academy acknowledges that there are many factors both work related and personal that may contribute to staff ill health including stress.

The Academy will follow the principles of the HSE guidance '*Managing the causes of work-related stress*' (HSG 218). The following arrangements are in place to locally manage staff health issues:

- employees are advised that it is their responsibility to inform their line manager, the Headteacher or another member of the senior leadership team of any ill health issues
- an appropriate senior member of staff will meet and discuss the ill health issues with the employee and consider what actions could be taken to support the staff member and where appropriate assist in reducing stress levels. An individual risk assessment will be undertaken taking in account the HSE Management standards. This assessment will then be reviewed with the member of staff to monitor progress
- The member of staff will be offered a referral to an occupational health professional for advice and support, e.g. counselling, etc.
- The member of staff will be advised that support can also be provided through their trade union
- a series of regular review meetings will be scheduled to monitor ill health and stress levels where they have been identified
- if it is identified that there is a high occurrence of staff ill health or stress within the school, the Headteacher will actively seek support to undertake a holistic assessment to identify what the possible root cause may be and implement a plan to improve the situation.

Off-site visits including school-led adventure activities

The Academy adopts the National Guidance of the Outdoor Education Advisers' Panel for the Management of Off-site visits and Learning Outside the Classroom (LOtC) activities. The Academy Specific Educational Visits Procedure details local arrangements.

Risk assessment

Risk assessments are undertaken for tasks/activities where significant hazards have been identified or where there is a foreseeable risk of injury/ill health. The Academy risk assessment process follows the HSE Controlling Risk in the Workplace INDG163 (Rev 4) published 08/14.

Within the Academy various members of staff are tasked with The development of risk assessments based on their knowledge, experience and competence. Staff that undertake risk assessments on behalf of the school will be trained in hazard/risk reduction techniques to ensure they fully understand the risk assessment process. Relevant staff are involved in the development of risk assessments prior to consultation with all staff to which they are relevant prior to sign off. Risk assessments are accessible to staff at all times via the risk assessment folder, located in the school office.

Statutory Inspections

The Academy ensures that statutory inspections are undertaken at required intervals for all plant and equipment required. A table detailing required inspections, date of last inspection, date of next inspection and who is undertaking the inspection has been developed and this is monitored at the Head Teacher/Bursar to ensure on this is on target.

Preventing workplace harassment and violence

The Academy is committed to providing a safe and secure working and educational environment for staff, pupils and any other persons on its site. Where applicable, in addition to the control measures identified in an individual pupil's physical intervention plan or and lone working risk assessment, the following procedures are in place:

Staff are advised to:

- avoid confrontation if possible
- withdraw from situation
- arrange seating so that a clear escape route from the room to a place of safety is available. Sit near the door, or use a room with two doors
- follow measures/ procedures identified in violence and assaults risk assessment
- contact emergency services, as appropriate.
- inform the Headteacher or a member of the senior management team if confrontation has taken place

The Academy will:

- ensure the Headteacher or member of the senior management team to attend site on being informed of an incident, if considered necessary
- have in place procedures for the reporting of incidents
- offer counselling/ support through Occupational Health
- debrief individuals following any incident
- provision of training on how to manage conflict and aggression as required

- review specific risk assessment following any incident

Water hygiene management

The Academy will ensure it complies with the HSE approved code of practice '*Legionnaires' disease - The control of legionella bacteria in water systems*' (L8).

The Academy will:

- commission a bi annual Legionella risk assessment and ensure actions identified are acted upon.
- commission employ a competent external contractor to undertake water sampling and routine cleaning and disinfection of water systems
- ensure the Premises officer is suitably trained/competent to undertake monitoring/testing activities required by the legionella risk assessment
- ensure regular flushing of outlets is completed by the Premises officer
- ensure the premises officer undertakes monthly monitoring of water systems including temperature readings

Working at height

The Academy will follow the principles of the HSE guidance '*The Work at Height Regulations 2005 (as amended) A brief guide*' (INDG40). The Academy may use a variety of access equipment for working at height tasks, ranging from kick stools for short low risk access such as the putting up of a poster, step ladders and ladders for short duration works.

The Academy will ensure that:

- work at height is avoided whenever possible
- if it cannot be avoided, work at height is properly planned, has a relevant risk assessment, is carried out by competent staff and carried out in a manner which is, so far as is reasonably practicable, safe
- those undertaking work at height have received appropriate training and training records are maintained
- all access equipment (ladders & step ladders) is identified and inspected annually
- any equipment provided to assist with working at height tasks is maintained and serviced in accordance with statutory requirements
- any defective equipment is taken out of use until repaired or is replaced
- an individual risk assessment will be completed for all new or expectant mothers and staff with identified medical conditions that may be affected by undertaking working at height tasks, these may result in some working at height tasks being restricted
- any accidents resulting from working at height will be investigated to identify root causes and implement additional controls as required

Workplace inspections

The Academy recognises the importance of undertaking regular formal workplace inspections to ensure that the premises remain a safe working and educational environment for staff and pupils. A formal annual workplace inspection is undertaken with findings documented and any actions allocated with remedial actions. This inspection is undertaken with the Health and Safety professional from YMD Boon Ltd. The annual inspection findings are reviewed with actions monitored by the full LGB. It is recognised that annual inspections alone will not keep a

premises safe and there is an expectation that staff will report any defects/damage to premises and equipment as per the Academy defect reporting procedure.

Monitoring and review

This Health and Safety Policy together with the associated procedures and health and safety audits, accident statistics will be reviewed by the LGB on a regular basis (every year as a minimum), or as required. Unless stated otherwise the LGB will review this policy and amend for any recommended changes as advised by the Trust. Nil changes are noted in the document review section.

In order to substantiate that health and safety standards are actually being achieved, the Academy will measure performance against pre-determined plans and objectives. Any areas where the standards are not being met will require remedial action.

The Academy and the Trust Board will use different types of systems to measure health and safety performance:

Active monitoring systems

- spot checks and termly site inspections will be undertaken
- documents relating to the promotion of the health and safety culture will be regularly examined and reviewed
- appropriate statutory inspections on premises, plant and equipment will be undertaken
- where necessary, health surveillance and environmental monitoring systems will be implemented to check the effectiveness of health control methods and to detect early signs of harm to health
- If concerns arise central team reviews on site for H and S

Reactive monitoring systems

- identifying where health and safety standards are not being met, by monitoring for failures in the systems - such as accidents, cases of ill health (work-related sickness), damage to property, etc.

Reporting and response systems

- ensuring that monitoring information is received, having regard to situations which create an immediate risk to health or safety, as well as longer-term trends and ensuring remedial action is taken
- Local Governing Body and Senior Leadership team will all receive and consider reports on health and safety performance.
- Trust Directors will note updates from the CEO and reports of poor control or where concerns arise.

Investigation systems

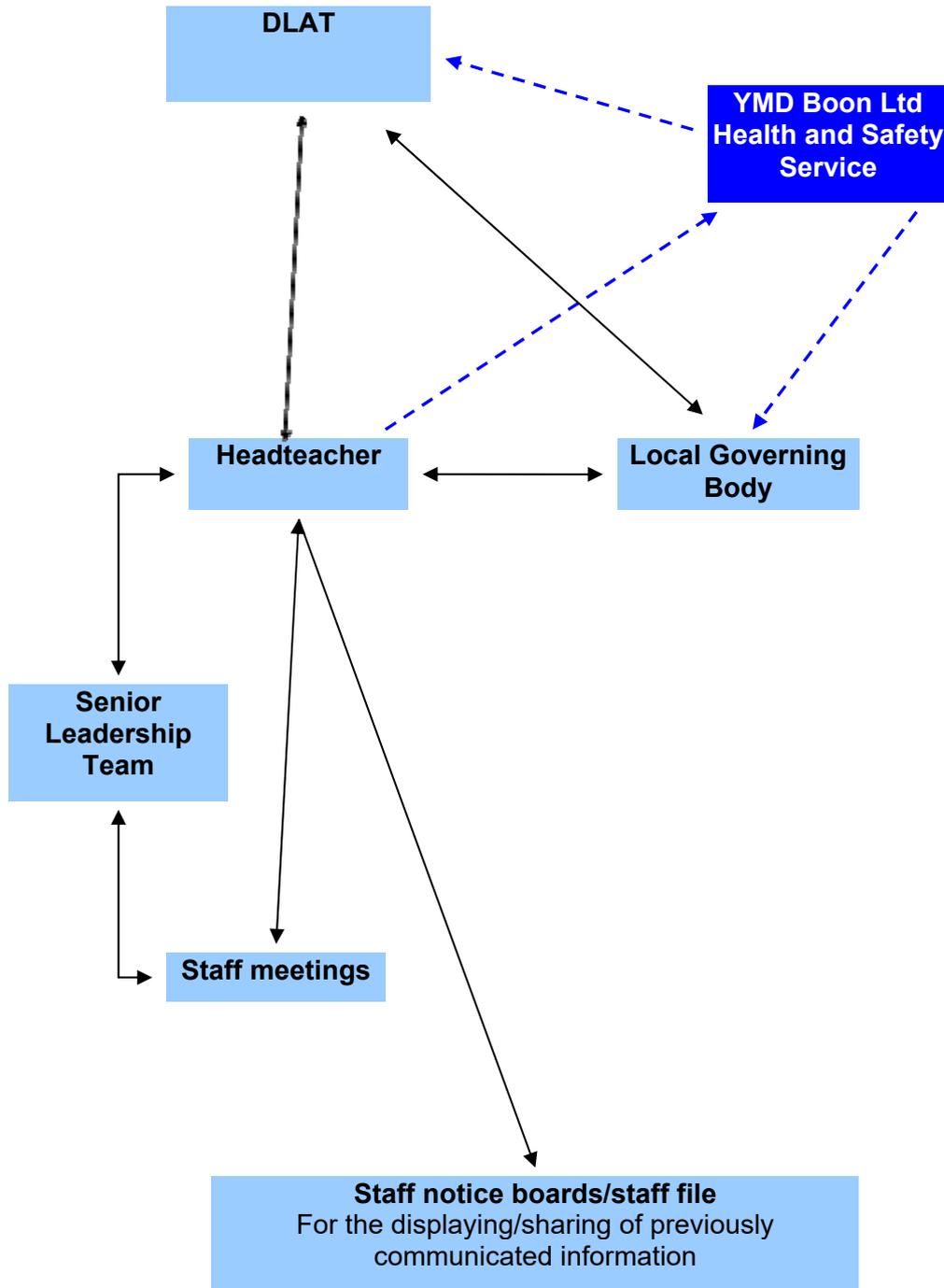
- prioritising investigation of incidents which indicate the greatest risk and the identification of both the immediate and the underlying causes of events
- analysing data to identify common features or trends and initiate improvements
- where cases of occupational ill-health are to be investigated
- where complaints relating to occupational health and safety are to be recorded and investigated

- where accidents/incidents and assaults with the potential to cause injury, ill-health or loss are to be reported, recorded and appropriately investigated
- investigations by the Trust central team where this is needed

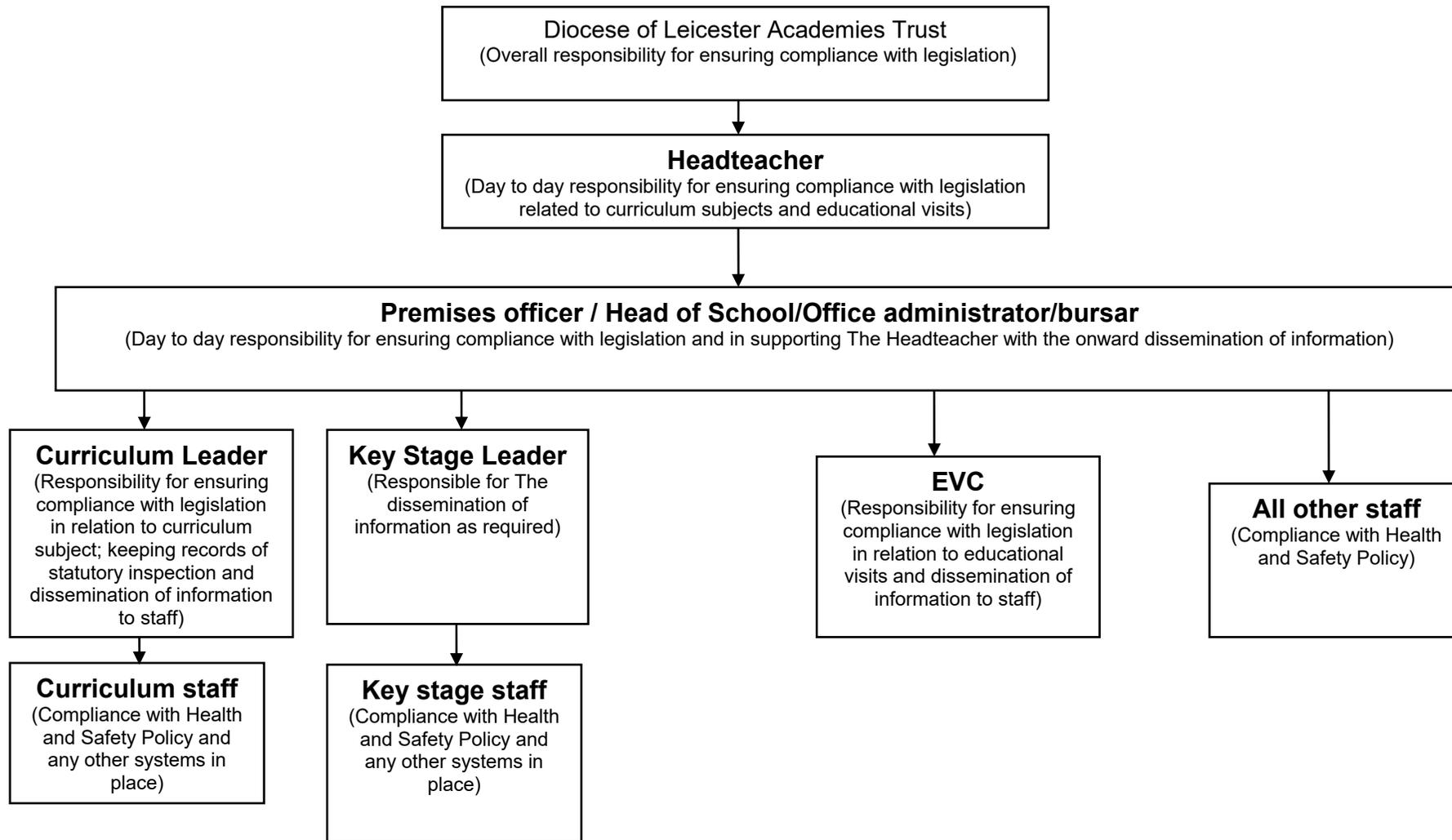
Third Party Monitoring/ Inspection

The Academy will be subject to third party inspection and monitoring, as part of Ofsted requirements, HSE inspection regime, Fire Service Inspection regime etc. Actions arising from third party audit/inspection will be incorporated within the school/academy action plan with appropriate target dates for completion.

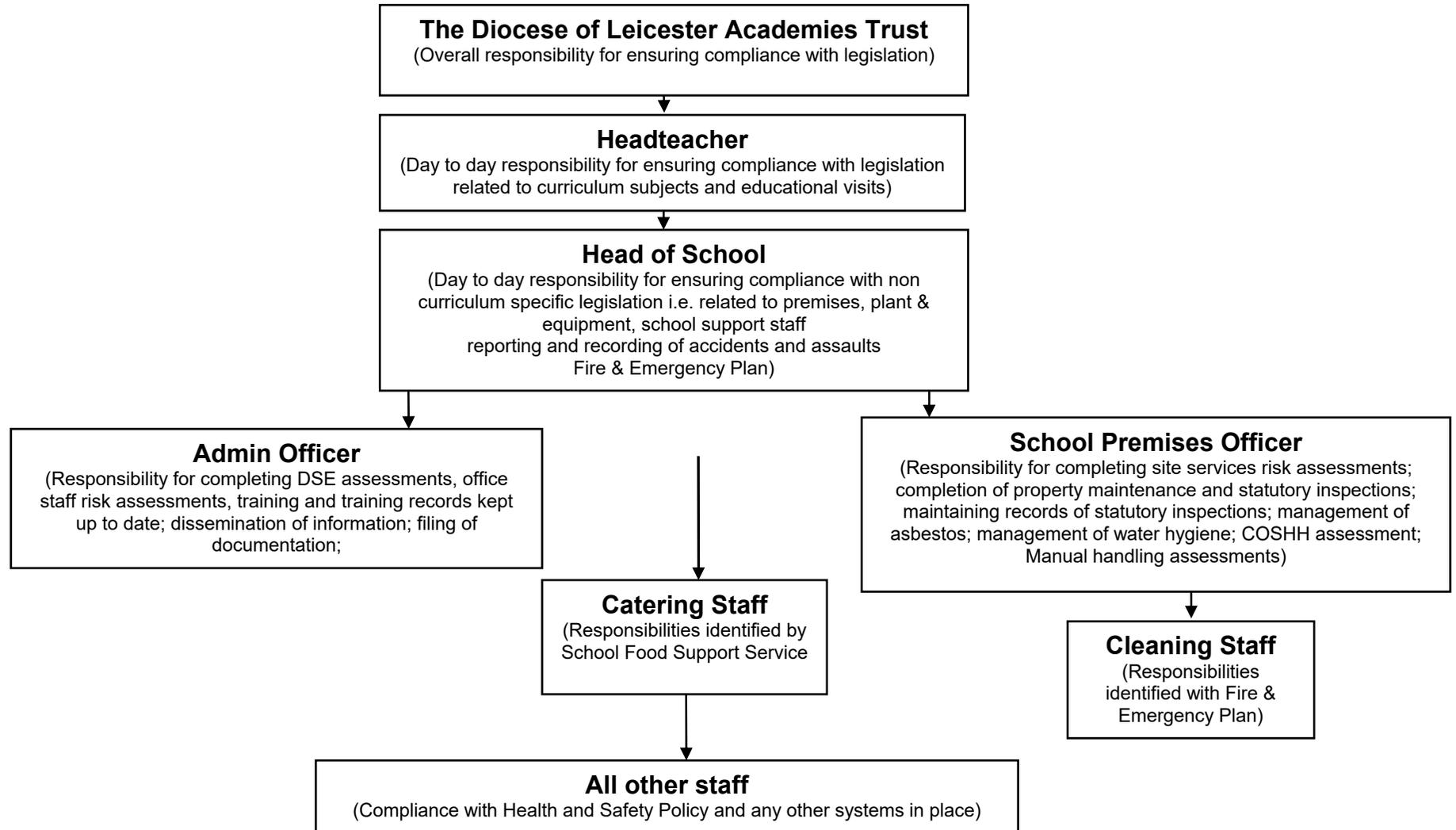
The Academy School Health & Safety arrangements



Staff



Support Staff



Competent Persons and Relevant Locations Responsibility	Competent Person or Responsible Person	Location
First Aid at Work 3 day	Mrs N Copeland	Class 1
First Aid Box Locations	Miss Malloney	All classroom, entrances, staff room, hall.
First Aiders 1 day	All key staff	Throughout school
Minor pupil accidents	First aider	Throughout school
Staff Accidents	Head of School	Office
Significant accidents Notified to	Head of School	Office
Accident Books	Miss Maloney/LGB	
RIDDOR Notifications by	Head of School	
Fire Marshals	As per the Fire & Emergency Plan	
Assembly Points	As per the Fire & Emergency Plan	

Asbestos Survey	Premises Officer/ Head teacher	
Legionella Risk assessment	Premises Officer/Head teacher	
Fire risk assessments	Premises Officer/Head teacher	

Policy Control

Controlled Document

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Document Edit Log

<u>Version</u>	<u>Date</u>	<u>Section</u>	<u>Summary of edits</u>	<u>Created By</u>	<u>Approved By</u>	<u>Date Approved</u>
1	12.2.19	All	First version	Boons & DM	Board	26.2.19

