



# **HEALTH AND SAFETY POLICY**

## **Brading CE Controlled Primary School**

**Dated October 2017**

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**Date Agreed: October 2017**

**Review Date: October 2018**

**Signed: \_\_\_\_\_**

**Chairman Board of Governors**



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# HEALTH AND SAFETY POLICY STATEMENT

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## SECTION A - STATEMENT OF INTENT

We recognise our duty and responsibility to comply with all relevant health and safety legislation. We will ensure the health, safety and welfare at work of all our employees and others who may be affected by our actions. The school management therefore are committed to establishing and implementing arrangements which will ensure that staff and visitors will be safeguarded when on the premises or engaged on offsite activities (e.g. visits to other area's), and that the premises for which they are responsible is safe for visitors including young persons.

It is understood that good health and safety management encourages safe practices and improves morale.

The Head Teacher will ensure staff are aware of their responsibilities towards health and safety by ensuring that training and good communications throughout the organisational structure are maintained.

Management have arranged health and safety support through Solent Organisational Support Associates Ltd (SOSA). Additional information is sourced from the HSE Website:

<http://www.hse.gov.uk/index.htm>, to ensure the most up to date information is used.

Signed

Signed

Head Teacher

Chair of Governors

Date:

Date

## **SECTION B - ORGANISATION**

### ***Accountability***

The Isle of Wight Council has overall accountability for health and safety as employer. School leaders have responsibility for ensuring that the school is safe for use by employees and visitors on a day to day basis.

### ***Responsibilities***

#### **Head Teacher**

The Head Teacher is responsible for ensuring that staff, pupils and other visitors (including contractors) adopt safe working practices and generally conduct themselves in such a way that they will not injure themselves or others.

#### **School Governors**

The governors have a responsibility to ensure that school health and safety management complies with statutory requirements and the school health and safety policy; to ensure the health and safety of persons on the school premises or when taking part in any external school activities.

#### **Head Teacher Responsibilities**

- Ensure the Health and Safety Policy is reviewed annually.
- Ensure that the Health and Safety requirements are implemented, e.g. risk assessments, and keeping a record of the periodic monitoring which is undertaken.
- Ensure that all staff have read and understood the Health and Safety Policy and any supporting documents.
- Ensure the undertaking and recording of relevant risk assessments.
- Ensure regular health and safety inspections are carried out and any safety issues are addressed as necessary.
- Receiving and dealing promptly with complaints about safety issues.
- Ensure that emergency evacuation procedures are in place and that records are

maintained.

- Ensuring that requirements of any enforcing authorities (Fire Prevention Officer, HSE and Environmental Health Officer) are properly addressed.
- Ensure that adequate first aid provision is made.
- Responsible for seeing that they themselves are adequately trained and that staff receive any necessary training determined by their 'training needs analyses.
- Responsible for ensuring records of the training are kept and having a system for ensuring that refresher training where necessary is undertaken within the prescribed time limits.

## **Appointed Person**

The Head Teacher has appointed a person responsible for managing the health and safety arrangements for the school. This person is identified in appendix A.

The role of the appointed person is to ensure that H&S statutory duties are acted on and that any necessary records are maintained.

Where appropriate the appointed person may request to assistance of competent persons to help with specific H&S issues.

The appointed person will ensure that the Isle of Wight Council accident reporting procedures are followed and records maintained.

The appointed person will make staff aware of specific Health and Safety training that may be beneficial for their function and ensure records are maintained of any training.

## **Teaching Staff**

Teachers are responsible for the safety of pupils under their supervision and where provided, controls indicated by the risk assessments will be used to reduce the risk of harm.

In the event of fire their role is to lead their class to the designated assembly point or other agreed place of safety.

## **First Aid Personnel**

The role of the First Aider is to administer immediate first aid to employees, pupils and visitors to the school who may have suffered injury or ill health.

Where appropriate the First Aider will request professional medical aid i.e. an ambulance.

The First Aider will ensure an Accident record is completed and where a pupil is concerned the school first aid log is also completed.

## **Caretaking staff**

The caretaking staff are responsible for ensuring the areas of activity carried out are performed safely and with due regard to others who may be affected by them.

Recorded assessment of risk shall be undertaken by competent persons and made available to those employees who may be affected by the hazards identified.

Hazardous substances and the activities for which they are used have been COSHH assessed and suitable Personal Protective Equipment is used.

## **All Staff**

All Staff have a responsibility for the health and safety of themselves, their colleagues and visitors. They also have a duty under the Management of Health and Safety Regulations 1999 to report, to their line manager, any shortcomings in the employer's health and safety arrangements.

## **Safety Representatives**

The school will allow the appointment of safety representatives, by recognised trade unions, if requested to do so by those trade unions.

## **Property Services**

The school will ensure that periodic safety testing takes place on plant such as fixed wiring, plumbing systems and drainage

## **SECTION C - ARRANGEMENTS**

It is important that the day-by-day activities of all staff, Young persons, contractors and visitors are conducted in a way which is as safe as possible.

### ***General Practices Applying To All Staff***

#### **1. Visitors**

- 1.1. All visitors, not being pupils of this school, shall be accompanied by a member of school staff unless they have been given an Health and Safety induction and the visitor has been authorised by the Head Teacher to be on site unaccompanied.
- 1.2. Arrangements for the signing in and out of visitors and contractors are used at this school.

#### **2. Contractors**

The Head Teacher will appoint a person to liaise and manage contractors. This person will ensure contractors are aware of current known hazards on the site such as locations of asbestos.

Only contractors who able to demonstrate competence will be deemed suitable to work within the school environment.

Contractors must be able to produce a method statement and risk assessment addressing both the hazards they will present to school employees, pupils and others and detail the controls that will be adopted to protect them.

Contractors are not permitted to lone work.

#### **3. Fire Safety**

- 3.1. All employees gain knowledge of the Fire procedures firstly as part of the health and safety induction process and then through periodic fire drills.
- 3.2. A fire officer has been appointed to manage the fire arrangements including risk assessment, drills, alarm tests, emergency lighting tests and all fire safety equipment maintenance. The appointed fire officer is identified in appendix A.
- 3.3. Fire marshals, which will have had training in this role, have been appointed to assist the fire officer during drills and actual fire events. The role of the fire marshal is to

ensure that the site buildings are clear of persons who may have been inadvertently left behind. Appointed fire marshals are listed in Appendix A.

- 3.4. Periodic checks of the fire safety systems are made and records maintained. The following fire equipment will be tested by the fire officer, or his representative. Maintenance of this equipment will be carried out only by a contractor deemed competent to do so. Records of checks and maintenance, including test certificates, will be retained in the 'Fire Record' book.
  - 3.4.1. The fire alarms are tested weekly. Each week a different call point will be used to activate the alarm and identified in the record. Maintenance of the alarm system will be yearly.
  - 3.4.2. Emergency lighting systems will be tested monthly and maintenance carried out six monthly.
  - 3.4.3. Smoke detectors are tested weekly.
  - 3.4.4. Fire fighting equipment will be visually inspected monthly and maintenance carried out yearly.
- 3.5. Fire risk assessments are carried out as a result of an annual workplace inspection by the members of the governing body. Specific fire hazards are identified and risks determined. Where appropriate controls are implemented.

#### **4. Arson**

- 4.1. Regular external inspection of the premises is necessary to check for arson activities and potential arson risk. This check will be carried out by the caretaker.
- 4.2. All dustbins, benches and other movable items will be made immovable and not positioned against main school walls.
- 4.3. Wheelie bins are to be lid locked and chained away from main school walls.
- 4.4. Build-up of rubbish including leaves etc. will be regularly removed to prevent use as fuel.
- 4.5. Trespassers will be dissuaded from visiting the site by appropriate signage, outside illumination and a CCTV system.

#### **5. Bomb Alerts**

- 5.1. The school will take appropriate evacuation action on receipt of information regarding a bomb on the site.
- 5.2. The general fire procedure will be followed and as with the fire procedure the location of the hazard or device will be avoided.
- 5.3. All staff, pupils and visitors to the school will assemble at the designated secondary assembly point as shown on the fire plan.
- 5.4. No attempt will be made by the school staff to handle potentially hazardous devices or objects.

## 6. First Aid/Illness

- 6.1. First Aid boxes are stocked as per HSE guidance and are located in every classroom, main office area and the first aid room:
  - 6.1.1. Contents are checked and maintained by an appointed person (see Appendix A).
  - 6.1.2. First aid instructions and named First Aiders (see Appendix A) are posted next to the First Aid box.
- 6.2. First Aiders
  - 6.2.1. Responsibilities of the trained First Aider are to ensure persons injured or ill at the school are adequately treated and where necessary make other appropriate special arrangements.
  - 6.2.2. Ensure any accidents are reported to an appointed person (see Appendix A)
  - 6.2.3. Recording of all first aid treatments shall be maintained and held in the main admin office.
- 6.3. Parents will be informed of any injury or illness to their child by their teacher or appointed person.

## **7. Accident Reporting and Recording**

- 7.1. Accidents, injuries, near misses, reportable disease or work related illness must be recorded using the SOSA online reporting system.
- 7.2. All employee accidents will be recorded in the Accident Book (B1510). The tear out report will be filed in a lockable cabinet.
- 7.3. Non-employee accidents will be reported in the schools incident book located in the main office.
- 7.4. A 'Responsible Person' has been appointed to identify any incident as being reportable to the HSE under the Reporting of Injuries, Diseases & Dangerous Occurrences Regulations 2013 (RIDDOR). The Responsible Person will submit the RIDDOR report to the HSE using the online reporting tool.
- 7.5. Accident and incident records will be retained in the main admin office.

## **8. Housekeeping**

- 8.1. The buildings will be cleaned by an employed cleaner at least once per week. Though the responsibility for ensuring the work environment is kept clean and tidy is applied to all staff.
- 8.2. The disposal of small amounts of waste can be treated as ordinary household waste i.e. placed in appropriate bins within the building and its surrounds, and removed each day by the cleaners to the designated storage area prior to removal by a Refuse Service Contractor.
- 8.3. Stacking and Storage
  - 8.3.1. Materials, equipment and any other items will be kept in appropriate storage areas. Where this is not possible for temporary reasons, the staff responsible for those materials will ensure that they are stacked tidily, to a height which does not constitute a hazard and in such a way that they do not impede the movement of staff or visitors.
- 8.4. Stairs, Cloakrooms and Exits etc., will be kept clear of obstructions (including electrical cables and other trip hazards).

8.5. Main reception area

- 8.5.1. All staff are requested to be vigilant in regards to identifying any potential hazards in this area as visitors are not so familiar with the surroundings.

## 9. Lifting and Handling

- 9.1. Injuries can be caused by incorrect lifting and handling of objects, (which need not be large or heavy). Therefore any operation where lifting or handling is involved should be avoided where possible.
- 9.2. Both generic and where appropriate specific risk assessments are undertaken for all potentially hazardous handling activities, including objects and people.
- 9.3. The moving of people is of particular concern and specialist advice is available from Medina House School or St Georges Special School when required.
- 9.4. Only competent appointed persons may carry out these risk assessments. (see appointed persons list appendix A).

## **10. Control of Substances Hazardous to Health (COSHH)**

- 10.1. Any hazardous substances on the school site must be managed safely and to do this all of them will be identified.
- 10.2. Substances which are hazardous will be assessed for risk to employees and those who may be affected by them. The assessment record will be located a) at point of use, b) at point of storage and c) in a master record file located in the main office in case of fire.
- 10.3. Assessed hazardous substances will be stored safely in appropriate storage areas and be locatable from a plan in the main office master record book.
- 10.4. Persons trained to carry out these assessments are listed in Appendix A.

## **11. Asbestos and Legionella**

- 11.1. A survey has been carried out for the presence of asbestos containing materials (ACM), and where necessary identification labels placed.
- 11.2. Any areas where ACM have been identified have been addressed to determine the risk to person who may be exposed and where necessary removed. Where removal is not necessary periodic monitoring for condition will be instigated and a record maintained.
- 11.3. The survey report is available for reference to all persons who may potentially disturb ACM during their work i.e. electrical contractors.
- 11.4. The asbestos survey report is available to view in reception area and attached to it is a signature record for contractors and others to sign as proof of reading. These records are retained in a file alongside the survey report.
- 11.5. A survey has been carried out on the water systems within the school to identify potential areas of the system that may promote uncontrolled Legionella bacterium growth. Work to remove redundant system pipe work which had the potential to provide optimum bacterium growth has been carried out.
- 11.6. Higher risk of bacterium growth is likely through long warm holiday periods and therefore maintenance is required to flush the water systems prior to school recommencing. A record is maintained of this maintenance.

## **12. Premises and Equipment**

- 12.1. The Dept Manager will periodically arrange for a visual inspection of the premises and equipment. Risk Assessments will have been carried out for premises and these may be reviewed during the visual inspection. Where immediate action is required to prevent injury the Head Teacher will ensure arrangements are made to address the hazard.

## **13. Electrical Plant and Equipment**

- 13.1. All portable electrical equipment is checked on a regular basis and a record is kept. A schedule/checklist of inspection timescales will be maintained in the record book located in the main office. The competent person or organisation responsible for the testing of portable appliances is included in appendix A.
- 13.2. The electrical installation will be tested and certificated as safe every 5 years.
- 13.3. Staff are required to report any damaged electrical equipment or wiring - including portable equipment and permanent wiring.
- 13.4. Staff must, under no circumstances, attempt any repairs unless they are competent to do so. Personal mains-powered electrical equipment must not be brought onto the school premises, unless it has been subjected to the same tests as school equipment.

## **14. Risk Assessments**

- 14.1. Risk assessment shall be undertaken for all activities which present a potential to cause harm.
- 14.2. The risk assessment will identify the hazard, the risk and the controls which are present or remedial action planned to reduce the likelihood of injury / ill health.
- 14.3. Only persons deemed competent to carry out risk assessments have authorised to do so by the Head Teacher, these persons are listed in Appendix A.

14.4. Area's where risk assessment shall be carried out include:

- 14.4.1. Fire & Arson
- 14.4.2. Areas on the site with specific hazards present.
- 14.4.3. Control of Substances Hazardous to Health (COSHH)
- 14.4.4. Caretaking activities including working at height.
- 14.4.5. Educational visits
- 14.4.6. Manual Handling
- 14.4.7. Display Screen Equipment (DSE)
- 14.4.8. New and expectant mothers

## **15. Working at Height**

- 15.1.1. All staff are asked not to carry out work at height unless it is agreed by their line manager that it is necessary.
- 15.1.2. Working at height does pose a higher than normal risk of injury to those carrying out the work and those below them. It is therefore necessary to carefully consider whether there is a real benefit or necessity to carry out this work before starting.
- 15.1.3. The Working at Height Regulations requires all work required where access equipment, such as ladder or step stool, is required above or below floor level to be assessed for potential risk and controls implemented to mitigate injury.
- 15.1.4. Risk assessment will be carried out by a competent person (identified in Appendix A) for all working at height activities. In some cases these will need to relate to specific activities though in most cases such as display work it may be acceptable to produce a generic assessment.
- 15.1.5. All employees who carry out any work at height will have some training, appropriate to the task, which will be recorded within the school safety training records this training will include the use of any risk assessments that may be available for the task.
- 15.1.6. Employees who are unhappy with carrying out any form of work at height are not expected to do so unless it explicitly forms a part of their terms of employment.
- 15.1.7. The person appointed to oversee and advise on all working at height activities is shown in Appendix A.

## **16. Slips and Trips**

- 16.1. Visual risk assessments and checks are carried out on a daily basis, and any slip / trip hazards identified are dealt with immediately.
- 16.2. The school site internally and externally shall be assessed termly for potential hazards that may cause slip or trip accidents. This assessment may be carried out by a competent person trained in risk assessment (identified in Appendix A) and others such as Head Teacher and Governors during termly monitoring visits.
- 16.3. The risk assessment shall include areas such as:
  - 16.3.1. Internal and external steps and stairways
  - 16.3.2. Carpets and floor coverings
  - 16.3.3. Dining hall cleanliness and spillages
  - 16.3.4. Caretaking and cleaning activities
  - 16.3.5. Outside paving, walkways and other hard surfaces
  - 16.3.6. Grounds including pitches
  - 16.3.7. External lighting effectiveness
- 16.4. Risk assessment results shall be used to identify priority for mitigation of potential injuries and shall be shared with all employees.

## **17. Wellbeing**

- 17.1. Stress is acknowledged by the school as a potential cause of staff illness and all efforts are made to reduce it. This is in part done by management openness in counselling and supporting staff with work related problems and yearly employee survey which is designed to identify the sources of stress and address any 'stressors'. The Head Teacher is responsible for ensuring arrangements are in place for regular wellbeing staff survey and implementation of the resulting action plan.

## **18. Alcohol, Drugs and Smoking**

- 18.1. The abuse of alcohol or drugs is a safety hazard and if there is any suspicion that a member of staff or visitor is under the influence of either, then this must be reported to the Head Teacher who will take the appropriate disciplinary action.
- 18.2. Smoking within the school site is prohibited, this includes e-cigarettes, and signs are posted at entrances.

## **19. Violence and Aggression**

- 19.1. Violence and harassment in both physical and verbal forms will not be tolerated within the school. Either between employees or between employees and non-employees.
- 19.2. Employees shall report all incidents of this type to their line manager. Appropriate action will in the first instance be taken by the school.
- 19.3. Disciplinary action will be taken against employees being the source of such behaviour.
- 19.4. Action against non-employees who are the source of violent, harassing or threatening behaviour may be by prohibiting them entry to the school. The Local Authority may be requested to provide advice on the best course of action.
- 19.5. The person responsible for ensuring the process of recording and follow up action is listed in appendix A.

## **20. Display Screen Equipment (DSE)**

- 20.1. All DSE equipment and workstations will be assessed for suitability for individual employee use by a competent person. (See Appendix A).
- 20.2. Where appropriate, equipment shall be provided or replaced to ensure the user is not put at risk of illness or injury.
- 20.3. Records of all assessments will be maintained and held in the main admin office.
- 20.4. Eyesight testing is offered to persons identified as habitual users.

## **21. Training**

- 21.1. The Head Teacher will ensure that employees with responsibilities for health and safety are competent. This will be reinforced by appropriate training.
- 21.2. Training records will be maintained for all employees and periodic examination of these takes place and if training needs are identified, then appropriate training shall be provided.
- 21.3. Information on Health & Safety courses can be obtained from SOSA Ltd and the LA Workforce Development Team.

## **22. Lone Working**

- 22.1. It is recognised that staff may at some point be required to work outside of normal working hours. If this is necessary then staff must either ensure there is another person in the building with them or they must use the 'Lone Working' procedure.
- 22.2. The lone working procedure is located in Appendix C.

## **23. Educational Visits**

- 23.1. The school recognises that educational visits, away from the safety of the school site, expose school employees, pupils and non-employee volunteers to potentially unknown risk.
- 23.2. For all educational visits a competent Group Leader is appointed by the Head Teacher. The Group Leader will ensure all arrangements are made and that all appropriate requirements are met.
- 23.3. A person appointed as the Educational Visit Coordinator (EVC), will oversee the arrangements and advise on documentation required for the particular type of visit.
- 23.4. Injuries occurring during an offsite visit must be handled as those at school. Information about injuries must be relayed back to the school as soon as possible

## **24. New and Expectant Mothers**

- 24.1. The school recognise the fact that new and expectant mothers (NEM) are at an increased risk of a) injury to themselves and their unborn child b) injury to others who may be affected by their actions.
- 24.2. To ensure the safety of the NEM the management of potential risks required. This is done by a risk assessment carried out by a competent person and the implementation of controls to eliminate or reduce risk.
- 24.3. The NEM will be allowed to take as appropriate rest breaks and a safe place to rest.

## SECTION D – CONTACTS and INFORMATION

### **Health and Safety Advice -**

Solent Organisational Support Associates Ltd  
3 Cedar Hill, Carisbrooke, Isle of Wight PO30 1DN  
Tel: 07875 525673  
Email: [tony@solentorganisationalsupport.co.uk](mailto:tony@solentorganisationalsupport.co.uk)

### **Insurance Services -**

01983 821000

### **Fire & Arson advice -**

Community Safety – Newport Fire Station, Tel: 01983 533 834

### **Moving Children -**

Medina House School on 522917 or  
St Georges Special School on 524634

### **Information source for IOW schools -**

[www.iwight.com/residents/schools-and-learning](http://www.iwight.com/residents/schools-and-learning)

### **DfE Support –**

Web address: [www.education.gov.uk](http://www.education.gov.uk)

### **Counselling services**

Help Employee Assistance, [www.isleofwightc.helpeap.com](http://www.isleofwightc.helpeap.com) 0800 276 1003

## APPENDIX A – Persons with specific H&S responsibility

Name	Job Title	Responsibility
Mrs B Gilbert	Head Teacher	Policy, implementation & monitoring of H&S.
Mrs B Gilbert	Appointed person	Monitors that the requirements of the H&S policy are operated. Liaises with LA on H&S issues.
Mrs B Gilbert/Mrs D Stubbs	Contract officer	Contractors on site
Mrs B Gilbert	Lead Fire Marshall	Ensure fire arrangements are operational.
Mrs K Eastman & Miss E Hughes	Senior First Aiders	Application of first aid
Mrs K Eastman, Mr J Earley & Mrs A Larnar	Working At Heights	
Mrs D Stubbs/Miss E Hughes	COSHH	
Mr J Earley	Manual Handling	
Mrs B Gilbert/ Mrs D Stubbs /Miss E Hughes	Appointed persons for assessments	
Mr J Earley	Portable PAT Testing	
Mrs B Gilbert	Slips & Trips	
Mrs B Gilbert	Violence & Aggression	
Mrs D Stubbs	Workstation assessment	
Mrs Allison Larnar	Named Fire Marshall	
Mrs Karen Eastman	Named Fire Marshall	
Mrs Rachel Powell	Named Fire Marshall	
Miss Eliza Hughes	Named Fire Marshall	

## APPENDIX B - Fire Safety

### 1.1. Fire Instructions

1.1.1. These are placed where staff can easily read them.

1.1.2. Emergency Exits, Assembly Point and Assembly Point Instructions shall be clearly identified

### 1.2. Fire Alarm

1.2.1. In case of fire dial 999

1.2.2. The fire alarms are tested weekly every Monday morning.

1.2.3. A Fire Test Record Book is maintained and held in the main admin office

### 1.3. Fire Drills

1.3.1. Are carried out at least once per term.

1.3.2. Assembly point is the school playground

1.3.3. Records are maintained of drills and are held in the main admin office.

### 1.4. Fire Fighting

1.4.1. Teachers supervising children must not attempt to fight fires as they are expected only to evacuate the area safely.

1.4.2. Untrained staff are not expected to "have a go", but only to tackle small fires only if no undue risk to life and limb, and there is always a clear escape path available.

### 1.5. Fire Hazards and Fire Risk Assessments

1.5.1. Storage cleaning substances only in a locked cupboard.

### 1.6. Maintenance of Fire safety equipment is carried out by competent contractor;

1.6.1. Emergency lighting – F W Marsh Ltd

1.6.2. Fire extinguishers maintained – Wight Fire & Security

1.6.3. Fire alarms Maintained – F W Marsh Ltd

1.6.4. Fire Safety Signs and identification of escape routes – F W Marsh Ltd

## Appendix C – Lone Working Procedure

At Brading Primary all school personnel are reminded about the importance of maintaining a healthy work/life balance and therefore lone working is discouraged.

Whenever possible it is recommended that staff work with a colleague. Staff should not work alone if they have medical conditions that might cause incapacity or unconsciousness.

Staff should seek the permission of the Headteacher to work alone in the building outside of normal school hours. The experience and training of all staff and the activities to be undertaken will be taken into consideration before allowing lone working. Lone workers must be considered capable of responding correctly in an emergency situation.

All lone working staff should establish their own checking in and out system with either family, friends or work colleagues. It is advised that lone workers provide a relative or friend with a telephone contact number to call if the lone worker fails to return home at the expected time.

Lone working staff should carry their mobile phone with them around the site, and should ensure that their mobile phone network has good reception within school.

Lone workers should not undertake activities that involve any tasks which are potentially hazardous given their own level of experience and the nature of the task.