



Hillside Nursery School Health and Safety policy

**Incorporating the Local Health and Safety Arrangements for:
Hillside Nursery School, school number 14161
Cedar Avenue, Haslingden, Lancashire, BB4 5NH**

This policy is based on the requirements of the Health and Safety at Work etc Act 1974 and associated Health and Safety and other Legislation. It should be read in conjunction with the Lancashire County Council's Health and Safety Management System which is held on the School's Portal.

As a Maintained Nursery School the County Council is the employer. The Governing Body is responsible for the use of the premises. The Headteacher is responsible for the day-to-day implementation and management of health, safety and welfare within the school. The County Council, the Governing Body and the Headteacher should work in partnership to meet these responsibilities.

As the person(s) with responsibility for the implementation and management of proper health and safety controls within the school, I/we will, as far as is reasonably practicable:

- provide adequate control of the health and safety risks arising from our work activities;
- provide and maintain safe plant and equipment;
- ensure all employees are competent to do their tasks and ensure the provision of adequate training;
- maintain safe and health working conditions;
- ensure safe handling and use of substances;
- review and revise this policy and arrangements as necessary at regular intervals, and, as a minimum, following each 5 yearly review by the county council;
- consult with employees on matters affecting their health and safety;
- provide information, instruction and supervision for employees;
- prevent accidents and cases of work-related ill health;
- comply with appropriate directions given by the county council on health and safety requirements;
- act in accordance with the relevant provisions in the Scheme for Financing Schools in Lancashire and the School Teachers Pay and Conditions Document”.

Signed:	Signed: On behalf of the Governing Body
Headteacher's name: Karen Wiggan	Chair of Governors name: Anne Kenyon
Date: June 2018	Proposed Review date: June 2019

Responsibilities

<p>The responsibility for implementation and management of proper health and safety controls within the school is that of:</p>	<p><i>Karen Wiggan Head teacher</i></p>
<p>The authorised member of staff with day-to-day responsibility for ensuring this policy is put into practice is (e.g. Health & Safety Co-ordinator):</p>	<p><i>Karen Wiggan Head teacher</i> <i>Diane Parkinson Teaching Assistant</i></p>
<p>To ensure health and safety standards are maintained/improved, the following people have responsibility in their specific areas e.g. premises issues, fire safety and other emergencies, out-of-hours arrangements, educational visits:</p>	<p><i>Karen Wiggan Head teacher</i> <i>Diane Parkinson Teaching Assistant</i> <i>Kim O'Brien Teaching Assistant</i> <i>Li Site Supervisor</i> <i>Tracy Ashton Teacher</i> <i>Andrea McGarry Teacher</i></p>
<p>The Health & Safety objectives * for the school (as identified by accident/incident investigation, consultation, review of risk assessments, health & safety management support and audit visits; advice from the county council etc. or other sources e.g. DfE, Teachers.Net, other schools, the HSE) will be developed and monitored by:</p>	<p><i>Karen Wiggan Head teacher</i></p>
<p>All employees within the school have a responsibility to:</p> <ol style="list-style-type: none"> 1. Co-operate with the Headteacher and his/her nominated representatives on all matters relating to health and safety; 2. Not interfere with anything provided to safeguard their health and safety; 3. Take reasonable care of their own health and safety, and not knowingly place anyone who may be affected by their work activities at risk; and 4. Report all health and safety concerns to an appropriate person (as detailed in this policy statement). 5. Adhere to the School Teachers Pay and Conditions Document which state that teachers' professional duties include maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere. 	

* Health & Safety objectives should be set for improvements in the management of health & safety within the school. These can be formal or informal objectives e.g. within the School Development Plan or in the minutes of Governors or Staff meetings respectively. Any actions arising from those objectives should be documented e.g. as an action plan, and monitored to ensure they are achieved.

Examples of objectives might be:

- a % reduction in accidents will be achieved by changes to playground supervision;
- a revised procedure for dealing with contractors on site will be devised and implemented;
- revised arrival and departure arrangements will be put in place to separate vehicles and pedestrians on school grounds;
- raising health & safety awareness by using the County Council's e-learning courses.

Health and Safety Risks Arising from Work Activities

I/we will ensure that so far as is reasonably practicable, all areas of risk are assessed and adequate control measures are put in place to ensure the health and safety of all employees, pupils, contractors, non-employees and anyone else affected by the school's activities.

Risk assessments will be undertaken by: Risk assessments will be undertaken prior to the introduction of any new work tasks / activities that pose a significant risk to health and safety.	<i>Karen Wiggan Head teacher Tracey Ashton Teacher Andrea McGarry Teacher</i>
The significant findings of risk assessments will be reported to:	<i>Karen Wiggan Head teacher</i>
Action required to remove/control risks will be approved by:	<i>Karen Wiggan Head teacher</i>
The responsibility for ensuring the action required to reduce risks is implemented is that of:	<i>Karen Wiggan Head teacher Tracey Ashton Teacher Andrea McGarry Teacher</i>
Checking that implemented actions have removed/reduced the risks is the responsibility of:	<i>Karen Wiggan Head teacher Tracey Ashton Teacher Andrea McGarry Teacher</i>
Risk Assessments will be reviewed regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes. Responsibility for this rests with:	<i>Karen Wiggan Head teacher</i>

School's Commitment

To meet the requirements of this Policy Statement, the Headteacher/Governing Body and/or his/her/their nominated representative(s) will:

- a) draw up and implement appropriate health & safety procedures for the school;
- b) share appropriate elements of these procedures with all employees, pupils, visitors and anyone else who may be affected by them;
- c) arrange for risk assessments to be completed for all areas of work and review them on a regular basis;
- d) as part of the risk assessment process, produce safe systems of work where necessary and arrange for their implementation including any appropriate training, resourcing, auditing and monitoring;
- e) identify adequate resources for the implementation of the health and safety policy and arrangements with the school;
- f) comply with appropriate directions given by the county council on health and safety requirements; and,
- g) act in accordance with the relevant provisions in the Scheme for Financing Schools in Lancashire and the School Teachers Pay and Conditions Document.

The school will, upon request, make available for general inspection specific, procedures and documentation and will regularly review its arrangements in respect of the applicable topics and activities listed in the table at the end of this Policy document.

Consultation with employees

The school recognises and accepts its duty to consult with employees and will do so via a union-appointed safety representative and/or through elected employee representatives where union appointed representatives are not available.

Employee representative(s) for the school are:	<ul style="list-style-type: none"> • <i>Tracey Ashton Teacher</i> • <i>Andrea McGarry Teacher</i> • <i>Diane Parkinson Teaching Assistant</i>
Consultation with employees is provided via:	<ul style="list-style-type: none"> • <i>Review of documentation</i> • <i>Weekly staff meetings</i> • <i>Circulation of draft documents for consultation</i> • <i>Termly health and safety updates</i> • <i>Ad hoc discussions as things arise</i>

Safety Representatives

The school recognises and accepts that safety representatives must be given the paid time necessary to carry out their functions, and paid time as is necessary to undergo training in those functions, as is reasonable in the circumstances.

Safety Representatives functions are to:-

- Investigate potential hazards and dangerous occurrences at the workplace, and complaints by employees relating to health, safety and welfare at work, and examine the causes of workplace accidents.
- Make representations to the Headteacher/Governing Body on the above investigations, and on general matters affecting the health and safety of the employees they represent.
- Inspect the workplace.
- Represent employees in dealings with health and safety inspectors.
- Attend health and safety committee meetings.

Safe Plant and Equipment

The school will ensure that all plant and equipment that requires maintenance is identified, that maintenance is carried out and that new or second-hand plant and equipment meets any required health and safety standards before it is purchased.

Responsible person(s) for identifying all equipment/plant needing maintenance:	<i>Karen Wiggan & all staff</i>
Responsible person(s) for ensuring effective maintenance procedures are drawn up:	<i>Karen Wiggan</i>
Responsible person(s) for ensuring that all identified maintenance is carried out:	<i>Karen Wiggan</i>
Any problems found with equipment should be reported to:	<i>Karen Wiggan</i>
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	<i>Karen Wiggan</i>

Information, Instruction and Supervision

The Health and Safety Law poster* is displayed at:	<i>In the Nursery entrance</i>
Health and safety advice is available from:	<ul style="list-style-type: none"> • <i>Karen Wiggan Headteacher</i> • <i>Tracey Ashton Teacher</i> • <i>Andrea McGarry Teacher</i>

	<ul style="list-style-type: none"> • <i>Diane Parkinson Teaching Assistant</i> • <i>Health & Safety files kept in the office</i>
Induction, supervision of trainees/work placements etc. will be arranged/undertaken/monitored by:	<ul style="list-style-type: none"> • <i>Karen Wiggan Headteacher</i>

Competency for Tasks and Training

The school has arrangements in place to ensure that all new employees are provided with appropriate health and safety induction training when they start work. This will cover basics such as first aid and fire safety. Specific on the job and job specific health and safety training will also be provided if needed to achieve the required competency. Training provision will include regular refresher training where appropriate. Write down your arrangements for training here including arrangements for record keeping.

Induction training will be provided for all employees by:	<ul style="list-style-type: none"> • <i>Karen Wiggan Headteacher</i>
Job specific training will be provided by:	<ul style="list-style-type: none"> • <i>Karen Wiggan Headteacher</i>
Jobs requiring specific health & safety training are:	<ul style="list-style-type: none"> • <i>Using Ladders</i> • <i>Manual Handling</i> • <i>COSHH</i> • <i>Fire Safety Training</i>
Training records are kept at/by:	<ul style="list-style-type: none"> • <i>Karen Wiggan Headteacher</i>
Training will be identified, arranged and monitored by:	<ul style="list-style-type: none"> • <i>Karen Wiggan Headteacher</i>

Accidents, First Aid and Work-related Ill Health

The school acknowledges the legal requirement to:

- Ensure that there is a recognised system in place to deal with the reporting, recording and investigation of incidents and accidents.
- Ensure that there is a recognised system in place for reporting work related injuries, diseases and dangerous occurrences under the RIDDOR Regulations.
- Provide appropriate first aid arrangements for employees and anyone attending the premises that may be affected by the school's activities.
- Provide health surveillance for any employees who may be **at risk** of ill-health as a direct result of work activities, and has made appropriate arrangements to deal with this issue.

The first aid box(es) is/are available:	<ul style="list-style-type: none"> • <i>Staff Room</i> • <i>Oak Room(disabled bathroom)</i> • <i>Acorn Room</i> • <i>2 trip bags (office)</i> • <i>Canopy (outdoors)</i> • <i>Forest shed (outdoors)</i>
The first aider(s) and appointed person(s) is/are:	<p style="text-align: center;"><i>Paediatric First Aiders</i> <i>Tracey Ashton</i> <i>Andrea McGarry</i> <i>Kim O'Brien</i> <i>Diane Parkinson</i> <i>Rashidha Yasmin</i> <i>Vicky Gamble</i> <i>Lindsay Barnes</i> <i>Lisa Brown</i></p> <p style="text-align: center;"><i>Emergency First Aider at Work</i> <i>Diane Parkinson</i></p>
All accidents and cases of work-related ill health are to be reported to:	<i>Karen Wiggan</i>
Health surveillance is not required for any roles within the school.	
Health surveillance will be arranged by:	<i>Karen Wiggan</i>
Health surveillance/records will be kept by/at:	<i>Karen Wiggan in staff personal files</i>

Performance Monitoring

The school acknowledges its requirement to monitor the health and safety of employees and anyone who may be affected by its work activities and has appropriate arrangements in place to fulfil this requirement and to keep records.

<p>To check our working conditions and ensure our safe working practices are being followed, we will:</p> <ul style="list-style-type: none"> - Conduct workplace inspections. These are carried out by: 	<p><i>Karen Wiggan –Headteacher Lyn Rider – Health and Safety Governor</i></p>
<p>Review all risk assessments regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes.</p>	<p>See Section: Health and Safety Risks Arising from Work Activities for responsibility details</p>
<p>Responsible person(s) for investigating accidents - e.g. road traffic accidents, slips, trips and/or falls accidents etc. before requesting assistance from the Health, Safety and Quality Team if necessary:</p>	<p><i>Karen Wiggan –Headteacher Lyn Rider – Health and Safety Governor</i></p>
<p>Responsible person(s) for investigating work-related causes of sickness absences:</p>	<p><i>Karen Wiggan –Headteacher</i></p>
<p>Responsible person(s) for acting on investigation findings to prevent recurrences:</p>	<p><i>Karen Wiggan –Headteacher</i></p>
<p>Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:</p>	<p><i>Karen Wiggan –Headteacher</i></p>

Emergency Procedures - Fire and Evacuation

The school acknowledges its responsibility for ensuring that appropriate emergency procedures are in place and that these are communicated to all concerned, including other users of the premises, and monitored on a regular basis.

Responsibility for ensuring the fire risk assessment is undertaken and implemented rests with:	<i>Karen Wiggan - Headteacher</i>
Escape routes are checked by/every:	<i>All staff on a daily basis and overseen by Karen Wiggan - Headteacher</i>
Fire extinguishers are maintained and checked by/every:	<i>Walker Fire (UK) Limited check annually</i>
Alarms are tested by/every:	<i>Westmorland Every 6 months</i>
The emergency evacuation procedure is tested by/every:	<i>Karen Wiggan - Headteacher Termly</i>
Responsibility for ensuring arrangements are in place to deal with other emergency situations e.g. bomb threat, flood, etc. rests with:	<i>Karen Wiggan - Headteacher</i>

Table of Occupational Health & Safety Topics/Activities that apply

Occupational Health & Safety Topic/Activity (This is not a comprehensive list. Please add any further topics/activities relevant to the school). Information and Guidance is available on the web site, link below: Health, Safety & Quality web site	Applicable (√)	Details of where information about the school's arrangements can be found
Accident Reporting, Recording and Investigation	√	In health and safety files in office
Bodily Fluids (urine; blood; faeces; vomit) & Biological Agents	√	In health and safety files in office
Catering	√	In health and safety files in office
Cleaning/caretaking	√	In health and safety files in office
Control of contractors	√	In health and safety files in office
Disability access (health & safety implications)	√	In health and safety files in office
Display Screen Equipment and Eye Tests	√	In health and safety files in office
Driving at Work	√	In health and safety files in office
Electrical Safety e.g. installations, PAT tests, visual checks, local policy on bringing electrical items into school etc.	√	In health and safety files in office
Emergency Procedures other than Fire e.g. flood, services failure	√	In health and safety files in office
Extended school and community use	√	In health and safety files in office
Falling Objects/Safe storage	√	In health and safety files in office
Fire Safety	√	In health and safety files in office
First Aid	√	In health and safety files in office
Gas safety e.g. installations, servicing, tests, visual checks, local policy on use of gas items in school etc.	√	In health and safety files in office
Hot surfaces, scalds and burns	√	In health and safety files in office
Health & Safety Induction (checklist available on web site)	√	In health and safety files in office
Lettings to non-school groups	√	In health and safety files in office
Manual Handling	√	In health and safety files in office
Minibuses	√	In health and safety files in office
Mobile phones (the use of)	√	In health and safety files in office
Needles and needle stick injuries	√	In health and safety files in office

Occupational Health & Safety Topic/Activity (This is not a comprehensive list. Please add any further topics/activities relevant to the school). Information and Guidance is available on the web site, link below: Health, Safety & Quality web site	Applicable (√)	Details of where information about the school's arrangements can be found
Personal safety including lone working and violence and aggression	√	In health and safety files in office
Play Equipment installations inspections	√	In health and safety files in office
Playgrounds and external areas	√	In health and safety files in office
Ponds and Water features	√	In health and safety files in office
Premises Management (see Premises Management Guidance & Records on Health & Safety web site)	√	In health and safety files in office
Pupil moving and handling (special needs)	√	In health and safety files in office
Pregnant employees and nursing mothers	√	In health and safety files in office
Reporting of health & safety concerns/faults	√	In health and safety files in office
Shared use of buildings	√	In health and safety files in office
Sharps e.g. broken glass either in school building or external grounds	√	In health and safety files in office
Slips and trips	√	In health and safety files in office
Stress	√	In health and safety files in office
Substances – COSHH	√	In health and safety files in office
Swimming pools	√	In health and safety files in office
Vehicle and pedestrian traffic	√	In health and safety files in office
Visitor and volunteers safety	√	In health and safety files in office
Waste storage and disposal	√	In health and safety files in office
Water hygiene (Legionella, lead etc.) – a Legionella Risk Assessment should be in place as part of your premises management arrangements	√	In health and safety files in office
Work equipment and machinery	√	In health and safety files in office
Working at height – ladders, access equipment etc.	√	In health and safety files in office
Workplace Inspection	√	In health and safety files in office
	√	In health and safety files in office
	√	In health and safety files in office

Table of Non-Occupational Health & Safety Topics/Activities that apply

Curriculum and other non-occupational activities (information and guidance is available in various parts of the Schools Portal)	Applicable (√)	Details of where information about the school's arrangements can be found
Administration of medication	√	In health and safety files in office
*Educational Visits	√	In EVC file in office
Food safety and hygiene	√	In health and safety files in office
Outdoor activities	√	In health and safety files in office
PE Equipment	√	In health and safety files in office
Pupil handling and restraint	√	In health and safety files in office
Grounds maintenance activities	√	In health and safety files in office
Pupil movement and flow	√	In health and safety files in office
School transport	√	In health and safety files in office
Science (only where not covered by curriculum safety procedures set down in CLEAPSS)	√	In health and safety files in office
Smoking	√	In health and safety files in office
Special needs of pupils health & safety issues	√	In health and safety files in office
Stage and drama activities	√	In health and safety files in office
Supervision of pupils	√	In health and safety files in office
Technology rooms and equipment	√	In health and safety files in office
Wearing of jewellery	√	In health and safety files in office
Work experience	√	In health and safety files in office
	√	In health and safety files in office
	√	In health and safety files in office

The school will also take into account the risks, and make health and safety arrangements for, non-routine, out of hours, 'one-off', seasonal or sporadic activities for example special school and community events such as school fetes, etc.

Note: Educational Visits have a separate intranet site on the Schools Portal at [Educational Visits](#).