



Health & Safety Policy

Statement of Intent

- To protect the Health and Safety of all the people who use the building at any time and for any purpose.
- To adequately control the risks to Health and Safety arising from activities conducted by the school.
- To consult with employees on matters affecting their Health and Safety.
- To ensure that all members of the school community understand their own responsibilities in maintaining a healthy and safe environment and read all relevant policies.

Organisation and Responsibilities

Overall and final responsibility for Health and Safety lies with the Local Authority and executive Officers. Day to day responsibility is delegated to Jenny Melling, Executive Head teacher.

To ensure that this policy is put in to practice on a day to day basis the following people have responsibility in the following areas:

- Building fabric – Site Manager – Tom Dowie
- Staff - Jenny Melling
- Lunchtimes – Merri Stubbs
- Classrooms - Individual Class Teachers
- Activities out of School - Individual Class Teachers or named persons hiring rooms

The school is committed to providing a healthy and safe environment for all staff, pupils and visitors. The main strategies to achieving this are:

- compliance with all applicable health and safety legislation;
- appropriate information and advice for staff, pupils and visitors;
- an annual review of policies, advice and procedures;
- regular inspection of equipment and facilities;
- appropriate training for responsible staff;
- ensuring risk assessments are carried out;
- to create an ethos in which issues of health and safety are given a high priority.

All members of the school community have to:

- Co-operate with those responsible on Health and Safety matters
- Not interfere with anything provided to safeguard their Health and Safety.
- Take reasonable care of their own Health and Safety
- Report all Health and Safety concerns to an appropriate person (as detailed in this policy)

This policy should be read and used in conjunction with the following policies/guidance:

- Calderdale Council Health and Safety Policy,
- Legislation including the Health & Safety at work Act 1974, the Management of Health and Safety at Work Regulations 1999 and RIDDOR Regulations
- Offsite Activities Manual
- Staff guidance and policies on personal safety & lone working

- Lettings Policy
- First Aid & Medicines in Schools
- Fire & Evacuation procedures
- Emergency Plan

The policy should be available to the whole school community including, staff, governors, pupils, families and visitors.

Broad Guidelines

Governing Body

- Ensure the school has a Health and Safety Policy, formally approve it and ensure it is reviewed annually.
- Designate a named governor for health and safety matters to liaise with the staff representative responsible for health & safety and report back to the governing body.
- Ensure the named governor attends regular training to be aware of changes in practice.
- Consider health and safety implications of any work it develops.
- Be aware of pertinent risk assessments and consider the recommendations.
- Ensure health and safety matters are given appropriate priority in setting the budget via the Resources Committee.
- Ensure appropriate first aid arrangements are in place.
- Monitor the effectiveness of the school policy and consider any health and safety matters raised.

Headteacher

- Develop the school's Health and Safety Policy and guidelines.
- Implement the policy and guidelines.
- Designate a staff health and safety representative and ensure appropriate training provided
- Provide appropriate information to staff, pupils and visitors.
- Report to the governors any health and safety concerns that require action from it.
- Act quickly to address health and safety concerns brought to his/her attention.
- Encourage a climate in which health and safety is given a high priority.
- Nominate a staff member to be responsible for first aid.
- Ensure participation in appropriate training opportunities.

Governing Body Health and Safety Representative (see appendix 1)

- Support the Head teacher and governors in developing and reviewing the policy.
- Act as a point of referral for staff with health and safety concerns.
- Report concerns to the headteacher.
- Undertake appropriate training when provided.
- Carry out, with the headteacher, routine health and safety checks.
- Help create a climate in which health and safety is given a high priority.
- Monitor the school health and safety log of incidents, drills, concerns and action taken.

Staff

- All staff have a responsibility for their own health and safety and any other persons who may be affected by their acts or omissions and equally share the following duties: -
- Familiarise themselves with the Health and Safety Policy and guidance,
- Follow the Health and Safety Policy and guidelines,

- Undertake appropriate training offered,
- Give due regard to their own health and safety and that of others,
- Report any concerns over health and safety to either the staff representative or the headteacher,
- Provide appropriate guidance and model for pupils,
- To take particular responsibility in areas relating to their own management roles (e.g. team leader, PE/ICT co-ordinator),

If a member of staff has any questions or concerns, or are carrying out a new task and are uncertain about health and safety implications, they must seek advice from the Headteacher or Site Manager.

Site Manager

- To ensure that school policies are followed and that all duties and activities are undertaken in a safe manner following school guidance.
- The Site Manager has responsibility to report any issues arising or brought to his/her attention. Equipment should be suitably maintained and fit for purpose.

Pupils

- All pupils have a duty to follow any instruction, policy or control put in place by the school for the benefit of their health and safety.

Visitors

All visitors are expected to:

- Act with due regard to their health and safety and that of others,
- Follow health and safety instructions given by staff members,
- Report any health and safety concerns to a staff member or reception,
- Sign in and will be given a "Visitors badge" which must be returned on completion of the visit.

Contractors

In addition to the general responsibilities for all visitors, contractors have a duty to:

- Have current insurance that complies with the Local Authority's minimum requirements,
- Follow health and safety regulations and guidance relevant to their field of work (e.g. electrical, construction, cleaning, chemicals, etc.),
- Carry out any work with due regard for their own safety and that of pupils, staff and visitors,
- Raise any health and safety concerns with Administrator, Site manager or Headteacher,
- Provide the school with relevant health & safety documentation e.g.; risk assessments or safe working procedures,
- Take responsibility to inform and communicate with the school over issues where the school may be affected by their acts or omissions.

School Security

School starts at 9:00am and children will be led into school by staff. Families are asked not to come into the school cloakrooms (with the exception of Foundation families). Children in Foundation can enter their classroom from 8:55am. Staff will be waiting in the classroom. All doors are closed at 9.05am. Entrance following this time is via the main entrance front door only by means of an intercom. See also section on "Visitors"

First Aid/Accidents

- The school is to have a qualified First Aid at work person and staff specifically trained in paediatric first aid. (See appendix 1)

- First Aid boxes can be found as follows:
 - The Staff room
 - School office
 - The hall
 - Foundation Classroom
 - Community room
- If an ambulance is required call 999.
- The accident book is kept in the school office. To comply with data protection requirements individuals personal information will be removed from the accident book and stored securely by the headteacher.
- All accidents requiring a visit to the hospital will be reported to the LA. This is the responsibility of the headteacher.

Medicines

- Only prescription medicines that need to be taken four times a day or those that need to be taken before food at lunchtimes will be administered by named school staff.
- All medicines will be kept in a cupboard in the school administrators office (or if necessary in the staff room fridge)
- No medicines can be given out without the accompanying form from parents/carers. **See Administering Medicines Procedures.**
- At the end of the day all medicines must be collected from the school office.

Off Site Visits

- All off site visits MUST be approved by the Educational Visits co-ordinator (EVC) who will ensure that they meet appropriate LA, HSE and DCSF regulations/guidelines,
- Visits must have been risk assessed and a copy of this risk assessment must be approved by the EVC,
- All educational visits must be planned using EVOLVE,
- The following ratios will be followed:
 - Nursery – 1:3
 - Reception – 1:4
 - KS1 classes – 1:6
 - 1:1 SEN support should not be included within these ratios. Class teachers/ visit leaders should not be included in these ratios.
- The EVC will attend appropriate training to ensure all procedures follow the latest legislation/guidance.

Risk Assessments

The Headteacher will ensure that risk assessments of the premises and activities are carried out on a regular basis, communicated to staff and reviewed annually and the results of the assessments and recommendations are reported to the Governing Body.

Lone Working

The Governing Body recognise that lone working in school is often inevitable. It is the responsibility of any staff working alone to ensure they have access to a mobile phone and someone at home knows where they are and when they are expected to return.

Manual Handling

Manual handling risk assessments will be carried out by the headteacher and caretaker following LA guidance.

Hazardous Substances

COSHH regulations will be adhered to. The caretaker will identify substances where no generic risk assessment exists.

Ladders and Access Equipment

The caretaker will be responsible for inspection and maintenance of ladders. Faults should be immediately reported to the headteacher.

Electrical Equipment

All electric equipment used in school is tested on a regular basis through a contract set up by the LA.

Portable appliances are "PAT" tested on an annual basis. They are marked appropriately. Staff who wish to use their own electrical equipment they have brought from home have the responsibility to subject this equipment to PAT testing during the annual inspection. Equipment not tested should NOT be used.

Vehicles/On-site Parking

There is limited on-site parking for visitors and limited parking on Central Street.

Asbestos

There register is held in the school office. This is available to all contractors.

Fire

- A fire risk assessment is carried out on an annual basis.
- Evacuation drills are held once every half term.
- A contract is held with Lepol for the maintenance of fire equipment.
- Staff receive training in use of various fire extinguishers.

Emergency Plans

An Emergency plan is in place to cover all foreseeable major incidents, which may put the occupants of the school at risk. The local authority provides a Major Incident Plan and the Governing Body should ensure that local arrangements are in place by devising and implementation of appropriate policies.

Date written/ amended: October 2018

Next review date: October 2019

Appendix 1

Emergency First Aid at work qualified personnel:

None required

Carolyn Walton – Emergency First Aid at Work

Paediatric qualified first aiders:

- Louisa Bright
- Kate Wood
- Kelly Claxton
- Molly Pegg
- Rosie Leicester
- Alison Aaron
- Alice Martin
- Shirley Taylor
- Lyn Hobson
- Rachel Stott
- Gemma Williams (student)
- Sophie Lund

Note – First Aid qualifications should be renewed after a period of 3 years.

Member of Governing Body with responsibility for H&S:

Russell King

Educational Visits co-ordinator:

Louisa Bright

Appendix 2

The core elements of our health and safety procedures are:

- Items already outlined in the 'Responsibilities' section above,
- All staff have access to a copy of the school's Health and Safety Policy
- All new staff are given basic induction health and safety training by the staff representative, or other appropriate person.
- Basic safety checks such as fire alarms, fire equipment, electrical equipment, etc. are covered by buying into the Local Authority's central contract wherever available.
- The staff representative and headteacher to do a termly inspection of the site with regard to health and safety,
- The school will develop guidelines and carry out risk assessment on any area of work that staff feel has particular risks above normal 'common sense',
- Advice from the Local Authority will be followed wherever appropriate.
- Ensure appropriate arrangements are made for the provision of first aid including the administration of medicines.
- A Health and Safety Audit is carried out annually by the Headteacher, Governor with responsibility for Health and Safety and the caretaker.