

# HEALTH AND SAFETY POLICY



## WHEATCROFT SCHOOL

### PART 1. STATEMENT OF INTENT

The Governing Body of Wheatcroft School will strive to achieve the highest standards of health, safety and welfare consistent with their responsibilities under the Health and Safety at Work etc. Act 1974 and other statutory and common law duties.

This statement sets out how these duties will be conducted and includes a description of the school's organisation and arrangements for dealing with different areas of risk. Details of how these areas of risk will be addressed are given in the arrangements section.

This policy will be brought to the attention of, all members of staff a reference copy is kept in the school office and on the Staff shared drive

This policy statement and the accompanying organisation and arrangements will be reviewed on an annual basis.

This policy statement supplements:

Hertfordshire County Council's (HCC) Health and Safety Policy.

Wheatcroft Learning outside the Classroom (LOTIC) policy

Wheatcroft Educational visits Policy

*Clare Young*

*Alisdair Skinner*

Clare Young, **Chair of Governors**

Alisdair Skinner **Headteacher**

September 2016

September 2016

## **PART 2. ORGANISATION**

As the employer the LA has overall responsibility for Health and Safety in Community and Voluntary Controlled Schools.

**At a school level duties and responsibilities have been assigned to staff and governors as detailed below.**

### **Responsibilities of the Governing Body**

The Governing Body are responsible for ensuring health and safety management systems are in place and effective.

As a minimum these systems should adhere to the LA's health and safety policy, procedures and standards as detailed in the [Education Health and Safety Manual](#).

A Health & Safety Governor **Mr Peter Apostolos** has been appointed to receive relevant information, monitor the implementation of policies and procedures and to feedback health and safety issues and identified actions to the Governing Body.

The Governing body will receive regular reports from the Headteacher or other nominated member of staff in order to enable them to provide and prioritise resources for health and safety issues.

Where required the Governing body will seek specialist advice on health and safety which the establishment may not feel competent to deal with. The Education Health and Safety Team, Tel: 01992 556478 provide competent health and safety advice for Community, Community Special and VC schools.

### **Responsibilities of the Headteacher**

Overall responsibility for the day to day management of health and safety in accordance with the LA's health and safety policy and procedures rests with the Head teacher or in his absence the Deputy or Assistant Head

The Headteacher has responsibility for:

- Co-operating with the LA and Governing Body to enable health and safety policy and procedures to be implemented and complied with.
- Facilitating the communication of the policy and other appropriate health and safety information to all relevant people including contractors.
- Ensuring effective arrangements are in place to pro-actively manage health and safety by conducting and reviewing inspections and risk assessments and implementing required actions.
- Reporting to the Governing body on health and safety performance and any safety concerns/ issues which may need to be addressed by the allocation of funds.
- Ensuring that the premises, plant and equipment are maintained in a safe and serviceable condition.
- Reporting to the LA any significant risks which cannot be rectified within the establishment's budget.
- Ensuring all staff are competent to carry out their roles and are provided with adequate information, instruction and training.
- Ensuring consultation arrangements are in place for staff and their trade union

representatives (where appointed) and recognising the right of trade unions in the workplace to require a health and safety committee to be set up.

- Monitoring purchasing and contracting procedures to ensure health and safety is included in specifications & contract conditions.

**Whilst overall responsibility for health and safety cannot be delegated the Headteacher may choose to delegate certain tasks to other members of staff.**

The task of overseeing health and safety for the premises has been delegated by the Head to the Site manager Ms E August supported by the School Business Manager Mrs C Coates. Within phases this task is further delegated to the Relevant Phase Leader/ relevant subject leader.

### **Responsibilities of other staff holding posts of special responsibility**

The Deputy Head has induction and training responsibilities for staff, newly qualified teachers and students training in school, this includes familiarisation with relevant health and safety requirements and practices.

The Assistant Head: has responsibility for: Risk assessments, Educational visits, Forest School training & trainees and liaison with the SENCO regarding provision for vulnerable children.

Head, Deputy Head and Assistant Head will induct volunteers & helpers ensuring they have relevant H&S & Safeguarding roles spelt out to them.

The SENCO has responsibility with the Assistant Head for initiation and monitoring of policy and practice for children with provision maps and supporting pupils with medical needs, behaviour, physical intervention, ensuring that such is taking account of H&S requirements.

The School Business Manager acts as the appointed person in cases of First Aid or Evacuation coordination. The School office under the direction of the SBM monitor / control premises access during the school day and provide relevant guidance to contractors / visitors. The SBM also is designated and trained as an Asbestos log signatory. The SBM maintains records and manages administration for the Minibus fleet & drivers.

The Site Manager / Caretaker is responsible for site & premises security. The SM also is designated and trained as an Asbestos log signatory and the monitor for water quality including Legionella prevention. The SM takes responsibility for the day to day management of the Minibus fleet.

The Science subject lead acts as the reference and dissemination point for relevant subject guidance such as the CLEAPSS information.

The D&T subject lead acts as the reference and dissemination point for relevant subject guidance such as the CLEAPSS information.

The P.E. subject lead acts as the reference and dissemination point for relevant subject guidance such as the AfPE & Sports Council / Sports partnership information

Phase leaders are responsible for ensuring that staff within their phase carry out appropriate planning & risk assessments for activities trips & journeys in line with policy.

Staff with designated responsibility and all teaching staff will:-

- Apply the school's health and safety policy to their own phase team or area of work.
- Ensure staff under their control are aware of and follow relevant published health and safety guidance (from sources such as CLEAPSS, AfPE etc.)
- Ensure health and safety risk assessments are undertaken for the activities for which they are responsible and that identified control measures are implemented.
- Ensure that appropriate safe working procedures are brought to the attention of all staff under their control.
- Take appropriate action on health, safety and welfare issues referred to them, informing the head or relevant designated staff member of any problems they are unable to resolve within the resources available to them.
- Carry out regular reviews of their areas of responsibility and report these reviews.
- Ensure the provision of sufficient information, instruction, training and supervision to enable staff and pupils to avoid hazards and contribute positively to their own health and safety.
- Ensure that all accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated.

### **Responsibilities of employees**

Under the Health and Safety at Work Act etc. 1974 all employees have general health and safety responsibilities. All employees are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions.

All employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work.
- Comply with the school's health and safety policy and procedures at all times.
- Report all accidents and incidents in line with the reporting procedure.
- Co-operate with school management on all matters relating to health and safety.
- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare.
- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their line manager.
- Ensure that they only use equipment or machinery that they are competent / have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

### **PART 3. ARRANGEMENTS**

Detailed information on the LA's expectations are provided in the [Education Health and Safety Manual](#).

#### *Additions from old pol*

- Appendix 1 - Risk Assessments
- Appendix 2 - Offsite visits
- Appendix 3 - Health and Safety Monitoring and Inspections
- Appendix 4 - Fire Evacuation and other Emergency Arrangements
- Appendix 5 - Fire Prevention, Testing of Equipment
- Appendix 6 - First Aid and Medication
- Appendix 7 - Accident Reporting Procedures
- Appendix 8 - Health and Safety Information and Training
- Appendix 9 - Personal safety / Lone Working
- Appendix 10 - Premises Work Equipment
- Appendix 11 - Flammable and Hazardous Substances
- Appendix 12 - Asbestos
- Appendix 13 - Moving and Handling
- Appendix 14 - Contractors
- Appendix 15 - Work at Height
- Appendix 16 - Display Screen Equipment
- Appendix 17 - Vehicles
- Appendix 18 - Lettings
- Appendix 19 - Minibuses
- Appendix 20 - Stress
- Appendix 21 - Legionella

<b>RISK ASSESSMENTS</b>
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**General Risk Assessments**

The school conducts and documents risk assessments for all activities presenting a significant risk. These are co-ordinated by The Assistant Head, Mrs Waller following guidance contained in the [Education Health and Safety Manual](#) and are approved by the Head teacher.

Risk assessments are available for all staff to view and are held centrally on the school staff server these assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest. Staff will be made aware of any changes to risk assessments relating to their work.

**Individual Risk Assessments**

Specific assessments relating to staff member(s) or pupil(s) are held on that individual's file and will be undertaken by the Head or Deputy Head in the case of staff and in the case of pupils with the relevant teaching staff

Such risk assessments will be reviewed on a regular basis.

It is the responsibility of all staff to inform their line manager of any medical conditions (including pregnancy) which may impact upon their work.

**Curriculum Activities**

Risk assessments for curriculum activities will be carried out by teaching staff; supported by Phase leaders & relevant Subject leaders, using the relevant codes of practice and model risk assessments detailed below.

Whenever a new course is adopted or developed all activities are checked against these and significant findings incorporated into outline planning, medium term plans or lesson plans in daily use

All LA schools have a subscription to CLEAPSS and their publications<sup>1</sup> are used as sources of model risk assessment within science and DT.

In addition the following publications are used within the school as sources of model risk assessments:

**[Primary schools]**

- [Be Safe! Health and Safety in primary science and technology, 4th Edition ASE ]
- [National Society for Education in Art & Design (NSEAD)  
<http://www.nsead.org/hsg/index.aspx> ]
- [ Safe Practice in Physical Education and School Sport' Association of PE 'afPE'  
<http://www.afpe.org.uk/> ]

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<sup>1</sup> CLEAPSS Science and D&T publications CD Rom or via [www.cleapss.org.uk](http://www.cleapss.org.uk)

<b>OFFSITE VISITS</b>
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The LA has adopted the Outdoor Education Advisory Panel's national guidance for learning outside the classroom and offsite visits and all offsite visits will be planned following this guidance available via <http://www.hertsdirect.org/services/edlearn/schlife/outside/offsitevisits/>

The LA's Offsite Visits Advisor must be notified of all level 3 trips, which include self-led adventurous activities, fieldwork trips to open or "wild" country, and all trips overseas. This will be done via the use of Evolve, the online notification and approvals system. Evolve will be used for the planning and approval of **all** residential offsite visits. Relevant risk assessments, participants names etc. will be attached electronically as required

The member of staff planning the trip will submit all relevant paperwork and risk assessments relating to the trip to the school's Educational Visits Co-ordinator(s) Mrs Waller who will check the documentation and planning of the trip and if acceptable initially approve the visit before referring to the Head teacher

## APPENDIX 3

### HEALTH AND SAFETY MONITORING AND INSPECTION

A general inspection of the site will be conducted on a termly<sup>2</sup> basis and be the site manager & Head teacher.

Inspections of individual departments will be carried out by Heads of Department or nominated staff.

In both cases the person(s) undertaking inspection will complete a report in writing and submit this to the Head teacher, Mr Skinner. Responsibility for following up items detailed in the safety inspection report will rest with the Site Manager & Business Manager.

A named governor **Peter Apostolos** will be involved / undertake an audit of the school's health and safety management systems on an annual basis and report back to both the relevant sub-committee and full governing body meetings.

Advice and pro forma inspection checklists can be found in the [Education Health and Safety Manual](#).

Inspections will be conducted jointly with the establishment's health and safety representative(s) if possible.

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<sup>2</sup> Cycle time for formal documented site inspection should be based upon risk, larger schools and/or those with higher risks should be undertaken termly.



## APPENDIX 4

### FIRE EVACUATION AND OTHER EMERGENCY ARRANGEMENTS

The Head teacher is responsible for ensuring the school's fire risk assessment is undertaken and implemented following guidance contained in the [Education Health and Safety Manual](#). The fire risk assessment is located in the school's fire log book and will be reviewed on an annual basis.

#### Emergency Procedures

Fire and emergency evacuation procedures are detailed in the staff handbook and a summary posted in each classroom. These procedures will be reviewed at least annually and are made available to all staff as part of the school's induction process.

Evacuation procedures are also made available to all contractors / visitors.

Emergency exits, fire alarm call points, assembly points etc are clearly identified by safety signs and notices.

Emergency contact and key holder details are maintained by the School Business Manager and updated to the LA via Solero.

#### Fire Drills

- Fire drills will be undertaken termly and results recorded in the fire log book.

#### Fire Fighting

- Staff must ensure the alarm is raised BEFORE attempting to tackle a fire.
- The safe evacuation of persons is an absolute priority. Staff may only attempt to deal with small fires, **if it is safe to do so without putting themselves at risk**, using portable fire fighting equipment.
- Staff should be aware of the type and location of portable fire fighting equipment and receive basic instruction in its correct use at induction.

**Details of service isolation points** (i.e. gas, water, electricity) See Map

**Electricity Isolation:** Mains switch Located in mains switch cupboard in dining room

**Water Isolation:** Main stop cock within meter pit outside East of Stanstead Rd Gate

**Gas Shut Off Valves:** In main Boiler House  
In secondary Boiler house  
In kitchen (automatic on button)  
Adjacent to Heater cabinets and in lobby of Mobile Classroom

**Details of chemicals and flammable substances on site.**

An inventory of these will be kept by Caretaker/site manager as appropriate, for consultation.

## APPENDIX 5

### INSPECTION /MAINTENANCE OF EMERGENCY EQUIPMENT

Mrs August is responsible for ensuring that the school's fire log is kept up to date and that the following inspection / maintenance is undertaken and recorded in the fire log book located in the School Office.

#### **FIRE ALARM SYSTEM**

Fire alarm call points will be tested weekly in rotation. These tests will occur before school starts' Any defects on the system will be reported immediately to the alarm electrical engineer: For Fire Equipment Mr P Apostolos.

A fire alarm maintenance contract is in place with Mr Apostolos and the system tested 6 monthly by him.

#### **FIRE FIGHTING EQUIPMENT**

Weekly in-house checks that all fire fighting equipment remains available for use and operational. Morgan Fire services undertake an annual maintenance service of all fire fighting equipment. Defective equipment or extinguishers that need recharging should be taken out of service and reported direct to Morgan Fire services

#### **EMERGENCY LIGHTING SYSTEMS**

These systems will be checked for operation monthly in house and annually a full discharge test and certification of the system will be undertaken by Mr P Apostolos

#### **MEANS OF ESCAPE**

Daily checks for any obstructions on exit routes and ensures all final exit doors are operational and available for use.

## APPENDIX 6

### FIRST AID AND MEDICATION

The school has assessed the need for first aid provision and identified the following staff to provide first aid (both on site and where required for trips/visits and extra curricular activities)

**TRAINED TO EMERGENCY FIRST AID AT WORK LEVEL (18 hr):**

**Mr A.H.Skinner**

**TRAINED TO EMERGENCY AID LEVEL (6 hr):**

See Appendix 6A

**TRAINED TO EYFS STANDARD (PAEDIATRIC FIRST AID, 12 hr):**

See Appendix 6A

First aid qualifications remain valid for 3 years. The School Business Manager (the appointed person) will ensure that refresher training is organised to maintain competence and that new persons are trained should first aiders leave.

**FIRST AID BOXES ARE LOCATED AT THE FOLLOWING POINTS:**

Welfare /first aid room,

The Nursery

The Forest School outdoor classroom

Each Minibus

There are first aid bags available for use on the playground which are regularly checked by the senior MSA

Day visits & Journeys will be equipped with first aid pouches or packs which will be checked on each occasion prior to use.

An Automatic External Defibrillator (AED) is available in school and is located at the end of the Admin / Staff access corridor immediately outside the Welfare/ First Aid room

Mrs Coates (the appointed Person) is responsible for regularly checking (termly) that the contents of first aid boxes including travel kits/ those in vehicles are complete and replenished as necessary.

**Transport to hospital:** Where a first aider considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents / carers will be notified immediately of all major injuries to pupils.

No student or staff casualty will be allowed to travel to hospital unaccompanied and an accompanying adult will be designated in situations where the parents/carers cannot be contacted in time.

Where there is any doubt about the appropriate course of action, the first aider will consult with the Health Service helpline (NHS Direct 0845 4647) and, in the case of pupils with the parents/carers.

Details of any other relevant contact numbers of Hospital A&E departments, schools nurse etc are available from the School office

## **Administration of medicines**

All medication will be administered to pupils in accordance with the DfE document [Supporting pupils at school with medical conditions](#). Detailed arrangements are provided in a separate policy.

**No member of staff will administer any medication unless a request form has been completed by the parent / carer.**

Mrs C Coates is responsible for accepting medication and checking all relevant information has been provided by parents / carers prior to administering.. Records of administration will be kept by the school office.

All non emergency medications kept in school are securely stored in the lockable cupboard in the Welfare /first aid room, refrigerated meds are kept in clearly labelled containers within fridge in the Welfare /first aid room with controlled access. All pupils know how to access their medication. Where children need to have immediate access to emergency medication i.e. asthma inhalers, epi-pen etc., it will be kept within the class room in an agreed location (dependent on the age of the student), and clearly labelled. A second set will be held by the office centrally in the Welfare /first aid room.

## **Health Care Plans**

Parents / carers are responsible for providing the school with up to date information regarding their child's health care needs and providing appropriate medication.

Individual health care plans are in place for those pupils with significant medical needs e.g. chronic or ongoing medical conditions such as diabetes, epilepsy, anaphylaxis etc. These plans will be completed at the beginning of the school year / when child enrolls / on diagnosis being communicated to the school and will be reviewed annually by; the SENCO, a leadership team member and the appropriate Class teacher

All staff are made aware of any relevant health care needs and copies of health care plans are available through the School office.

Staff will receive appropriate training related to health conditions of pupils and The administration of medicines by a health professional as appropriate.

## APPENDIX 7

### ACCIDENT REPORTING PROCEDURES

#### **Accidents to employees**

Where the LA is the employer then **all** employee accidents, no matter how minor, must be reported to them using the online accident reporting system hosted on Solero.

#### **Accidents to pupils and other non-employees (members of public / visitors to site etc.)**

A local accident book located in the Welfare /first aid room is used to record all minor incidents to non-employees, more significant incidents as detailed below must also reported to HCC using the online accident reporting system hosted on Solero.

- Major injuries.
- Accidents where significant first aid treatment has been provided.
- Accidents which result in the injured person being taken from the scene of the accident directly to hospital.
- Accidents arising from premises / equipment defects.

All major incidents will be reported to the Head teacher and the Governing Body/ Health and Safety Governor. Parents / carers will be notified immediately of all major injuries. Accidents will be monitored for trends and a report made to the Governing Body as necessary.

The Headteacher, or their nominee, will investigate accidents and take remedial steps to avoid similar instances recurring. Faulty equipment, systems of work etc. must be reported and attended to as soon as possible.

#### **Reporting to the Health and Safety Executive (HSE)**

Incidents involving a fatality or major injury will be reported immediately to the Health and Safety Executive (HSE) on 0845 300 9923 and the Education Health and Safety team on 01992 556478.

Incidents resulting in the following outcomes must be reported to the HSE via their online reporting system <http://www.hse.gov.uk/riddor/> within 15 days of the incident occurring.

- A pupil or other non-employee being taken directly to hospital for treatment and the accident arising as the result of the condition of the premises / equipment, due to the way equipment or substances were used or due to a lack of supervision / organisation etc.
- Employee absence or inability to carry out their normal duties as the result of a work related accident, for periods of 7 days or more (including W/E's and holidays).

**Any incident notified to the HSE must also be reported to the LA's Health and Safety Team.**

## APPENDIX 8

### HEALTH AND SAFETY INFORMATION & TRAINING

#### Consultation

The Governing body Resources committee takes responsibility for oversight of Health and Safety Matters.

The Resources committee meets to discuss health, safety and welfare issues affecting staff, pupils or visitors. Action points from meetings are brought forward for review by school management. The Head teacher and School business manager are present. Teacher and trade union representatives may attend for relevant H&S items.

The Head teacher, Business manager and Caretaker/Site manager meet regularly (normally on a fortnightly basis) to review and address any premises, site, or Health and safety issues which are ongoing.

#### Communication of Information

Detailed information on how to comply with the LA's health and safety policy is given in the [Education Health and Safety Manual](#), which is available for reference via the Grid.

The Health and Safety Law poster is displayed in the staff room

The Education Health and Safety Team, Tel: 01992 556478 provide competent health and safety advice for Community, Community Special and VC schools.

#### Health and Safety Training

All employees will be provided with:

- induction training in the requirements of this policy;
- update training in response to any significant change;
- training in specific skills needed for certain activities, (e.g. use of hazardous substances, work at height etc.)
- refresher training where required.

Training records will be kept in the School office and maintained by the School Business Manager. Mrs Coates is responsible for co-ordinating health and safety training needs and for including details in the training and development plan. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.

The Headteacher will be responsible for assessing the effectiveness of training received.

Each member of staff is also responsible for drawing the Head teacher's / line manager's attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.

## APPENDIX 9

### PERSONAL SAFETY / LONE WORKING

The school believes that staff should not be expected to put themselves in danger and will not tolerate violent / threatening behaviour to its staff.

Staff will report any such incidents to the Head teacher. The school will work in partnership with the LA and police where inappropriate behaviour/ individual conduct compromises the school's aims in providing an environment in which the pupils and staff feel safe.

#### **Lone working**

Staff are encouraged not to work alone in school. Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary.

**Work involving potentially significant risks (for example work at height) must not be undertaken whilst working alone.**

Staff working outside of normal school hours must obtain permission of the Head teacher and inform and arrange access with the Caretaker site manager or another Key-holder.

Where lone working cannot be avoided staff should ensure they have means to summon help in an emergency e.g. access to a telephone or mobile phone etc. Work containing risk elements beyond normal classroom activity e.g. Lifting, Climbing, using power tools, should always be risk assessed and agreed. They are preferably undertaken when another adult is on the premises

#### **School staff responding to call outs**

Nominated key holders attending empty premises where there has been an alarm activation should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so. If Police are in attendance they should be asked to wait until the key-holder can be assured the premises are safe. If a Key-holder is responding alone they may wish to contact the Head teacher, Deputy or Senior staff/key holders before proceeding.

## APPENDIX 10

### PREMISES AND WORK EQUIPMENT

All staff are required to report to the Caretaker/Site Manager any problems found with plant/equipment. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

The School Business Manager is responsible for identifying all plant and equipment in an equipment register and ensuring that any specific training or instruction needs, personal protective equipment requirements are identified and relevant risk assessments conducted where required. Equipment restricted to those users who are authorised / have received specific training is detailed in the register

#### **Planned maintenance / inspection**

Regular inspection and testing of school plant and equipment is conducted to legislative requirements by competent contractors. Records of such monitoring will be kept in the school office / by the School Business manager (Key areas for compliance are outlined on the [Grid](#))

#### **Curriculum Areas**

Subject leaders & Phase leaders are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

#### **Electrical Safety**

All staff will conduct a visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported to Mrs Witty, Miss Morris or the Head or Site manager.

All portable items of electrical equipment will be subject to formal inspection and testing (Portable Appliance Testing (PAT)) on an identified cycle (dependant upon the type of equipment and the environment it is used in). All earthed equipment (class 1) and cables attached to such equipment will be tested annually.

This inspection and testing will be conducted by Mr P Apostolos or Mrs F Witty within a two year rolling programme

Mrs Witty is responsible for keeping an up-to-date inventory of all relevant electrical appliances and for ensuring that all equipment is available for testing

Personal items of equipment (electrical or mechanical) should not be brought into the school without prior authorisation and must be subjected to the same tests as school equipment.

A fixed electrical installation test (fixed wire test) has been conducted by Mill Green Electrical in October 2015 and the testing will be repeated on a 5 year cycle by an approved contractor.

#### **External play equipment**

External play equipment will only be used when appropriately supervised.

This equipment will be checked daily before use for any apparent defects, and

The caretaker / site manager will conduct a formal termly inspection of the equipment.

PE and Play equipment is subject to an annual inspection by T & B Contractors Ltd



## FLAMMABLE AND HAZARDOUS SUBSTANCES

Every attempt will be made to avoid, or choose the least harmful of, substances which fall under the “**Control of Substances Hazardous to Health Regulations 2002**” (COSHH Regulations).

Within curriculum areas (in particular science and DT) subject leaders / co-ordinators are responsible for COSHH and ensuring that an up to date inventory and model risk assessments contained in the relevant national publications are in place. (CLEAPSS, Association for Science Education's "Topics in Safety" etc.)

In all other areas the establishments nominated person(s) responsible for substances hazardous to health are the Caretaker/Site Manager and the School Business Manager

They shall ensure:

- an inventory of all hazardous substances used on site is compiled and regularly reviewed.
- material safety data sheets are obtained from the relevant supplier for all such materials.
- If required, full COSHH risk assessments are conducted and communicated to staff exposed to the product/substance.
- all chemicals are appropriately and securely stored out of the reach of children and .
- all chemicals are kept in their original packaging and labelled ( no decanting into unmarked containers).
- suitable personal protective equipment (PPE) has been identified and available for use. PPE is to be provided free of charge where the need is identified as part of the risk assessment.

Where persons may be affected by their use on site, The Caretaker/Site Manager and the School Business Manager are responsible for ensuring that COSHH assessments are available from contractors (*this applies to both regular contracts such as cleaners and caterers and from builders, decorators, flooring specialists, etc*).

## ASBESTOS

## APPENDIX 12

An asbestos survey and management plan is in place for the school in accordance with [HCC's asbestos policy](#). The school's most recent asbestos management survey was conducted in 2016 as part of a roof replacement plan (this is not yet available in finalised report form). The previous report available is date July 2014.

The school's asbestos log (including school plans, asbestos survey data and site specific management plan) is held in the Office by The Caretaker/Site Manager and the School Business Manager

The Head teacher will ensure that all school staff (including those such as catering and cleaning staff who may be employed by others) are made aware of the location of asbestos containing materials (ACM) within their work areas.

**Under no circumstances must staff drill or affix anything to walls without first obtaining approval from an Asbestos Authorising Officer.** (Even stapling / pushing a drawing pin into ACM may result in the release of fibres into the air.)

Any damage to materials known or suspected to contain asbestos should be reported to The Caretaker/Site Manager and the School Business Manager who will contact HCC's asbestos team [asbestos@hertfordshire.gov.uk](mailto:asbestos@hertfordshire.gov.uk).

The school's asbestos authorising officers are Ms E August, Mrs C Coates, Mr A.H.Skinner and refresher training is required 3 yearly.

Prior to **any** work commencing on the fabric of the building or fixed equipment (e.g. boilers, kilns etc.), either by contractors or school staff, one of the asbestos authorising officers **must** check the asbestos log and establish whether permission to work can be given.

The Headteacher / asbestos authorising officers shall ensure:

- That the asbestos log is consulted at the earliest possible opportunity and that **all** work affecting the fabric of the building or fixed equipment is entered in the permission to work log and signed by those undertaking the work.
- A visual inspection of asbestos containing materials remaining on site is conducted and recorded (legal requirement to do so annually as a minimum).
- The limitations of the management survey and areas of the building that have **not** been surveyed are understood and considered as part of the permission to work process e.g. areas above 3m in height, within ceiling voids (where panels / tiles are fixed), floor voids and ducts etc
- All records pertaining to asbestos are effectively maintained and retained (legal requirement to do so for a period of 40 years)
- The school's asbestos management plan is kept up to date and that any asbestos works (removal, new project specific surveys etc.) are notified to the LA via [asbestos@hertfordshire.gov.uk](mailto:asbestos@hertfordshire.gov.uk)

## APPENDIX 13

### LIFTING AND HANDLING

Generic risk assessments for regular manual handling operations are undertaken and staff provided with information on safe moving and handling techniques.

**Staff should ensure they are not lifting heavy items and equipment unless they have received training and/or equipment in order to do so safely.**

All manual handling activities which present a significant risk to the health and safety of staff, will be reported to the Head teacher and where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be available to employees who must follow the instruction given when carrying out the task.

#### **Paediatric Moving and Handling**

All staff who move and handle pupils have received appropriate training (both in general moving and handling people techniques and specific training on any lifting equipment, hoists, slings etc. they are required to use).

All moving and handling of pupils has been risk assessed and recorded by a competent member of staff.

Equipment for moving and handling people is subject to inspection on a 6 monthly basis by a competent contractor.

## APPENDIX 14

### CONTRACTORS

All contractors used by the school shall ensure compliance with relevant health and safety legislation, guidance and good practice.

All contractors must report to school reception office where they will be asked to sign the visitor's book and wear an identification badge. Contractors will be issued with guidance on emergency procedures, relevant risks, and local management arrangements.

The Caretaker/ site manager is responsible for monitoring areas where the contractor's work may directly affect staff and pupils and checking whether expected controls are in place and working effectively.

#### **School managed projects**

Where the school undertakes projects direct the governing body are considered the 'client' and therefore have additional statutory obligations. Such projects are managed by a Governor nominated by the resources committee who will ensure that landlords consent has been obtained and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought.

This would include whether CDM<sup>3</sup> regulations will apply.

To ensure contractor competency the school uses a property framework contractor as a method of procuring works. These contractors have satisfied the County Council that they understand and abide by health and safety regulations. Details can be found at

<http://www.thegrid.org.uk/info/premises/property.shtml> when considering the appointment of contractors outside of Hertfordshire frameworks a Governor nominated by the resources committee (who may be the Head teacher) will undertake appropriate competency checks prior to engaging a contractor

The school, contractor(s) and any subcontractor(s) involved will exchange relevant information regarding the work activities and agree the risk assessment and safe systems of work to be used prior to works commencing on site. Contractors will be asked to provide risk assessments and method statements specific to the site and works to be undertaken.

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<sup>3</sup> CDM refers to the Construction (Design and Management) Regulations and applies to any building, demolition, maintenance or refurbishment work. Such projects are notifiable to the HSE where the work exceeds 30 days or involves more than 500 person days of work.

In such instances it is recommended that an agent be used to work on the schools behalf.

## APPENDIX 15

### WORK AT HEIGHT

Working at height can present a significant risk, where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees authorised to work at height.

When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff must not climb onto chairs etc.

Only those persons who have been trained to use ladders safely may use them.

Basic instruction is provided to all staff who use ladders / stepladders

<http://www.hse.gov.uk/pubns/indg455.htm>

Formal training on work at height, use of ladders, mobile tower scaffolds etc. will be provided where a significant risk is identified as part of an individuals role e.g. site staff, drama, ICT technician etc.

The establishments nominated person(s) responsible for administering and approving work at height are; Mr A.H. Skinner, Ms E August & the School Business Manager

The nominated person(s) shall ensure:

- all work at height is properly planned and organised;
- the use of access equipment is restricted to authorised users;
- all those involved in work at height are trained and competent to do so;
- the risks from working at height are assessed and appropriate equipment selected;
- a register of access equipment is maintained and all equipment is regularly inspected and maintained;
- any risks from fragile surfaces are properly controlled.

After appropriate induction all staff are permitted to make use of the steps provided in classrooms to create and amend displays. In such cases the appropriate risk assessment should be reviewed and another member of staff should be within calling distance. Use of the platform safety steps to access Hall displays and the lighting arrays requires specific reference to the appropriate risk assessment.

## APPENDIX 16

### DISPLAY SCREEN EQUIPMENT (DSE)

All staff who use computers daily, as a significant part of their normal work (significant is taken to be continuous / near continuous spells of an hour or more at a time) e.g. admin / office staff shall have a DSE assessment carried out.

Staff identified as DSE users are entitled to an eyesight test for DSE use every 2 years by a qualified optician (and corrective glasses if required specifically for DSE use).

Advice on the use of DSE is available in the [Education Health and Safety Manual](#)

## APPENDIX 17

### VEHICLES ON SITE

Vehicular access to the school is restricted to school staff and visitors only and not for general use by parents / guardians when bringing children to school or collecting them. Access to the school must be kept clear for emergency vehicles.

The vehicle access gates must not normally be used for pedestrian access. The shared pathway through the Car parking area should normally be closed to vehicular traffic during children's access and egress times 08:40 - 09:10 and 15:10 to 16:30

## APPENDIX 18

### LETTINGS / SHARED USE OF PREMISES

Lettings are managed by Mrs Coates the School Business Manager following HCC guidance. Supported by Ms August, the Caretaker / site manager. Restrictions on use of equipment, staffing requirements, first aid provision, fire and emergency arrangements, emergency lighting, public entertainment license etc. are clearly laid out for each letting.

## APPENDIX 19

### MINIBUSES

Mrs.Coates the School business manager maintains a list of nominated drivers who have received training in order to drive a minibus and conducts an annual check of their driving licence. <sup>4</sup>

All minibus drivers should hold a valid HCC minibus permit (valid for 5 years) Issued by the HCC Road Safety Unit.

Mrs August, the Caretaker / site manager is responsible for the undertaking regular checks on the vehicles and the schools operation of minibuses follows [County Guidance](#).

## APPENDIX 20

### STRESS / WELLBEING

The school and governing body are committed to promoting high levels of health and well being and recognise the importance of identifying and reducing workplace stressors through risk assessment, in line with the HSE and HCC's management standards.

Individual performance management and staff appraisal systems are in place. Phase leaders and the Leadership team are available for pastoral & professional support. New staff are inducted and those staff on professional development training are allocated professional Mentors.

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<sup>4</sup> All drivers must be over 21 and hold a full Category B (car) licence, non-employees must have held this for at least two years. Employees must have category D1 entitlement, those who obtained their car licence after 1 January 1997 must additionally obtain Category D or D1 by passing a medical and the Passenger Carrying Vehicle (PCV) theory and practical driving tests. This also applies to all drivers with pre-1997 licences if they intend to drive a minibus abroad.

## APPENDIX 21

### LEGIONELLA

The school complies with advice on the potential risks from legionella as identified in the Education Health and Safety Manual.

A water risk assessment of the school has been completed by Nemco in 2011 and Mrs August the Caretaker / site manager is responsible for ensuring that the identified operational controls are being conducted and recorded in the school's water log book.

This risk assessment will be reviewed where significant changes have occurred to the water system and/ or building footprint.

The risks from legionella are mitigated by basic operational controls and thus the following checks are recorded.

- Water is heated and stored to 60 deg C at calorifiers (any vessel that generates heat within a mass of stored water)
- Weekly flushing of seldom used outlets and all showers (with all outlets flushed after school holiday periods)
- Monthly temperature checks on sentinel outlets (those nearest and furthest away from calorifier(s))
- Quarterly disinfection / descaling of showers
- Stored cold water tanks are inspected for compliance and safety on an annual basis [insert contractors name]

## Annex A

### Summary of changes from v4 2012

Page number	Section	Details of change
P2		New footnotes
P3		Updated link to DfE H&S advice for schools
P7		Text amended to clarify that if the school has any other specific roles / responsibilities these should be detailed e.g. lead agency for children's centre.
P8	Pt 3 Arrangements	Appendix 12 and 13 swapped over, appendix 12 is now asbestos, appendix 13 Moving and Handling
P11	Footnote	Clarification that school inspection cycles should be risk based
P14	Appendix 6 First aid and medication	Updated link to DfE document <a href="#">Supporting pupils at school with medical conditions</a> Detailed arrangements should be provided in a separate policy
P18	Appendix 10 Premises and work equipment	Minor change to wording  New link provided under planned maintenance and inspection for key areas for testing / inspection requirements.
P19	Appendix 11 COSHH	Minor change to wording relating to full COSHH assessments
P20	Appendix 12 Asbestos	Section re-written with more detail now provided on asbestos management expectations in line with new surveys undertaken in schools. In particular the survey limitations, notification of asbestos works to the LA and need to maintain records for 40 years.
P21	Appendix 14 Contractors	Minor changes to wording
P22	Appendix 15 Work at height	Updated link to HSE info
P24	Appendix 20 Stress	Minor changes to wording
P24/25	Appendix 21 Legionella	Revised wording with additional info included on required operational controls