

Health and Safety Policy

Purley CofE Primary School

Date of policy: Spring 2014

Review Cycle: Annual

Reviewed By: Full Governing Body

Approved By: Full Governing Body: 23/09/2021

Last Reviewed: Autumn 2021

Next review date: Spring 2022

Learn to love, love to learn



'Let all that you do be done with love', 1 Corinthians 16:14

1.0 HEALTH AND SAFETY POLICY STATEMENT

Purley CofE Primary School and its Governing Body recognise and accept its responsibilities to provide a safe and healthy environment for all its staff, pupils, parents, contractors and members of the public.

Purley CofE Primary School and its Governing Body will comply with its duties under the Health and Safety at Work etc Act and all associated regulations.

We will have a responsible approach to health and safety, striving to provide a safe environment where staff and pupils enjoy working and learning and we all have the opportunity to develop and play a part in the continued improvement of our school and the community.

We will ensure that our decisions reflect our intention that good health and safety management is integrated into everything we do by having a pupil centred approach that puts our pupils at the heart of everything we do.

We believe that real progress can only be achieved by having a continual commitment to improving health and safety standards in the day-to-day running of the school for the benefit of our staff, pupils, parents, contractors and members of the public.

We encourage you to safeguard your own and others health and safety by evaluating the risks that you encounter and adopt sensible precautions to minimise risks to both yourself and others.

As Headteacher and Chair of the Governing Body we are committed to ensuring the health, safety and welfare of staff, pupils and stakeholders. We understand the legal, financial and moral obligations but the greatest of these is our moral obligation, as we truly believe that we should all be able to work, live and learn in an environment that is safe but allows for sensible and controlled risks and activities to further develop learning.

Sign:		Sign:	
Karen Fakes		Pam Slingsby	
Head Teacher		Chair of Governor's	
Date:		Date:	

Other sources of information:

Schools Health and Safety Team: Schoolshealthandsafety@westberks.gov.uk

Schools Health and Safety elec-page: <http://www.westberks.gov.uk/index.aspx?articleid=21749>

Evolve Team (Hampshire County Council): <http://www.westberks.gov.uk/index.aspx?articleid=8113>

Property Services: PropertyHelpdesk@westberks.gov.uk

CYP Education Assets Team: educationassets@westberks.gov.uk

Insurance Team: Insurance@westberks.gov.uk

2.0 ORGANISATION

2.1 Responsibilities for Health & Safety Management in Schools

The legal responsibility and thus accountability for health and safety lies with the employer. While this seems straightforward, who the employer is depends on the type of school. There are also differences across England, Scotland and Wales as detailed below.

Table 1*

England and Wales	
School type	Employer
Community schools	The local authority
Community special schools	
Voluntary controlled schools	
Maintained nursery schools	
Pupil referral units	
Foundation schools	The governing body
Foundation special schools	
Voluntary aided schools	
Independent schools	The governing body or proprietor
England	
Academies and free schools	The Academy Trust
*Table 1 from HSE http://www.hse.gov.uk/services/education/faqs.htm	

Although overall accountability lies with the school employer, the school Governing Body, the Headteacher and other school teachers and/or managers involved in the day-to-day running of the school also have some responsibilities for the health and safety of staff and pupils.

2.2 The Governing Body will ensure that:

- a) A supportive and practical framework exists for the continual improvement of the management of health and safety.
- b) They measure the performance and effectiveness of school safety management systems.
- c) They assist the school to meet their statutory duties for health and safety.
- d) The Headteacher produces a school Health and Safety Policy.
- e) That suitable and sufficient risk assessments of work activities and other non-routine tasks are undertaken and a written record of the assessments are kept.
- f) Sufficient resources are allocated for Health and Safety e.g. in respect of training, personal protective equipment etc.
- g) Regular safety inspections are undertaken. It is advised by the Health and Safety Team for Schools that this is completed termly as a minimum with the Headteacher.
- h) A positive health and safety culture is established and maintained.

2.3 The Governor appointed to oversee health & safety

- a) The Governor appointed for health and safety in schools should be a critical friend and help the school to identify the significant health and safety issues and ensure appropriate management is in place through the implementation of effective policies, procedures and safe systems of work.
- b) The Governor should seek to do this through a process of asking questions, seeing evidence and suggesting relevant and practical improvements.
- c) The Site and Safety Governors meet termly with designated staff to discuss relevant issues and complete site inspections and ensure that the school is managing the significant risks.
- d) To complete regular site inspections or walkabouts using the checklists provided to identify hazards and check they are appropriately managed.
- e) To ensure the school is managing health and safety issues in a planned and sensible manner.
- f) To report to the Governing Body through the academic year on issues such as:
 - Results from West Berkshire Council, Health & Safety Team Needs Assessments.
 - Visits from enforcing authorities such as the Health & Safety Executive or the Royal Berkshire Fire & Rescue Services.
 - Accident and incidents at the school.
 - Progress on recommendations from any of the above.
 - Significant risks or issues.
 - School safety inspections etc.
- g) The Governor should assist schools and West Berkshire Council to meet their respective statutory duties to ensure health and safety is well managed for the benefit of children and all other stakeholders.

2.4 Responsibilities of Headteachers' and the Schools' Management Team

Headteachers and the school management team have considerable autonomy in the day-to-day running of their schools. It is important that Headteachers exercise this autonomy in line with their employer's policies, procedures and standards.

The Headteacher will:

- a) Ensure that the school develops and effectively implements its Health and Safety Policy and has effective arrangements for managing health and safety at the school.
- b) Maintain effective communications with employers, governors and the school workforce and give clear information to pupils and visitors, including contractors, regarding the significant risks on site.
- c) Make sure that staff have the appropriate training and competencies to deal with risks in their areas of responsibility.
- d) Consult and work with recognised TU safety representatives/employee representatives and safety committees.
- e) Make sure that staff understand their responsibilities and know how to access support and advice to help them manage risks responsibly.
- f) That suitable and sufficient risk assessments of work activities and other non-routine tasks are undertaken, understood by relevant persons and a written record kept.
- g) Ensure that regular safety inspections of the school are completed.
- h) Co-operate with the Employer in meeting its legal requirements.

Getting health and safety leadership right is about managing risk sensibly – not trying to eliminate it altogether. Headteachers should provide visible leadership to the whole school so that staff feel motivated, supported and empowered to focus on the things that really matter.

2.5 Responsibilities of all Employees

All staff employed by the school will ensure that:

- a) They take reasonable care for their health and safety and that of other persons who might be affected by their acts or omissions at work and during off-site activities.
- b) They cooperate with the employer, school governors and Headteacher on all matters relating to health and safety.
- c) They report to the Headteacher or Line Manager any serious or immediate danger or any defects noted with plant, equipment, machinery or the workplace generally.
- d) They only use equipment or machinery which they are competent to use in-line with instruction, training and information provided and do not misuse anything that has been provided for health and safety purposes.

2.6 Responsibilities of Volunteer Helpers

Volunteers have the same duties as those indicated for employees and should be treated as employees when volunteers are used by schools.

Note: Staff and volunteers are advised to ensure that their own vehicle insurance covers them for use of the vehicles for work purposes, including the transport of pupils if applicable. The Council does not hold insurance to cover use of private vehicles. *Further information included in the Arrangements section.*

2.7 Competent health & safety assistance

The Management of Health and Safety at Work Regulations 1999 state that "Every employer shall appoint one or more competent persons to assist in undertaking the measures needed to comply with the requirements and prohibitions imposed upon him by or under the relevant statutory provisions and by Part II of the Fire Precautions (Workplace) Regulations 1997.

West Berkshire Council has a professional and dedicated Schools Health and Safety Team who provide support and advice to schools on all aspects of health and safety including policy development and effective implementation, user friendly guidance and information, support in completing risk assessments, a complete range of health and safety training, a regularly updated website, SLA online, safety alerts and health and safety newsletters. There are two levels of service offered as outlined below:

Level 1

The core elements (accident/incident reporting, advice and safety auditing) of the Level 1 Health and Safety Service are provided free to all West Berkshire Council (WBC) schools.

Table 2

Level 1 Service (Free to all WBC schools)	
Summary	
The core elements (accident/incident reporting, advice and safety auditing) of the Level 1 Health and Safety Service are provided free to all WBC schools.	
Level 1 schools will be required to complete a regular return to WBC to confirm they have appropriate and effective health and safety management systems in place.	
Health and Safety Training can be bought at exceptionally good value on a cost per person per course basis or schools can request a quotation via SLA Online for bespoke or onsite health and safety training.	
Service Provided	Service Standard
Advice	This is a 'REMOTE' SERVICE i.e. no 'in depth' support on site, services will only be provided via email and/or telephone.
Training	The Health and Safety Team run school specific health and safety courses, which are accessible to Level 1 schools and Academies for a fee. Further

	details of courses available and costs can be obtained from CYP Training http://info.westberks.gov.uk/index.aspx?articleid=29858 .
Health and Safety Audit (Needs Assessment)	Schools will receive a health and safety audit designed to assess and measure levels of compliance with health and safety legislation and best practice. The associated action plan will help you prioritise your improvement plan. Health and Safety Audits are available to Academies for a fee.
CREST	The CREST system is provided to all schools to allow them to record and monitor incidents. Schools must use the system. Failure to use the CREST system appropriately may invalidate a schools insurance cover with the Council. CREST can also be made available to Academies, although fees will apply.

Level 2 – *Not applicable to Purley CofE Primary School*

The aim of this service is to provide schools with a named, dedicated and professional Health and Safety Adviser to provide 'on site support and advice' to the school, guiding and prioritising the integration of an effective and efficient safety management system and documentation in support of the School's Health and Safety Policy.

The Schools dedicated Health and Safety Adviser will begin by arranging and completing a Health and Safety Needs Assessment of the school that will help to identify the strengths and areas for improvement in the schools existing arrangements. The Schools dedicated Health and Safety Adviser will then continue to work closely with the school to help plan, develop and implement your health and safety policy and the areas for improvement identified.

The Management of Health and Safety at Work Regulations require you to appoint someone competent to help you meet your health and safety duties. A competent person is someone with the necessary skills, knowledge and experience to manage health and safety. Where schools choose the Level 2 service, West Berkshire Council Schools Health and Safety Team will act as your competent person and help ensure you meet your health and safety duties. Level 2 services are listed below in further detail.

Table 3

Level 2 Service
<p>Summary</p> <p>The aim of this service is to provide schools with a named, dedicated and professional Health and Safety Adviser to provide 'on site support and advice' to the school, guiding and prioritising the integration of an effective and efficient safety management system and documentation in support of the school's Health and Safety Policy.</p> <p>The Schools dedicated Health and Safety Adviser will begin by arranging and completing a Health and Safety Audit (Needs Assessment) of the school that will help to identify the strengths and areas for improvement in the school's existing arrangements. The Schools dedicated Health and Safety Adviser will then continue to work closely with the school to help plan, develop and implement your Health and Safety Policy and the areas for improvement you need.</p> <p>The Management of Health and Safety at Work Regulations require you to appoint someone competent to help you meet your health and safety duties. A competent person is someone with the necessary skills, knowledge and experience to manage health and safety.</p> <p>West Berkshire Council, Schools Health and Safety Team will be your competent person and help ensure you meet your health and safety duties. Level 2 services are listed below in further detail.</p>

Service Provided	Service Standard
School Safety Policy:	<p>Review existing against a model H&S Policy that is school specific, in line with the LA Safety Policy, and conforms to appropriate local and legislative requirements.</p> <p>Ensure the Policy identifies key commitments with current signature.</p> <p>Ensure that the Policy, Organisation and arrangements are carried out and accurately reflect practice.</p>
Safety Organisation:	<p>Review and provide documentation that identifies how health and safety is/shall become 'embedded' in daily operations at the school. Identify and/or nominate key staff tasked with health and safety responsibilities.</p>
Planning and implementing:	<p>Review the existing arrangements; ensure the school adequately documents the standards and procedures required for a safe place of work.</p> <p>Following written review and prioritisation of issues, help the school to progress the areas for improvement by providing support and guidance. Improvement will be achieved with the schools full commitment and involvement.</p>
Health and Safety Risk Assessment:	<p>Provide the school with initial or refresher training to nominated persons regarding completion of <i>loca</i>/Risk Assessments.</p> <p>Provide on-site review of the schools risk assessments, to support their completion.</p> <p>Provide basic refresher training to nominated groups of key staff. Ensure a practical understanding of the training by jointly completing several specific health and safety risk assessments required by the school.</p> <p>Provide support and guidance in terms of prioritising risk assessments to be completed or reviewed etc.</p>
Telephone/Incident response:	<p>Provide general telephone health and safety advice as required.</p> <p>Please note that where the topic is of a specific nature, additional time may be required for a detailed response following the initial call.</p> <p>Whilst every endeavour is made to provide an immediate answer to health and safety queries via telephone/email, requests may require additional research time. Therefore, where it is not possible to provide an answer of sufficient depth at the time of the call, or the same day, every endeavour shall be made to provide a follow-up call the next working day.</p> <p>Should the associated risk to safety or health warrant a school visit, this shall be arranged by the Health and Safety Team.</p>
Health and Safety Training	<p>The Health and Safety Team run school specific health and safety courses. All health and safety training is included in the Level 2 service.</p> <p>Further details of courses available and costs can be obtained from CYP Training http://info.westberks.gov.uk/index.aspx?articleid=29858.</p> <p>Online health and safety courses can be accessed via SLA Online.</p> <p>On-site training can also be arranged free of charge.</p>

<p>Fire Management</p>	<p>Level 2 schools will receive an annual visit to complete a review of the schools Fire Risk Assessment (FRA) with their Health and Safety Advisor.</p> <p>Your advisor will also:</p> <p>Complete a site inspection to verify recommendations have been implemented.</p> <p>Discuss any issues outstanding and how to address these.</p> <p>Your advisor will help schools to complete an assessment to ensure you have adequate numbers of appropriately trained staff to deal with fire safety issues.</p> <p>Your advisor can also provide Fire Awareness training to school staff at an agreed time and date on site.</p>
<p>Asbestos Management</p>	<p>Level 2 schools will receive an annual visit to complete a condition check of ACM (asbestos containing materials) with their Health and Safety Advisor.</p> <p>Your advisor will also review:</p> <p>The Asbestos Management Plan</p> <p>The Asbestos Register</p> <p>The Asbestos Survey</p> <p>Additionally any asbestos related risk assessment you may have in place will be reviewed to ensure it is correct and relevant.</p> <p>Your advisor can also provide tool box talks to your staff to allay any fears they may have regarding retained ACMs and also to highlight their responsibilities in respect of Health and Safety regarding asbestos.</p>
<p>Legionella Management</p>	<p>Level 2 schools will receive an annual site visit to complete a review of the legionella risk assessment with their Health and Safety Advisor.</p> <p>The advisor will also check that the school are working within the written scheme suggested and in line with the recommendations of the risk assessment.</p>
<p>Playground Equipment</p>	<p>Level 2 schools will receive an annual visit to complete a playground equipment inspection with their Health and Safety Advisor. This will be a guided check to ensure staff are confident with what should be checked, what should be recorded and what action to take.</p> <p>We will also review the playground equipment risk assessment with the school to ensure it is suitable and sufficient.</p> <p>This will give a specific opportunity for any concerns to be discussed and queries answered.</p> <p>We can also provide on-site training and support to staff if required.</p>
<p>First Aid</p>	<p>Level 2 schools will receive support and assistance to ensure the school's first aid risk assessments are in place and up to date and an appropriate number of staff are identified and trained to deliver first aid.</p>

Accident/Incident investigation and enforcement action	Level 2 schools will receive full on-site support and advice from your named and dedicated Health and Safety Adviser during an accident investigation for a serious accident or enforcement action by an enforcing authority such as the Health and Safety Executive.
Health & Safety Guidance Cards	Level 2 schools will receive access to all Health & Safety Guidance Cards located on SLA Online.
CREST	CREST is provided to all schools to allow them to record and monitor accidents/incidents. Schools must use CREST as failure to do so could invalidate insurance cover.
CHAS http://www.chas.co.uk/	<p>Assessing health and safety competence can be a lengthy and time consuming process. CHAS assesses applicants: health and safety policy, their organisation for health and safety and their specific health and safety arrangements to a standard acceptable to our buyers and others. In essence, CHAS completes the initial health and safety application process for you.</p> <p>Using CHAS will help you select a competent contractor or supplier but you still need to check they are competent to carry out your project by checking they have appropriate experience and take references etc.</p>
Safety Schemes In Partnership (SSIP) http://www.ssip.org.uk/	<p>An important feature of the SSIP Forum is the HSE's message that a buyer can be confident a supplier who is registered or accredited as compliant or approved with an SSIP member has been assessed to the Core Criteria standard.</p> <p>There are numerous pre-qualification health and safety schemes including CHAS, EXOR, SAFEcontractor etc. SSIP brings most of the pre-qualification schemes together under one umbrella via a 'deem to satisfy' agreement.</p> <p>This means that buyers using the SSIP database will have access to thousands of contractors who are accredited as compliant to the HSE's Core Criteria (stage one) standard.</p> <p>Using SSIP will help you select a competent contractor or supplier but you still need to check they are competent to carry out your project by checking they have appropriate experience and take references etc.</p> <p>Access to SSIP is included for Level 2 schools.</p>

2.8 Health & Safety Team Responsibilities (Subject to level of service purchased/provided above)

West Berkshire Council Schools Health and Safety Team responsibilities are:

- Developing health and safety policies, procedures and guidance.
- Providing health and safety advice.
- Safety inspections/needs assessments of schools and other premises where staff work.
- Provide technical input and support to health and safety committees.
- Facilitate the Education Health and Safety Panel.
- Receive and record accident and incident reports.
- Assists Headteachers in investigating accidents and incidents.

- Report to relevant persons on health and safety incidents and issues.
- Provide health & safety update reports to senior management.
- Develop and deliver training.
- Liaise with partners and external agencies including other Council's, Health and Safety Executive, Fire Brigade, Police etc.

3.0 ARRANGEMENTS

3.1 Induction

The school recognises that it is essential that any new member of staff is made familiar with the health and safety provisions in their workplace and in particular the emergency and first aid arrangements. They should also be aware of the risk assessments and hazards that have been identified and resulting control measures, which have been introduced to minimise the risk. During such induction, the manager should identify whether the person has received appropriate training and is familiar with any equipment provided.

We will ensure our induction process for new staff and new pupils is robust and ensure that they are aware of the essential health and safety issues.

3.2 First Aid Arrangements

The school recognises and accepts the requirements to have suitable and sufficient first aid provisions in place. All schools are required to complete a suitable and sufficient First Aid Risk Assessment in accordance with The Health and Safety (First-Aid) Regulations 1981.

The Headteacher and Governing Body will ensure the following arrangements are in place:

- Names and location of first aiders and first aid kits are displayed and communicated.
- Adequate provision for first aid including lunch times and breaks etc.
- Adequate provision for leave and in case of absence.
- First aid provision for off-site activities e.g. educational visits.
- Adequate provision for practical areas such as science, technology, home-economics and physical education departments.
- Provision for out-of-school-hours activities, e.g. sports and clubs.
- Agreements with contractors working on site such as caterers or cleaners for joint provision for their employees.
- Provision for trainees working on-site.
- Agreed procedures for isolated areas e.g. playing field.
- Ensure that training is provided to maintain competence of first aiders.
- Ensure first aid provision is maintained.
- The First Aid Risk Assessment will be reviewed regularly or upon change in circumstances such as new staff, change of use of building and change of pupil numbers.

These arrangements will be recorded in a First Aid Risk Assessment. The WBC pro-forma for schools can be found on SLA Online. An online first aid risk assessment tool can be found here:

<https://www.sja.org.uk/sja/training-courses/requirements-calculators/calculator.aspx>

Specific advice for schools can be found at the following address:

<http://www.education.gov.uk/schools/pupilsupport/pastoralcare/health/firstaid>

Level 2 schools can see First Aid Guidance Card on SLA Online.

Schools should prominently display the names and location of First Aiders and First Aid facilities.

The person responsible for completing a suitable and sufficient First Aid Risk Assessment is:	School Business Manager
The First Aid Risk Assessment is located:	School Office

3.3 Administration of Medicines

The school recognises the need to provide support for children who may require medicines at school. Schools are advised to refer to DfE Guidance Managing Medicine in Schools and Early Years settings. <https://www.education.gov.uk/publications/standard/publicationdetail/page1/DFES-1448-2005>

- Short term administration of medicine for a specific ailment is usually acceptable providing that parental guidance is backed up with instructions on the medicine itself and the guidance is followed; otherwise, a health professional should be consulted for guidance.
- Where a care plan is required because a child has longer term health issues, this must be fully adhered to. The care plan must be written by a health professional in consultation with other interested parties, the parents cannot themselves produce one in isolation as they lack the medical knowledge to do so.
- Staff training BEFORE the child starts in the setting is mandatory and the school must ensure that there is adequate cover available for staff absence/school day trips etc. Training must be refreshed at regular intervals and both the Insurance section and the school nurses should be made aware of the child's medical needs.
- The use of Epi-pens by trained staff following a care plan is acceptable. Insurers are more concerned where there is a calculation of dosage required and would request schools confirmation of the arrangements in place in order to confirm Insurance cover applies.
- Insurers vary in their acceptance of necessary medical interventions being carried out by non nursing staff irrespective of the Authorities and the NHS trust view of whether such administration is an effective use of resources. Where possible the Authority may agree to provide interim cover through its self insured arrangements but this is purely by prior agreement. Most highly invasive procedures would not be covered by School Insurance at all and we do not currently purchase medical malpractice Insurance.

If in doubt please contact: Insurance@westberks.gov.uk

The persons responsible for ensuring staff training is in place in the event of the implementation of a care plan is:	Headteacher
The person responsible for ensuring there is cover to support a child with a care plan in the event of staff absence is:	Headteacher

3.4 Accident, Danger Occurrence, Violent Incident and Near Miss reporting

The school recognises and accepts the need to have robust system in place to report and record all accidents and incidents at school as to ensure that Parents and carers of pupils who are involved in accidents or incidents at school are provided with appropriate information.

Accident Investigation - In accordance with **(RIDDOR)** Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995. DfE Guidance regarding reporting requirements for schools can be found: <http://www.hse.gov.uk/pubns/edis1.pdf>

CREST is the Council's information system used to record all accidents/incidents and property damage or claim incidents.

Any employee who witnesses an accident, dangerous occurrence, verbal abuse, actual or threatened violence and any near miss incidents should report incidence to the Responsible Person for CREST entry. Accident reports should be drawn to the attention of the Headteacher or Deputy Headteacher.

CREST entries are entered on behalf of the Responsible Person by

School Secretary

Less serious accidents requiring minor first aid or attention can be reported in an Accident Book or via CREST. These injuries would normally be a wound or other specific damage to the body such as, but not limited to, abrasions, splinters, bites that do not break the skin, and bruises.

The Accident Book(s) is/are kept by the following at the locations specified:	
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Location of Accident Book

Reception area by School Office
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Person in Charge of Accident Book
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Headteacher

Where accidents are found to have been caused by faulty plant, equipment, premises or unsafe systems of work actions must be taken to remove or isolate the hazard and warn people until the necessary modification or repairs can be made.

Incidents should be investigated, appropriate to their nature and scale, to see whether recurrence can be prevented. If an incident is potentially serious or represents a trend in accident types steps, including the review of previous risk assessments, should be initiated to prevent a recurrence.

It is particularly important to report all near-miss incidents in which harm or damage to property may have occurred but did not on this occasion. Accurate reporting of near-miss incidents can help to prevent harm to persons or damage to property in future.

3.5 Health and Safety Representatives and Committees

The school recognises and accepts the need to have suitable arrangements in place to support effective communication on health and safety issues. Under the Safety Representatives and Safety Committee Regulations 1977 a recognised independent Trade Union has the right to appoint Safety Representatives. Ideally such representatives should have two years relevant experience. Unions are required to inform the school in writing, when this is in place and schools must consult with representatives on safety matters.

The members of staff who are health and safety representatives for external or National professional associations are:

Health & Safety Representatives:	
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Health & Safety Representative (include name of Trade Union if relevant)

Headteacher

3.6 Health & Safety Consultation and Committees

The school recognises and accepts the need to have suitable arrangements in place to support effective communication on health and safety issues. There are two sets of regulations regarding the effective consultation and communication with employees through a health and safety committee.

In workplaces where the employer recognises trade unions and trade unions are recognised for collective bargaining purposes, the Safety Representatives and Safety Committees Regulations 1977 (as amended) will apply.

In workplaces where employees are not in a trade union and/or the employer does not recognise the trade union, or the trade union does not represent those employees not in the trade union, the Health and Safety (Consultation with Employees) Regulations 1996 (as amended) will apply.

Consulting with employees can have real benefits for your business, including:

- Increased productivity – businesses with good workforce involvement in health and safety tend to have a better productivity rate.
- Improvements in overall efficiency and quality.
- Higher levels of workforce motivation.

Consulting employees about health and safety can result in:

- A healthier and safer workplace – your employees can help you to identify hazards, assess risks and develop ways to control or remove risks.
- Better decisions about health and safety – they are based on the input and experience of a range of people, including employees who have extensive knowledge about their own job and the business.
- A stronger commitment to implementing decisions or actions – as employees have been actively involved in reaching these decisions.
- Greater co-operation and trust – employers and employees who talk to each other and listen to each other, gain a better understanding of each other's views.
- Joint problem-solving.

By law, you must consult all employees on health and safety matters. Some workers, who are self-employed, are still classed as employees under health and safety law.

You must consult with employees or their representatives about the following:

- The introduction of any measure which may substantially affect their health and safety at work, e.g. the introduction of new equipment or new systems of work, such as the speed of a process line or shift-work arrangements.
- Arrangements for getting competent people to help them comply with health and safety laws (a competent person is someone who has the necessary knowledge, skills and experience to help an employer meet the requirements of health and safety law).
- The information you must give your employees on the risks and dangers arising from their work, measures to reduce or get rid of these risks and what employees should do if they are exposed to a risk.
- The planning and organisation of health and safety training.
- The health and safety consequences of introducing new technology.

If at least two health and safety representatives request, in writing, that a safety committee be formed within the workplace, you must establish such a committee within three months of the request.

Consultation does not remove your right to manage. You will still make the final decision, but talking to your employees is an important part of successfully managing health and safety.

Where you already have existing consultation arrangements that satisfy health and safety law, there is no requirement to change them. However, you may want to review your arrangements on a regular basis to make sure that they continue to work for your organisation.

3.7 Critical Incident and Emergency Plans (including Fire Arrangements)

The school recognises and accepts the need to have suitable arrangements in place to deal with emergency situations and to return the school to normality as soon possible afterwards. A critical incident is one that is likely (or has potential) to cause an occurrence that is beyond the capacity of the school operating under normal conditions to respond to independently such as:

- Threat to safety and welfare of pupils and/or staff.

- Immediate or delayed emotional reactions in large numbers of staff, pupils or parents, surpassing their normal coping mechanisms.
- Serious disruption to the running of the school.
- Significant public/news media attention on the school.

Emergency planning will include situations such as:

- Accidents off site
- Attacks on students and members of staff
- Bomb threats
- Chemical/toxic/hazardous material spill
- Death
- Earthquake
- Flooding – building and environment
- Fire
- Gas leak
- Heatwave
- Hostage situation in school
- Industrial emergency nearby
- Severe storms and adverse weather
- Missing child/abduction/runaway
- Sexual assault or child abuse
- Shooting
- Sickness and infectious disease
- Threatening person in the school building
- Threatening person outside the building or school grounds
- Unsafe structure
- Utility failure
- School trips and incidents

Further information can be obtained via <http://www.westberks.gov.uk/index.aspx?articleid=22905>

The Critical Incident Plan is held: *in the school office* and will be reviewed *annually*

The person who discovers the emergency will raise the alarm immediately by the most appropriate means and ensure that the Headteacher, Deputy Headteacher or in their absence, a member of the senior management team is informed immediately and that where appropriate the emergency services are summoned. He/she will liaise with the emergency services when they arrive and take advice from them. **The priorities are as follows:**

1. To ensure the safeguarding and safety of all persons, their protection from danger, their care and the application of first aid and medical treatment, where appropriate.
 2. To call the emergency services when appropriate.
 3. To safeguard the premises and equipment, if this is possible without putting persons at risk.
- The persons responsible for ensuring and supervising (where appropriate) are:

Headteacher
Senior Teacher
School Secretary
School Business Manager

- The persons responsible for the controlled evacuation of people from the school or the school grounds to a place of safety are:

Headteacher
Senior Teacher

- The persons responsible for summoning the emergency services are:

Office staff

- The persons responsible that a roll call is taken at the assembly point are:

Class Teachers
Office staff

- The persons responsible for ensuring that no-one attempts to re-enter the building until the all clear is given by the emergency services are the Headteacher and the Senior Teacher.
- The person responsible for arranging, recording and monitoring fire drills at least once per term is:

Headteacher

- Details of the locations of all hazardous and flammable substances on site in case of emergency are kept:

In the Critical Incident Folder in the office
--

- The location of the Hot works folder and procedure is:

In reception outside school office

- The persons responsible for issuing Hot Works Permit to work is are:

Office Staff

3.8 Fire Prevention and Detection Equipment, Arrangements and Training

(Refer to Fire Logbook provided to schools by West Berkshire Council).

The school recognises and accepts the need to have suitable arrangements in place to ensure that fire safety is appropriately managed, that staff and pupils are aware of what to do in the event of emergency and that fire systems and procedures are in place, practiced and maintained or serviced in line with best practice.

It a requirement of the Regulatory Reform (Fire Safety) Order 2005 to carry out a suitable and sufficient Fire Risk Assessment. Fire risk assessments will require regular review (usually annual) or in the event of changes such as buildings works, improvements, remedial work, alterations to buildings, a fire incident, a change of Responsible Persons (Headteacher), changes to arrangements, changes in the use of rooms or it is considered that the fire risk assessment may no longer be valid. Failure to keep your fire risk assessment up to date and under review could result in enforcement action from the Fire Brigade.

Note: a new fire risk assessment would not normally be required provided that the fire risk assessment carried out remains suitable and sufficient. You need to ensure it remains suitable and sufficient through your regular reviews and none of the changes set above has taken place.

- The person/s responsible for maintaining the Fire Logbook is:

School Business Manager

- The person/s responsible for reviewing and updating the Fire Risk Assessment is:

School Business Manager

3.9 Smoking/Vaping

The school operates a no smoking policy and smoking is not permitted on the entire footprint of the school internally and externally. This policy applies to lettings, contractors and PTA events.

3.10 Severe Weather Plan

The school recognises and accepts the need to have suitable arrangements in place to ensure the safety of staff, pupils and visitors in the event of severe weather.

- The person responsible for completing the Severe Weather Plan is:

Headteacher

3.11 Locations of Main Service Isolation Points

Service	Location
Gas	Badger Group Room
Water	Badger Classroom
Electricity	Outside Servery

3.12 Risk Assessment

The school recognises and accepts the need to have robust arrangements in place to ensure that risks are identified, assessed and appropriate controls are put in place. We recognise the need to communicating the significant findings of risk assessments with relevant persons and keeping risk assessments under review to ensure they remain valid.

"Health and safety law requires the employer to assess the risks to the health and safety of staff and others affected by their activities. The terms risk assessment and risk management are used to describe the process of thinking about the risks of any activity and the steps taken to counter them. Sensible management of risk does not mean that a separate written risk assessment is required for every activity. School employers should always take a common sense and proportionate approach, remembering that in schools risk assessment and risk management are tools to enable children to undertake activities safely, and not prevent activities from taking place. Sensible risk management cannot remove risk altogether but it should avoid needless or unhelpful paperwork." DfE 2012

Further information regarding the 5 Steps to Risk Assessment can be obtained from HSE website: www.hse.gov.uk/pubns/indg163.pdf

Risk Assessments should be completed by competent staff. Training is available from the Schools Health and Safety Team. The Schools Health and Safety Team can also provide advice and support to Level 2 schools in completing and/or reviewing risk assessments. The Team also have a suite of school risk assessments based on the typical job roles in schools, which can be used as a starting template.

Schools need to make sure that the risk assessment process is robust and that the significant risks identified are effectively communicated to and understood by those persons who may be affected. A simple way to achieve this is to involve the relevant persons in the development and completion of risk assessments and that all parties sign the risk assessments to confirm communication and understanding. Please contact your Safety Advisor for further assistance.

The competent person responsible for assessing significant risk is:

Headteacher

- The person responsible for ensuring a suitable and sufficient risk assessment is in place for New and Expectant mothers is:

Headteacher

- The person responsible for ensuring a suitable and sufficient risk assessment is in place for work experience students under 18 and new workers is:

Headteacher

Risk Assessments should be regularly reviewed (usually annually) or in the event of change of circumstances such as a new staff or in the event of an incident or accident investigation.

3.13 Manual Handling of Loads in accordance with The Manual Handling Operations Regulations 1992.

The school recognises that many staff will from time to time have to do manual handling tasks and accepts the need to have suitable arrangements in place to ensure that manual handling risks are identified, assessed and appropriate controls are put in place.

Staff who are required to manual handle loads as part of their role, should receive appropriate training which is available from the Health and Safety Team. Where a manual handling activity cannot be eliminated then it needs to be assessed and any further controls such as mechanical aids or team lifting be recommended. A manual handling risk assessment can in many cases be completed as a dynamic assessment by the individuals carrying out the manual handling tasks. A simple manual handling is normally based on **TILE** and will consider the following:

- **T**ask
- **I**ndividual
- **L**oad
- **E**nvironment

NB: If the activity presents significant risk to vulnerable individuals such as new and expectant mothers or people with pre-existing back injuries then those people may need to be prohibited from carrying out the activity.

- The person/s responsible for completing manual handling risk assessments is:

Headteacher

- The person responsible for organising and maintaining training records for relevant staff is:

School Business Manager

For further information please see Health & Safety Guidance Card HSGC14
<https://secure2.sla-online.co.uk/Default.aspx?logo=23>

3.14 Manual Handling of People

The school recognises that the manual handling of people, including children, is a specialised skill and specific training should be provided in these circumstances to any staff who may need to regularly assist or manually handle people. Please contact your Safety Advisor for further assistance.

- The person responsible for completing manual handling of people risk assessments is:

Headteacher

- The person responsible for ensuring manual handling training for appropriate staff and maintenance of records is:

School Business Manager

3.15 Maintenance of Manual Handling Equipment

Mechanical lifting aids reduce the need for manual handling but can pose their own hazards. All types of lifting equipment, including lifting gear, and lifting operations must comply with The Lifting Operations and Lifting Equipment Regulations 1998, its Approved Code of Practice and the Provision of Work Equipment Regulations 1998. Lifting equipment covers cranes, lifts and hoists, and components, ie chains, ropes, slings, hooks, shackles and eyebolts.

A checklist for mechanical lifting

- All lifting equipment must be suitable for activity it is to be used for. Consider the environment it will be used in, the load to be lifted and additional risks posed by its operation.
- Lifting equipment must have adequate strength and stability (consider mobile equipment).
- Provide operators with a suitable position and a safe place of work.
- Train operators, ensure they have relevant experience and are competent to operate lifting equipment safely. Pay particular regard to the maturity and judgement of young persons.
- Ensure a competent person thoroughly examines and inspects all lifting equipment as necessary (this is usually done by an insurance company). Keep copies of the report of examination.
- Clearly mark machinery and accessories with their safe working load.
- Ensure a competent person plans and supervises all lifting operations to ensure that it is carried out safely. Minimise risks identified in the initial risk assessment.

3.16 Lifting Equipment (including that provided for pupils with special educational needs)

"Where lifting equipment, including hoists and slings, is used by people who are at work, the Lifting Operations and Lifting Equipment Regulations (LOLER) apply. In addition to routine maintenance and servicing, LOLER requires employers to make sure that lifting equipment is inspected and thoroughly examined. 'Thorough examination' by a 'competent person' is required either at six-month intervals or in accordance with a written scheme of examination." **For further guidance visit HSE Website:**

<http://www.hse.gov.uk/healthservices/moving-handling.htm#a11>

Statutory LOLER inspections can be arranged by contacting insurance@westberks.gov.uk

Lifting equipment covered by LOLER includes all of the following:

- Cranes

- Workplace passenger and goods lifts
- Hoists
- Scissor lifts
- Vehicle tail lifts
- Bath hoists
- Stair lifts
- Telehandlers and industrial lift trucks
- Vehicle lifts

Accessories for lifting covered by LOLER includes all of the following:

- Slings
- Hooks
- Shackles
- Eyebolts
- Ropes used for climbing or positioning

The school recognises the need to have robust systems to ensure mechanical lifting equipment is inspected, maintained and tested in accordance to manufacturer's guidance and best practice. The person responsible for ensuring that all relevant lifting equipment and accessories used for moving people are inspected and serviced every six months by a competent person and kept in good working order is:

Currently not Applicable at Purley CofE Primary School

Provision and Maintenance of Equipment

The Provision and Use of Work Equipment Regulations 1998 (PUWER) places duties on people and schools who own, operate or have control over work equipment. PUWER also places responsibilities on schools and organisations whose employees use work equipment, whether owned by them or not." HSE.

Schools are advised to refer to Manufacturer Instructions in relation to specific requirements for Statutory Inspection and Maintenance. Statutory Inspections for equipment such as hoists and pressure vessels can be arranged through the WBC supplier, if requested, through contacting insurance@westberks.gov.uk

For further information please see Health & Safety Guidance Card Maintenance Schedule for Schools

3.17 Working at Height (in accordance with the Work at Height Regulations 2005)

The school recognises that falls from height are one of the biggest causes of workplace fatalities and major injuries. Common causes are falls from ladders and through fragile roofs. The purpose of Work at Height Regulations is to prevent death and injury from a fall from height.

Work at height means work in any place where, if there were no precautions in place, a person could fall a distance liable to cause personal injury. For example, you are working at height if you:

- Are working on a ladder or a flat roof.
- Could fall through a fragile surface.
- Could fall into an opening in a floor or a hole in the ground.

Take a sensible approach when considering precautions for work at height. There may be some low-risk situations where common sense tells you no particular precautions are necessary and the law recognises this.

There is a common misconception that ladders and stepladders are banned, but this is not the case. There are many situations where a ladder or a stepladder is the most suitable equipment for working at height.




Before working at height you must work through these simple steps:

- Avoid work at height where it is reasonably practicable to do so.
- Where work at height cannot be avoided, prevent falls using either an existing place of work that is already safe or the right type of equipment.
- Minimise the distance and consequences of a fall, by using the right type of equipment where the risk cannot be eliminated.

The right type of equipment for working at height does not include chairs, tables or desks.

“Each school should assess their risks from working at height and make plans to either avoid the work at height, or to do the work more safely. School staff will normally carry out the risk assessment but the responsibility for ensuring that it is done is shared between the employer and the Headteacher.” Further HSE Guidance can be found at Website address: <http://www.hse.gov.uk/falls/casestudies/schools.htm>

Ladders and stepladders are available in different grades and strengths as set out below.

	Highest rated in terms of strength & quality
	Commercial light trade work & heavy DIY use
	Occasional light domestic tasks

Schools should use either ladders that carry the blue or green logo or Class I or EN131 markings above depending on the purposes for which it is intended. Class III domestic ladders and stepladders will not usually be appropriate in schools or workplace settings.

Ladders and stepladders should ideally have a unique number or identifying mark, be incorporated onto a register of ladders and stepladders and should be subject to periodic inspection by a competent person to ensure the ladders remain in good condition. Users should be required to carry out a pre-use check.

In schools it is advisable that a local work at height policy is developed that incorporates the following points:

- No work at height should take place whilst children are present, unless the work area can be adequately segregated.
- Ladders and stepladders should be held in a secure location, only accessible to authorised persons.
- Teachers and others should sign out the ladder or stepladder for use.
- Assistance should be provided to those working at height, where required.
- Ladders and stepladders should be subject to periodic inspection by a competent person to ensure the ladders remain in good condition.
- Users should be required to carry out a pre-use check.

- Risk assessments covering work height tasks should be completed, reviewed regularly and communicated to relevant persons.

Ladders and stepladders

The school will take a responsible approach to managing work at height and as such have designated some staff with particular responsibilities and tasks below.

- The person responsible for the selection, inspection, maintenance, training, supervision, safe use and risk assessment is:

Headteacher

- The persons authorised to use are:

Caretaker

Those who have undergone Working at Height training

- The person responsible for ensuring training records are recorded and maintained for Working at Height is:

School Business Manager

- The person responsible for completing a suitable and sufficient risk assessment for Working at Height is:

Headteacher

For further information please see Health & Safety Guidance Cards HSGC 24/25/26

<https://secure2.sla-online.co.uk/Default.aspx?logo=23>

3.18 Health and Safety Training

The school recognises the need to provide health and safety training, to have a training plan and to ensure training is refreshed regularly. "The Health and Safety at Work etc. Act 1974 requires schools to provide whatever information, instruction, training and supervision as is necessary to ensure, so far as is reasonably practicable, the health and safety at work of employees." HSE

- The person responsible for organising Health and Safety Training is:

Headteacher

- The person responsible for maintaining Health and Safety Training Records is:

School Business Manager

Induction for new members of staff

- The person responsible for ensuring new staff receive an induction on their first day in essential safety matters such as emergency procedures for raising alarm and evacuation procedures, first aid and welfare facilities is:

School Secretary

- **Health and safety training for schools staff may include but is not limited to the following:**

- Health and Safety Policies: West Berkshire, Education, and School
- Off-site Activities Procedure (Evolve)
- Premises Asbestos Survey and instruction
- Risk Assessments
- Fire and other Emergency Arrangements
- Accident Reporting Arrangements
- First Aid Arrangements
- Safe Use of Work Equipment
- Procedures for Hazardous Substances
- Good Housekeeping, Waste Disposal and Cleaning Arrangements
- Hazard Reporting and Maintenance Procedures
- Special Hazards/Responsibilities Associated with their Work Activity
- Special Needs of Young Employees (e.g. Work Experience Placements)
- Work at height
- Manual handling (objects and/or people)
- Stress management
- Managing contractors

The Health and Safety Matrix, in the school office, lists all relevant training, including health and safety that all schools staff attend. This will assist the school in ensuring that training is up to date and refreshed accordingly. West Berkshire Council carry out refresher courses for mandatory or recommended training on a three yearly basis or sooner, where relevant.

- The person responsible for ensuring relevant staff receive training and that this is updated is:

<i>School Business Manager</i>

For further information please contact <http://info.westberks.gov.uk/index.aspx?articleid=29808>

3.19 Offsite Activities

The school recognises the need to have robust procedures in place to assess and manage risk to provide safe and enjoyable school trips and off-site activities. A large number of school visits take place successfully each year. However, misunderstandings about health and safety law can sometimes discourage schools and teachers from organising these activities.

To tackle some of the myths about red tape and prosecution, HSE has published a policy statement to encourage all schools (in both maintained and independent sectors) and local authorities to remove wasteful bureaucracy imposed on those involved in organising school visits and outdoor learning activities.

HSE's statement makes clear:

- That the focus should be on how the real risks arising from such visits are managed and not on paperwork.
- The need for a proportionate and sensible approach for planning and organising off-site activities.
- That those organising visits should simplify the planning process and authorisation arrangements for visits that involve everyday risks.
- That HSE's primary interest is real risks arising from serious breaches of the law. Any HSE accident investigation will be targeted at these issues.

Where sensible and proportionate steps have been taken by a school and its staff, it is highly unlikely that there would be a breach of health and safety law involved, or that it would be in the public interest for HSE to bring a prosecution.

Prosecutions taken by HSE invariably involve a fatality (or near fatality) where there was recklessness or a clear failure to adopt sensible precautions. The fact that an accident occurs does not mean there was a breach of health and safety law if sensible, proportionate and appropriate precautions have been taken.

Fears of prosecution by schools and their staff have been grossly inflated and are unwarranted. Such fears should not be a barrier to school trips taking place. HSE statistics indicate that in the five-year period between 2005/06 and 2009/10 the HSE has only brought two prosecutions involving school visits.

To ensure that sensible and proportionate steps have been taken by a school and its staff, offsite activities will be arranged in accordance with the Offsite Activities Manual provided by West Berkshire Council and the Evolve Team at Hampshire County Council.

Activities carried out on behalf of West Berkshire Council operate within a legal framework and the off-site activities manual outlines this framework for West Berkshire schools.

- The persons responsible for co-ordinating offsite activities are:

Classroom Teachers

- The persons responsible for completion of risk assessments in relation to off-site activities are:

Classroom Teachers

- The persons responsible for signing completed offsite activity risk assessments and confirming approval on the Evolve system are:

Headteacher

School Secretary

For further information please see <http://evolve.edufocus.co.uk/evco10/unknown.asp>

3.20 Caretaker and Cleaning Equipment

The school recognises the need to have safe equipment. This includes moving and handling equipment; powered cleaning equipment, power tools, and hand tools.

- The persons responsible for ensuring that equipment is risk assessed, suitable for intended use, safe to use, inspected and maintained in a safe condition are:

All staff – to report any defects immediately

- The person responsible for ensuring instruction, training and supervision is in place for use of equipment is:

School Business Manager

- The persons authorised to operate and use are:

Caretaker

Cleaning staff

For further information please see Health & Safety Guidance Cards HSGC 1/4/5/12/13/15/35

3.21 Grounds Maintenance Equipment (Tractors/Tractor Powered Machinery)

Not currently applicable at Purley CofE Primary School – Employ Grounds contractors

For further information please see Health & Safety Guidance Cards HSGC 1/4/5/12/13/15/35

3.22 Grounds Maintenance Equipment (Machinery and Tools)

Not currently applicable at Purley CofE Primary School – Employ Grounds contractors

For further information please see Health & Safety Guidance Cards HSGC 1/4/5/12/13/15/35

3.23 School Kitchen Catering Equipment (Dough mixers, Slicing machines, Potato peelers).

Not currently applicable at Purley CofE Primary School – Employ Catering contractors

School Kitchen Catering Equipment (Toasters, microwaves and kettles)

- The persons responsible for ensuring that equipment is risk assessed, suitable for intended use, safe to use, inspected and maintained in a safe condition are:

Breakfast and Afterschool Club Staff

3.24 Statutory Checks and Maintenance of Curriculum related Equipment

The school recognises the need to ensure that statutory inspections, testing and maintenance is completed for relevant equipment:

- a) Laboratory Apparatus and Equipment curriculum based
- b) Design and Technology Equipment (Resistant and Compliant Materials such as wood and metal)
- c) Design and Technology Equipment (Food Technology and Textiles)
- d) Art and Design Equipment (Fine Arts)
- e) PE Equipment
- f) Stage Lighting Equipment
- g) Mobile Staging and Seating

- The persons responsible for ensuring that equipment is risk assessed, suitable for intended use, safe to use, inspected and maintained in a safe condition are:

Class Teachers

- The persons responsible for ensuring instruction, training and supervision is in place for use of equipment are:

Class Teachers

- The persons authorised to operate and use are:

Class Teachers

- The persons responsible for instructing pupils in the safe use of equipment before they use it and checking they use it correctly are:

Class Teachers

Schools are advised to refer to Manufacturer Instructions in relation to specific requirements for

Inspection and Maintenance.

3.25 Premises

The school recognises the need to provide safe and secure premises and as such a range of issues needs to be considered and managed. We have therefore appointed responsibilities and tasks to designated staff.

a) Management of Asbestos

- The person responsible for making arrangements for dealing with asbestos in compliance with **West Berkshire Policy** and **SPAR** process is:

Headteacher

- The persons responsible for ensuring that the premises asbestos log is consulted by visiting contractors and other relevant persons are:

Office Staff

- The Asbestos Register and log is kept:

In reception outside school office

- The person responsible for carrying out asbestos materials condition checks is:

Caretaker

For further information please see Health & Safety Guidance Cards HSGC 2

b) Health and Safety - The Gas Safety (Installation and Use) Regulations 1998 & The Pressure Systems Safety Regulations 2000

These Regulations give detail of the competence required for Statutory Inspections and maintenance.

- The person responsible to arranging an annual gas safety check of gas appliances – boilers, ovens, etc. by a Gas Safe Registered Competent Person is:

School Business Manger

- The person responsible for arranging maintenance/servicing of boiler/s by a Gas Safe Registered or OFTEC (Oil Firing Technical Association) Competent Person is:

School Business Manager

- The person responsible for arranging a competent person (Insurance Engineer) to undertake an examination under a written scheme of work is:

School Business Manager

For further information please see Health & Safety Guidance Cards HSGC maintenance schedule for schools or <http://www.hse.gov.uk/pubns/indg261.pdf>

c) Security

- The persons responsible for unlocking and locking the building, arming and disarming security alarm are:

Caretaker, Cleaner and Key holders (Headteacher, SBM, Secretary & Governor)

d) Repairs and Maintenance

- A person encountering any damage or wear and tear of the premises which may constitute a hazard should report it to:

School Office immediately

- Defective furniture and equipment should be taken out of use immediately, labelled and reported to:

School Office

- The person responsible for ordering repairs which are the school's responsibility is:

School Business Manager

- The person responsible for reporting repairs which are the responsibility of West Berkshire Council to the appropriate Service is:

School Business Manager

e) Water Management

The school recognises the need to have robust procedures in place to ensure that water systems are appropriately managed to prevent legionella. Please refer to West Berkshire Council Legionella Risk Management Procedure.

All schools must ensure that Legionella Risk Assessment are completed and regularly reviewed in relation to water management and hot and cold water systems and measures have been introduced to manage the risk of legionnaires disease through the effective implementation of the written scheme.

- The persons responsible for completing checks as identified in the Legionella Risk Assessment and associated written scheme are:

School Business Manager

Kimera Facilities Management Services

- The person responsible for ensuring the Legionella Risk Assessment is kept up to date is:

School Business Manager

For further information please see Health & Safety Guidance Cards HSGC 7/8/37

<http://www.hse.gov.uk/legionnaires/>

3.26 Housekeeping and Disposal of Waste

The school recognises the need to have adequate systems to ensure good housekeeping and safe storage and disposal of waste.

Rubbish awaiting collection must never be left where it obstructs escape routes or could aid the production and spread of fire and smoke. All staff are responsible for ensuring the good housekeeping of their own workrooms, for example, offices, laboratories, workshops, art studios, drama studios and related storage areas.

Accumulation of rubbish and waste should be reported to **Office Staff** who are responsible for the arrangement of disposal.

- The persons who should be contacted if circulation routes are obstructed by rubbish are:

Office Staff

- The persons responsible for the safe disposal of any **hazardous substances** or **special wastes** are:

Office Staff

- The persons responsible for ensuring the safe and appropriate disposal of any **clinical waste** are:

Office Staff

3.27 Outdoor Play Equipment and Outdoor Play areas including School Playing Field

The school recognises the need to provide play equipment that stimulates and challenges children at play but that play equipment also needs to be safe and age appropriate. The school recognises the need to have adequate systems to ensure play equipment is safe and in good condition and have appointed staff with responsibilities and tasks.

(See Guidance notes on SLA Online)

- The persons responsible for selection of play equipment are:

Staff on duty

- The persons responsible for inspection of play equipment and recording are:

Staff on duty

- The person responsible for ensuring routine maintenance of equipment is:

School Business Manager

- The person responsible for training staff to supervise use of play equipment is:

Headteacher

- The person responsible for ensuring there is a suitable and sufficient risk assessment is:

Headteacher

- The person responsible for ensuring an annual safety inspection takes place by a Competent Person is:

School Business Manger

Universal Services

For further information please see Health & Safety Guidance Cards HSGC 40

<http://www.playinspectors.com/>

3.28 Electrical installation

The school recognises the need to ensure electrical systems in schools are safe. The fixed electrical installation is tested by a competent person every 5 years as required by the Electricity at Work Regulations 1989. Following this check a certificate is issued to confirm the electrical installation is safe.

- The person responsible for ensuring the 5 year hard wiring certificate is updated is:

School Business Manager

- The person responsible for ensuring all deviations reported by Competent Person are corrected is:

School Business Manager

For further information please see <http://www.hse.gov.uk/electricity/information/testing.htm>

3.29 Portable Electrical Equipment

The school recognises the need to ensure portable electrical equipment in schools are safe. Portable electrical equipment is to be visually checked by staff before use and if any defects are noted the item is to be put out of use. In addition the portable electrical equipment is subject to regular checks in line with guidance www.hse.gov.uk/pubns/indg236.pdf

Staff must not bring onto the premises any portable electrical appliances without prior consent of Headteacher. *(Schools are advised to agree Policy on this matter and ensure it is communicated to all staff and volunteers).* Such equipment must be PAT tested prior to use. For further information please see <http://www.hse.gov.uk/electricity/information/testing.htm>

- The person responsible for ensuring portable electrical appliance testing is carried out at appropriate intervals and recorded is:

School Business Manager

- Persons responsible for carrying out formal visual inspection and testing are:

WMS (PAT Testing Contractor)

3.30 Control of Substances Hazardous to Health (COSHH)

The school recognises the need to manage chemicals safely. The requirement to assess hazardous substances either in use or created by school operations is a requirement of the Control of Substances Hazardous to Health (COSHH) Regulations. Hazardous substances are those identified as corrosive, irritant, toxic, harmful and any with a Workplace Exposure Limit (WEL), which will include dusts, e.g. pottery, wood etc. and biological hazards.

Records of the risk assessments carried out are kept in COSHH assessment files in the relevant Areas/Departments and in the relevant standards such as CLEAPSS documentation for both Science and DT (See section 3.14f for essential LEV information).

A central record of all COSHH Assessments it to be maintained and located in close proximity to First Aid points.

- The persons responsible for completing COSHH Register and Assessments is:

School Business Manager

COSHH Folder located on Cleaners Cupboard

For further information please see Health and Safety Guidance Card 7/8
<http://www.hse.gov.uk/coshh/>

3.31 Display Screen Equipment (DSE)

The school recognises the need to have appropriate procedures in place to provide display screen equipment that is compliant to the regulations and safe for staff and pupils to use.

Any member of staff who is a 'user' as defined by the Display Screen Equipment (DSE) regulations, which lays down specific requirements for workstations incorporating computers and equipment that requires good ergonomics such as chairs and desks must complete a DSE Assessment. A 'user' is someone who is employed to work on a computer for a significant part of their working day. www.hse.gov.uk/msd/dse/guidance.htm

- The competent (trained) person responsible for carrying out display screen equipment risk assessments is:

Headteacher

- The person responsible for implementing the requirements of the risk assessment is:

School Business Manager

3.32 Personal Protective Equipment (PPE)

The school recognises the need to provide suitable PPE, where necessary and that PPE should be considered a last resort in favour of removing or reducing risks or providing collective protection measures etc.

PPE examples include protective gloves, aprons, protective goggles, protective shoes or boots and high visibility jackets. In relation to use of chemicals Safety Data Sheets provide information as to the PPE required. In relation to equipment please refer to manufacturer's instructions. In relation to Curriculum activities CLEAPSS also gives guidance.

Suitable PPE will be provided free of charge, where identified as necessary in a risk assessment.

All employees are responsible for informing their manager as soon as they become aware of a need to repair or replace PPE, which they use.

- The persons responsible for inspecting PPE and replacing personal protective equipment when it is worn out are as follows:

Class Teachers

School Business Manager

- The persons responsible for making arrangements for laundering soiled PPE (e.g. overalls, aprons etc) are:

Class Teachers

For further information please see Health and Safety Guidance Card 15 or
<http://www.hse.gov.uk/toolbox/ppe.htm>

3.33 Visitors

The school recognises the need to keep visitors, staff and pupils safe when on the school premises.

On arrival all visitors should report to reception where they will be issued with:

- An identification badge
- Relevant health and safety information

Visitors should be asked to sign the visitor's book upon entry and exit of the building and return identification badges. Reception should enquire whether visitors require any additional support.

3.34 Improvements to Building and Construction Work

The school recognises that improvement works will be required from time to time and will ensure that appropriate permissions are sought from all relevant parties.

- The person responsible for submitting proposals to West Berkshire Council Education Department via the School Premises Alteration Request SPAR process (if applicable) for approval is:

School Business Manager

Schools undertaking Building Projects that fall within Construction (Design and Management) Regulations 2015 CDM must ensure they fulfil the legal requirements.

<http://www.hse.gov.uk/construction/cdm/2015/index.htm>

3.35 Management of Contractors on School Site

The school recognises the need to select and appoint competent contractors to carry out work on its behalf.

- The person responsible for selecting contractors and vetting contractors health and safety, policies, procedures, risk assessments, method statements and past health and safety performance is:

School Business Manager

- The person supervising and monitoring Contractors is:

School Business Manger

Schools must ensure they use competent contractors and should refer to using CHAS or SSIP mentioned above in the Health & Safety Level 2 Service.

<http://www.chas.co.uk/>

<http://www.ssip.org.uk/>

3.36 Vehicles

All staff who use their own vehicles for any purposes in relation to the school MUST carry business use insurance. This includes Teachers and Head teachers and some support staff. It is irrelevant as to whether this happens in the school day or after hours e.g. sports activities etc.

If staff transport children in their own vehicles, in addition to business insurance; Insurers may need to be made aware of the fact that children are being transported, as part of the business of working in a school, and given an indication of the frequency, duration and numbers transported.

They may well ask for an annual declaration and charge additional premium in order to cover this. Withholding this material information from Insurers can lead to your Insurance being invalidated.

School minibuses can only be driven by suitably qualified staff who have a driving licence appropriate for the vehicle, usually D1 (or D) PCV entitlement and have completed a minibus course through WBC. Purchase of a Section 19 of the Transport Act 1985 permit from WBC is required. All of the above requirements should be the preferred option. Several schools run and are prepared to loan their minibus out for a cost effective charge.

The link below is to further guidance on operating/driving school mini-buses.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/494266/Driving_school_minibuses_and_advice_for_schools_and_local_authorities.pdf

The Headteacher is responsible, in conjunction with **the driver**, for ensuring that vehicles kept or hired by the school are operated in accordance with the law and any West Berkshire guidance.

School owned, hired or leased minibuses or coaches are only to be used for approved journeys and must always display the S19 permit on the bus.

- Employees who are required to use their private vehicles for official business are responsible for gaining authorisation from:

Headteacher

(prior to the first use of any vehicle).

The authorising individual will ensure that the driver has a valid licence, appropriate insurance, no known medical conditions that affect their ability to drive and that the vehicle is roadworthy and fitted with a suitable seat belt for each passenger.

- The person responsible for authorising the use of the school minibus, ensuring risk assessments are completed, that drivers have passed the minibus test and no known medical conditions that affect their ability to drive etc is:

Headteacher

- The person responsible for maintaining a list of authorised drivers of school vehicles who have Section 19 permit is:

School Business Manager

Further guidance can be obtained from the Senior Transport Service Officer (Risk), Highways and Transport, West Berks Council. Telephone 01635 519106

3.37 Stress

The school recognises that schools can sometimes be a challenging place to work and are aware of the need to manage stress appropriately.

For further information please see Health and Safety Guidance Card 23, the model Stress Policy for Schools or <http://www.hse.gov.uk/stress/index.htm>

- The persons responsible for monitoring absence owing to stress related illness is:

Headteacher

- The person responsible for completing a stress risk assessment is:

Headteacher

3.38 Bullying/Harassment

Such Incidents should be recorded on CREST

- The school's Behaviour Policy (Including Anti-Bullying) is kept:

The Website

One Drive

- Records of bullying incidents and action taken are reported by:

Headteacher

3.39 Lettings

Please contact WBC Insurance team for further information and guidance

- The persons responsible for co-ordinating lettings of the premises in accordance with lettings procedure are:

Office Staff

- The persons responsible for informing other users of the presence of any hazards which have not been rectified are:

Office Staff

The person responsible for checking that the premises are left in a reasonable condition by other users before locking up is:

The party using the premises

3.40 Noise

Guidance regarding noise and workplace exposure limits can be obtained from the Health and Safety Team for schools.

- **Any employee** concerned about the noise levels at work should report the matter to:

Headteacher

For further information please see Health and Safety Guidance Card 13, or <http://www.hse.gov.uk/noise/index.htm>

3.41 Lone Working and Locking/Unlocking

Working alone can present health and safety problems since, on the face of it, a worker has to ensure their own safety. However, as far as the Health and Safety at Work Act is concerned, the responsibility of the employer to ensure the safety of a lone worker is virtually the same as that responsibility for all other employees. What needs to be considered is the degree of risk to a lone worker.

Working environments and equipment used by a lone worker should meet with the requirements of any relevant health and safety regulations. This requirement should, in most cases, already be complied with, but this should be confirmed during a risk assessment. Regular monitoring of a lone worker may be necessary,

depending upon the nature of the work and the hazards involved. Telephone contact with a named person at agreed frequencies is one example of a procedure for reducing risks to lone workers.

Staff wanting to work in school out of hours will need to arrange for school to be opened and locked. Staff to call/text Headteacher when arriving and leaving school.

There is a duty to provide adequate first aid facilities in the workplace. Should a lone worker sustain a minor injury, s/he may be able to use a first aid box to treat themselves or summon help. However, a more serious injury may mean that a worker is unable to help themselves or use a telephone. If appropriate, procedures for such an event should be considered, especially if there will be no first-aiders present. First Aid provision for a lone worker should be considered as part of a risk assessment process.

Information on Safety and Security for Lone Workers

A lone worker needs to consider a number of safety and security related issues whilst they are at work. These are detailed below.

Safety

1. There is your duty to take reasonable care for the health and safety of yourself and others while you are working. This requirement of the HSW Act 1974 means that you are responsible for what you do, your actions, and what you don't do, your omissions. Make sure that you do not put yourself or others at risk through your work activities.
2. The school should involve lone workers in their risk assessment to enable an adequate and sufficient assessment of the work to be undertaken. If a risk assessment has not been carried out or you are not sure, then discuss this with the headteacher
3. You should use safe systems of work in all you do. E.g. use step ladder to display work/ do not stand on tables or chairs.
4. If you have to use equipment of any sort in the course of your work, check that it is free from defects, has been regularly maintained and, where appropriate, has a current test label. Any defects or suspect equipment must not be used; it must be reported to the headteacher for attention. e.g. Photocopier. If it jams make sure you switch the power off before retrieving the paper.
5. You may need to go outside the school building. You should agree as part of the risk assessment process, any basic facilities for health, safety and welfare that may be required. e.g. Make sure outside lighting is on.
6. Suitable and adequate first aid provision has been made available throughout the school. Each building has an emergency first aid box. Make sure you are familiar with the first aid procedures and that you carry either a mobile phone or the school phone with you to summon help in an emergency.

Security

7. Staff who work alone should be aware of their situation. It is sensible to lock the door to classroom/building.
8. Let someone know where you will be working and how long you expect to be there. Depending upon the nature of the work and identified risks, regular monitoring to ensure that you are all right may be necessary. This can be achieved by periodic telephone calls by a friend or member of staff or your family.
9. Staff who come into contact with members of the public could be exposed to verbal abuse or even threats of violence. Whilst such occasions are rare, should this happen to you then stay calm, assess the situation, make eye contact but do not stare, be a good listener, use an assertive and reassuring voice to calm the person down whilst endeavouring to resolve their problem. If they persist with their abuse and you cannot resolve their problem then politely ask them to leave whilst ringing for help from a colleague or friend if in real difficulty, or if in danger ring the police.

Locking and unlocking procedure

- The Caretaker will unlock the school on week days before staff arrive.

- Last staff to leave the premises to ensure that all doors/windows are securely shut and pedestrian gates shut.
- Caretaker will lock up/set intruder alarm in the evening.
- The person responsible for ensuring risk assessments are prepared and implemented for lone working activities to include site staff and teaching staff is:

Headteacher

3.42 Audit, Review, Performance Measurement and Action Plan

- The person responsible for carrying out the review of the Statement of Intent and its implementation in the school is:

Headteacher

- The person responsible for ensuring that relevant health and safety information is provided to the Governing Body is:

Headteacher

- The persons responsible for compiling and implementing the schools health and safety action plan, including action for improvements in the appropriate development is:

Headteacher

Employee absence statistics (i.e. non-confidential) for the purposes of performance measurement are kept:

On SIMS

APPENDIX 1

Responsible staff

Job Title	Name	Contact
Head teacher	Karen Fakes	0118 984 2384
Senior Teacher	Valerie Lyn-Jones	0118 984 2384
School Business Manager	Eve Hubert	0118 984 2384
School Administrator		0118 984 2384
Caretaker	Mr D Pickering	0118 984 2384
First Aid Appointed Person	Judie Pickering	0118 984 2384
Offsite Activity Co-ordinator	Karen Fakes	0118 984 2384
Radiation Protection Officer/Coordinator	Karen Fakes	0118 984 2384

It is suggested that Job Titles are used in the Arrangements section of the Health and Safety Policy rather than individual names in order to reduce the frequency and need for amendment.