



**ST. HELEN'S CHURCH OF ENGLAND (VA) PRIMARY SCHOOL**

**Health and Safety Policy**

**SECTION 1: STATEMENT OF INTENT**

The Governing Board of St. Helen's Church of England (VA) Primary 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 policy 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. Section 2 will establish specific responsibilities at all levels of the school's organisation. Section 3 will outline the specific arrangements put in place to manage these areas of risk and hence to meet the school's obligations under the law.

This policy will be brought to the attention of all members of staff at induction, and a master copy is kept in the main office and by email following any policy changes. A reference copy is also kept on the school's Google Drive electronic storage system.

This policy statement and the accompanying organisation and arrangements will be reviewed by the Resources Sub-Committee annually in the first half of the Autumn Term, and recommendations made to the Full Governing Board as necessary.

Signed \_\_\_\_\_ Date \_\_\_\_\_

**Chairman of Governors**

Signed \_\_\_\_\_ Date \_\_\_\_\_

**Headteacher**

|                      |                     |
|----------------------|---------------------|
| Date approved:       | 05.02.2018          |
| Approving committee: | Resources Committee |
| Date revised:        |                     |
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**Version History**

| Version | Date Issued | Brief Summary of Change         | Owner's Name        |
|---------|-------------|---------------------------------|---------------------|
| 0.1     | 24.11.2014  | Initial document for discussion | Rose Colpus-Fricker |
| 1.1     | 27.01.2015  | Policy Approved                 | Rose Colpus-Fricker |
| 2.1     | 26.01.2016  | Reviewed Policy                 | Rose Colpus-Fricker |
| 3.1     | 04.10.2016  | Reviewed Policy                 | Rose Colpus-Fricker |
| 4.1     | 05.02.2018  | Reviewed Policy                 | Rose Colpus-Fricker |

## SECTION 2: ORGANISATION

### The Duties of the Governing Board

- To produce and regularly review the Health & Safety Policy for the school. This policy will reflect the requirements of the Health and Safety at Work Act 1974 by outlining arrangements to ensure, so far as is reasonably practicable, the health, safety and wellbeing of staff, students and others affected by the organisation
- To monitor both compliance with, as well as the effectiveness of, this policy
- To provide adequate resources to meet the school's legal responsibilities as well as compliance with this policy
- To assist the Governing Board in discharging its legal obligations, the school has appointed the Health, Safety & Wellbeing Service as its 'competent person' as defined by the Management of Health and Safety at Work Regulations 1999
- The specific arrangements adopted will be guided by the Health, Safety & Wellbeing Service's Health & Safety Guidance Notes.

### The Duties of the Head Teacher

The Head Teacher has day-to-day responsibility for health and safety management and will take all reasonable practicable steps to secure the health and safety of students, staff and others using the school premises or participating in school-sponsored activities.

In particular, the Head Teacher will:

- Ensure that suitable and sufficient risk assessments of work activities are undertaken, that a written record of the significant findings of these assessments is kept and that these assessments are subject to regular review
- Co-operate with the Governing Board to ensure that this policy and its associated arrangements are implemented and complied with
- Communicate the policy and other appropriate health and safety information to all relevant people including contractors
- Report to the Governing Board on health and safety performance and to monitor both compliance with, as well as the effectiveness of, this policy
- Ensure that the premises, plant and equipment are maintained in a safe and serviceable condition
- Report to the Governing Board any significant risks or policy requirements which cannot be met within the establishment's budget
- Identify the training needs of staff and hence ensure that they are competent to carry out their roles and are provided with adequate information, instruction and training
- Ensure consultation arrangements are in place for staff and their trade union representatives
- Monitor purchasing and contracting procedures to ensure health and safety is included in specifications and contract conditions
- Receive reports from enforcement officers and advisory bodies and, where appropriate, take relevant actions to address issues raised
- Promote a positive health and safety culture by leading by example

Whilst overall responsibility for health and safety cannot be delegated the Head Teacher may choose to delegate certain tasks to the Health & Safety Coordinator.

The role of Health & Safety Coordinator for the School has been delegated to the School Business Manager.

#### **The Duties of the Health and Safety Co-ordinator**

The health and safety co-ordinator has the delegated task of assisting the Head Teacher discharge their duties in relation to day-to-day health and safety management.

To do this the health and safety co-ordinator will:

- co-ordinate and manage the risk assessment process for the school
- co-ordinate general workplace monitoring inspections and performance monitoring processes and report findings to the Head Teacher and Governing Board
- coordinate records of external inspections and maintenance to plant or facilities and ensure that remedial actions identified are either addressed without delay or brought to the attention of the Governing Board if funds are not available
- assist with the identification of training needs and training delivery across the school to ensure that staff are adequately instructed
- collate accident and incident information and, when necessary, carry out accident and incident investigations
- arrange periodic health and safety audits and liaise with the Head Teacher and Governing Board in relation to findings and any associated remedial actions
- To meet with the named Health & Safety Governor at regular intervals to keep the Governing Board apprised of H&S issues within the school

#### **The Duties of the Extended Schools Club Managers**

The managers of the Extended Schools Clubs have specific delegated tasks in relation to health & safety management within their area of work. They must ensure that:

- Risk assessments are undertaken for the work areas for which they are responsible and that identified control measures are implemented
- Appropriate safe working procedures are brought to the attention of all staff via appropriate instruction and training and are enforced effectively
- They take appropriate action on health, safety and welfare issues referred to them, informing the Health & Safety Co-ordinator of any problems they are unable to resolve within the resources available to them
- They carry out regular inspections of their area of responsibility and report / record these inspections to the Health & Safety Co-ordinator
- All accidents (including near misses) occurring within their area of responsibility are promptly reported to the Health & Safety Co-ordinator for investigation

#### **The Duties of all Members of Staff**

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. This also applies to volunteers who are under the control of the School.

Specifically, 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 arrangements at all times
- Report all accidents and incidents in line with the reporting procedure
- Not intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare
- Report all defects in the condition of premises or equipment and any health and safety concerns immediately to the Headteacher or the Health & Safety Co-ordinator
- 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

**Pupils**

Pupils, in accordance with their age and aptitude, are expected to:

- To exercise personal responsibility for the health and safety of themselves and others
- To observe standards of behaviour and dress consistent with safety and/or hygiene
- To observe all the health and safety rules of the school and, in particular, the instructions of staff given in an emergency
- Not wilfully misuse, neglect or interfere with facilities or equipment provided for their and others' health and safety

**Contractors**

All contractors who work on the school premises are required to identify and control any risks arising from their activities and inform the Head Teacher or Health & Safety Co-ordinator of any risk that may affect the staff, pupils and visitors.

All contractors must be aware of this policy and the associated emergency procedures and comply with these requirements at all times. This is done through the use of a contractor H&S information sheet, which the school makes available to all contractors when they report to the office to sign in.

In instances where the contractor creates hazardous conditions and refuses to eliminate them or take measures to make them safe, the Head Teacher or Health & Safety Co-ordinator will take such actions as are necessary to prevent staff, pupils and visitors being put at risk from injury.

### SECTION 3: ARRANGEMENTS

#### Risk Assessment

The underlying process which informs safety management is risk assessment. Assessments of significant risks will be made with those persons responsible for the activity/area affected and the significant findings of these decisions will be recorded in writing. This will be achieved principally by amending and adopting the model risk assessments provided by the Devon County Council Health, Safety & Wellbeing Service. Specifically, the model risk assessments amended and adopted in order to identify suitable risk control measures will be as follows:

- RA21/RA22 - Whole Primary School Risk Assessment / Primary School Curriculum Risk Assessment
- RA08 – Fire Risk Assessment
- RA03 – Building & Site Related Issues
- School Security Risk Assessment (template produced by Diocese of Exeter Property Services used)
- SOE1 / SOE5 – Risk Assessments for Educational Visits (Evolve template used)

Risk assessments are available for all staff to view and can be accessed centrally by all staff on the school's Google Drive electronic storage system. Wherever possible, affected staff will be included in the risk assessment process. Staff and other affected parties will be briefed in the risk assessment findings.

Risk assessment records will be reviewed annually by the Health and Safety Co-ordinator and the named Health & Safety Governor. This will be identified on risk assessment record.

For full details relating to risk assessment arrangements, reference should be made to the HS0047 Guidance Note. A copy of this document is kept in the Risk Assessment File, and will be checked annually (when reviewing Risk Assessments) against OSHENS to check the version is still current.

Other arrangements in alphabetical order:

#### Accident/Incident Reporting

All employee accidents must be reported to the Governing Board. This will be achieved by entering accident details onto the OSHENS on-line accident reporting system.

All accidents to pupils and other non-employees should be recorded in the accident book which is located in the staffroom safe. Additionally, all accidents deemed to be more serious in nature, or H&S incidents, are recorded on the OSHENS system. Those accidents to pupils and members of the public which are work related, in that they have arisen out of a material defect or organisational failure, must also be reported to the Governing Board by entering accident details onto the OSHENS on-line accident reporting system.

Parents / carers will be notified immediately of all major injuries.

The Head Teacher will investigate accidents and take remedial steps to avoid similar instances recurring.

All accidents which fall within the scope of the Reporting of Diseases Injuries and Dangerous Occurrence Regulations 2013 will be reported to the HSE via the OSHENS on-line accident reporting system. This will be undertaken by the Health, Safety & Wellbeing Service.

For full details relating to accident reporting arrangements, reference should be made to the HS001 Guidance Note. A copy of this is contained within the school's Health & Safety File, and will be checked against OSHENS when being referred to ensure that the current version is being used.

### **Asbestos**

It has been confirmed that there is no asbestos on site, due to the Building Regulations in place at the time the school building was constructed (2004 & extension 2013).

### **Communication and Training**

Detailed guidance and information about health & safety issues can be found in the Health, Safety & Wellbeing Service's Guidance Notes which are located in the OSHENS Document Library. The Health, Safety & Wellbeing Service also provide competent health and safety advice for school staff and can be contacted on 01392 382027 or on [healthandsafety@devon.gov.uk](mailto:healthandsafety@devon.gov.uk).

The Health and Safety Law poster is displayed in the staffroom.

#### Health and Safety Training

All employees will be provided with:

- induction training in the requirements of this policy
- updated training in response to any significant change
- training in specific skills needed for certain activities as identified by the relevant risk assessment
- refresher training where required

Training records will be kept in the school's Health & Safety File. The Health & Safety Co-ordinator is responsible for co-ordinating health and safety training needs. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.

Each member of staff is also responsible for drawing the relevant 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. Line Managers should inform the Health & Safety Co-ordinator of any needs. All employees shall undertake work tasks as instructed and trained.

For full details relating to staff training, reference should be made to the HSA0055 Training Guidance Note. A copy of this is contained within the school's Health & Safety File, and will be checked against OSHENS when being referred to ensure that the current version is being used.

### **Consultation**

Staff are represented on the Resources Sub-Committee & Full Governing Board through the mechanism of Staff Governors. Consultation of day to day matters will be achieved by meetings of the Senior Leadership Team and regular staff meetings in accordance with the employees' role within the school.

Members of staff with concerns should raise them initially *with the Headteacher or the Health & Safety Coordinator*, requests for external advice should then be sought from the Health, Safety & Wellbeing Service for concerns of employees which cannot be resolved locally.

Staff should feel free to contact the appropriate trade union appointed Safety Representative. The Governing Board welcomes the support of trade unions in health and safety matters.

For full details relating to staff consultation, reference should be made to the HS008 Guidance Note. A copy of this is contained within the school's Health & Safety File, and will be checked against OSHENS when being referred to ensure that the current version is being used.

### **Contractors**

All contractors must report to reception at the school office where they will be asked to sign the visitors' book and wear an identification badge. Contractors will be issued with guidance and requirements for safe practice whilst on site. Contractors will also be requested to sign to confirm that they have read and understood this guidance. The school does not have an Asbestos Register as there

is no asbestos on site.

To ensure contractor competency, the School Business Manager / Health & Safety Co-ordinator will undertake appropriate competency checks prior to engaging a contractor. The School Business Manager / Health & Safety Co-ordinator is responsible for monitoring areas where the contractor's work may directly affect staff and pupils. The School Business Manager / Health & Safety Co-ordinator will ensure that the specific client requirements of the Construction (Design & Management) Regulations 2007 have been complied with.

For full details relating to the control of contractors, reference should be made to the HS0007 CDM Guidance Note. A copy of this document is kept in the Health & Safety File, and will be checked annually against OSHENS to check the version is still current.

#### **Curriculum Activities**

Risk assessments for the significant hazards within curriculum activities will be carried out by the Subject Co-ordinator/ Health & Safety Co-ordinator using the appropriate Health, Safety & Wellbeing Service's model risk assessments listed above.

For full details relating to the primary curriculum areas, reference should be made to the HS0046 Guidance Note. A copy of this document is kept in the Risk Assessment File, and will be checked annually when reviewing Risk Assessment against OSHENS when to check the version is still current.

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

All staff who use computers daily for continuous spells of an hour or more, or a total daily time of 3 hours or more will have a DSE assessment carried out. This will be achieved by completing the OSHENS DSE online training and assessment.

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) subject to a total cost of £45.00.

For full details relating to DSE, reference should be made to the HS0012 DSE Guidance Note. A copy of this document will be checked against OSHENS as necessary.

#### **Fire and Emergencies**

The Head Teacher is responsible for ensuring that the fire risk assessment is undertaken using the RA08 document and controls implemented accordingly. The fire risk assessment can be accessed centrally by all staff on the school's Google Drive electronic storage system, and will be reviewed annually.

Fire and emergency evacuation procedures are detailed in the Fire Emergency Plan document which can be accessed centrally by all staff on the school's Google Drive electronic storage system, and is also displayed at strategic points throughout the school. All staff will be briefed in the contents of this plan at induction and on an annual basis. This will be augmented by fire drills which will be undertaken termly. Evacuation procedures are also made known to all contractors / visitors.

The Headteacher is responsible for ensuring that the school's Fire Log is kept up to date.

Procedures for other critical incidents and off-site emergencies are contained within the School's Emergency Management Plan which can be accessed centrally by all staff on the school's Google Drive electronic storage system, with a further copy being included in the Emergency Contacts file in the staffroom safe (in case the school office is locked) and will be reviewed annually. Emergency contact and key holder details are held within the above document.

For full details relating to fire safety, reference should be made to the HS0018 Fire Safety Guidance Note.

#### **First Aid**

The school has risk assessed the need for first aid provision and the following first aid provision has been provided accordingly:

**Emergency First Response**

Mrs. Janine Marlow 11/11/2015  
Mrs. Joanne King 11/11/2015  
Mrs. Danielle Harding (née Kiff) 11/11.2015  
Ms. Yvette Wood 25/02/2016  
Mrs. Susan Scibilia 25/02/2016  
Mrs. Rose Colpus-Fricker 04/03/2016  
Mrs. Tracie Goldsmith-Ryan-Holt 31/01/2017  
Mrs. Judith Daniel 23/03/2017  
Mrs. Rebecca Northcott 23/02/2017  
Mrs. Rhiannon Kent (née Jones) 23/02/2017  
Mr. Russell Waldron July 2015

**Schools First Aid St. Johns Ambulance (including Auto Injector)**

Mr. Ben Kent 13/03/2015

**Paediatric First Aid**

Mrs. Debbie Hopkins 15/07/2016  
Miss Kloe Jennings 15/07/2016  
Miss Eloise Kitto 18/10/2016

First Aid boxes are located at the following locations:

Staffroom (including emergency Salbutamol inhalers grab-box)  
School Office  
Breakfast Club cupboard in the school hall  
Production Kitchen  
Art area (next to cooker)  
Portable first aid kit for outdoor learning activities

The school administrative staff will ensure that refresher training is organised and for maintaining the contents of first aid boxes.

For full details relating to first aid, reference should be made to the HS0019 First Aid Guidance Note.

**Commented [RC2]:** Newly procured equipment referenced in policy

### Hazardous Substances

Where it is consistent with the effective performance of the task in hand, every attempt will be made to choose the least harmful chemical possible.

The responsible manager shall ensure that:

- an inventory of all hazardous substances used within their area of responsibility is compiled and kept up to date
- Material Safety Data Sheets (MSDS) are obtained from the relevant supplier for all such materials
- risk assessments are conducted by the Health and Safety Co-ordinator to identify the safe working method and appropriate emergency procedures
- all chemicals are appropriately and securely stored out of the reach of children
- all chemicals are kept in their original packaging and never decanted into unmarked containers.

For full details relating to the control of hazardous chemicals, reference should be made to the HS0010 COSHH Guidance Note.

### Legionella

A water risk assessment for the school has been completed by Interserve and the Headteacher is responsible for ensuring that the identified operational controls are being conducted and recorded in the water hygiene log book. This risk assessment will be reviewed where significant changes have occurred to the water system.

**Commented [RC3]:** DCC H&S have advised that the HT must be the 'responsible person' in documentation - training and duties can be delegated

For full details relating to the control of legionella, reference should be made to the HS0028 Legionella Guidance Note.

### Lettings/shared use of premises

The Governing Board will ensure that the hirer/tenant has public liability insurance and will share with the hirer/tenant all relevant School health and safety information. The hirer/tenant will be required to provide a copy of their risk assessment where their activities present a significant hazard either to the building itself or to the safety or health of the occupants within it.

### Maintenance of Plant and Equipment

Regular inspection and testing of school equipment is conducted to ensure that work equipment is maintained in a safe and efficient state. Records of such monitoring will be kept by the Health and Safety Co-ordinator. All staff are required to report any problems found with plant/equipment to the Head Teacher or Health & Co-ordinator. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

The following specific statutory inspections and tests will be undertaken by a competent contractor:

- Annual oil heating plant inspection and maintenance, to be undertaken by contractors appointed by NPS under the VA Promise scheme
- Electrical installation inspection every 5 years by contractors appointed by NPS under the VA Promise scheme
- Hot water plant and pressure valve - Zurich

### Portable Electrical Appliances

All staff will conduct a visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported to the Head Teacher.

All portable items of electrical equipment will be subject to formal inspection and, where appropriate,

a testing regime on an identified cycle dependant upon the level of risk associated with the particular appliance type; at St. Helen's Church of England (VA) Primary School all equipment will be tested on an annual basis, in the second half of the Autumn Term. This inspection and testing will be conducted by a trained member of staff.

Personal items of equipment should not be brought into the school without prior authorisation and must be subjected to the same inspection process as school-owned equipment.

For full details relating to work equipment and electrical safety, reference should be made to the HS0016 and HS0058 Guidance Notes.

#### **Medication Arrangements**

Arrangements for medication are detailed in the separate Administration of Medicines Policy, which is reviewed annually. A copy of this policy can be found in Health and Safety file in the school office.

For full details relating to the administration of medication, reference should be made to the HS0032 Medication Guidance Note.

#### **Monitoring**

The Head Teacher will put in place procedures to monitor compliance with the arrangements described in this policy. The central component of this process is the 3 yearly Health & Safety Review process undertaken by the Health, Safety & Wellbeing Service. Feedback from this process is to be referred to the Governing Board.

A general inspection of the site will be conducted at least termly and be undertaken by the Health and Safety Co-Ordinator and named Health and Safety Governor. Feedback from this process is to be referred to the Governing Board.

Other processes employed to monitor compliance with this policy and health and safety performance in general include:

- Incident Register Reviews produced termly to the GB's Resources Sub-Committee
- Connect2 H&S / maintenance reports produced termly to the GB's Resources Sub-Committee.

For full details relating to monitoring, reference should be made to the HS0005 Audit & Monitoring Guidance Note.

#### **Moving and Handling**

The risk assessment of significant manual handling tasks is undertaken as described in the risk assessment section above. Staff engaged in these activities will be provided with information on safe moving and handling techniques and will receive specific training where the need is identified in the risk assessment.

All moving and handling of pupils will be risk assessed by the Health and Safety Co-ordinator with school SENCO or multi-disciplinary staff (e.g. Occupational Therapist) as appropriate, and recorded in a specific Handling Plan for the individual concerned. The format found in the HS0035 Guidance Note will be used. All staff who move and handle students will receive appropriate training both in the controls listed in the Handling Plan and specific training on any lifting equipment that they may be required to use.

For full details relating to moving and handling, reference should be made to the HS0034/35 Moving and Handling Guidance Notes.

**Off-site Visits**  
In line with the Outdoor Education, Visits and Off-site Activities Health & Safety Policy, the DCC Educational Visit Adviser will be notified of all Category B and C visits via the Evolve online system.

For lower risk Category A visits the School's Educational Visits Co-ordinator, [redacted] will check the

documentation and planning of the proposed activity and initially approve the visit before referring to the Head Teacher for final approval.

For full details relating to educational visits, reference should be made to the Outdoor Education, Visits and Off-site Activities Health & Safety Policy 2014.

#### **Personal Safety and Security**

The school believes that staff should not be expected to put themselves in danger and will not tolerate violent / threatening behaviour to its staff. A separate specific Behaviour Management Policy is in place at the school.

Staff will report any such incidents on the OSHENS system in accordance with agreed accident/incident reporting procedures.

Working alone will be avoided wherever possible. Work carried out unaccompanied or without immediate access to assistance will be risk assessed by the Head Teacher in order to identify and implement control measures. The requirement to undertake a lone working risk assessment will also extend to working alone off-site where staff conduct home visits.

Staff working outside normal school hours must obtain permission of the Head Teacher.

Risk assessments will be reviewed annually or after significant change and recorded by amending the RA22 Risk Assessment.

#### **School Security**

The Head Teacher is responsible for undertaking a risk assessment for site security in order to identify and implement control measures in this area.

This will be reviewed annually or after significant change and recorded by amending the relevant section of the RA22 risk assessment document or the School Security Risk Assessment on the template produced by the Property Services Department at the Diocese of Exeter.

For full details relating to security and lone working issues, reference should be made to the HS0031 Lone Working and HS0050 Security Guidance Note.

#### **Stress/Wellbeing**

The school is committed to promoting high levels of health and wellbeing and recognises the importance of identifying and reducing workplace stressors through risk assessment in line with the HSE's management standards.

- A recognised line management system is in place within school
- return to work procedures following absence
- the school buy- back IMASS occupational health support
- participates in the Employee Assistance Programme
- performance management arrangements
- mentoring etc. via the 'Health Assured' scheme
- Stress Risk Assessments completed with employees as necessary

Where appropriate, risk assessment findings will be recorded on the RA25 document.

For full details relating to staff wellbeing, reference should be made to the HS0024 Health Issues for Staff Guidance Note.

#### **Work at Height**

Work at height will be avoided wherever possible. Work carried out at height where a significant injury could result will be risk assessed by the relevant line manager in order to identify and implement control measures. Staff who work at height will be briefed in risk assessment findings. 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.

Formal training on work at height will be undertaken where the need is identified in the risk assessment process described above. It will be ensured that:

- all work at height is risk assessed and properly planned and organised
- all those involved in work at height are trained and competent to do so
- the use of access equipment is restricted to authorised users
- access equipment is regularly inspected and maintained in a safe condition
- access to fragile surfaces is properly controlled

For full details relating to the control of work at height, reference should be made to the HS0060 Work at Height Guidance Note.

#### **Work Experience**

If the school hosts a work experience placement, any significant hazards within the planned work tasks will be risk assessed and findings will be communicated to the student and their parents/guardians via the student's secondary school. This assessment will be recorded on the RA28 risk assessment document.