

HEALTH & SAFETY POLICY

This section should be completed following ratification of the Policy.

	Name	Signature	Date
Chair of the Compliance Committee	Carl Dillow		October 2021
Chief Executive Officer	Paul Watson		October 2021
Chair of Trust Board	Becky Hickford		October 2021
Recommended Review Date:	October 2022		

Ownership

Preston Hedge's Academy Trust is responsible for the production and maintenance of this document. It is issued by the Clerk, catherine.gautrey@prestonhedges.org clerk@prestonhedges.org to whom any change requests or queries should be directed.

Version Control

This document is issued and maintained in accordance with Preston Hedge's Academy Trust procedures. Any change to the document will increase its version number. It is the responsibility of the reader to check with the Clerk that this is a currently valid copy.

Version	Date	Description of Change	Changed By
1	04.11.98	First Version	
2	08.10.08	Health & Safety Committee Review	GD
3	Jan 2011	Policy Re-written	LG
4	March 2014	Amendments by Governors	Resources Govs
5	May 2015	Amendments by Governors	Resources Govs
6	June 2016	Amendments by PW	Resources Govs
7	November 2016	Amendments by Finance, Health & Safety & Resources Committee	FHSR Govs
8	June 2017	Trust update	PW/CS
9	March 2018	MAT update	TC
10	May 2019	Annual Update	Executive Team
11	June 2020	Annual Update with External Review from NCC	Compliance Committee
12	November 2021	Annual Update and Governance Changes	Compliance Committee & Executive Team

Section A - Statement of Intent

General Policy Statement

The Preston Hedge's Academy Trust:

Buckton Fields Primary School
Holne Chase Primary School
Parklands Primary School
Pineham Barns Primary School
Preston Hedge's Primary School

The Preston Hedge's Academy Trust accept that an excellent organisation is implicitly a safe organisation. Its commitment to excellence means that minimising risks to people, plant and buildings is inseparable from all other objectives. It will meet its responsibilities under the Health and Safety at Work Act 1974 and other applicable health, safety and welfare legislation to provide a safe and healthy working environment for employees. It will also ensure that when conducting all its activities, the organisation will not adversely affect the health, safety or welfare of Students, visitors, contractors and any others who are involved with the organisation's activities.

The Academy Trust will ensure that effective consultation takes place with employees on health and safety matters and that before allocating particular responsibilities or tasks to individuals the arrangements will ensure that they are competent to undertake them. Suitable and sufficient health and safety training will be provided by the Trust to all employees as necessary.

If the Academy Trust consider it appropriate, advice and skills will be sought from specialists outside of the organisation, such as West Northamptonshire County Council, to establish and evaluate the risks to health and safety in the establishment and its workings and the control measures or interventions necessary to minimise them. Provision will be made for the procurement and commissioning of safe work equipment, the safe handling and management of dangerous substances and the maintenance of all assets to a high standard and safe condition.

Effective management of health and safety can only be achieved with a co-operative effort in all areas of the organisation. To ensure that the highest standards of health and safety are maintained by the organisation while undertaking all its activities the Trust requires the full and sustained support of all employees and Students.

The Health & Safety Policy document details responsibilities for managing health and safety at the organisation. The processes in place for operating in a safe manner are detailed in the Arrangements section. The Health & Safety Policy will be reviewed annually. A hard copy of this policy will be available at all academies within the Trust, with a signed copy available from the Company Secretary.

It is, and will remain the Trusts commitment under the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999, to conduct its activities in

such a manner as to prevent adverse effects on the Environment and the Health, Safety and Welfare of Staff, students and others as far as reasonably practicable.

Section B - Organisation

Trust Roles and Responsibilities

The CEO, Executive Team, The Trust Operations Manager and Compliance Committee (The members of the committee overseeing Health and Safety for the Trust) are accountable and responsible for ensuring:

- 1.1 That arrangement exists for the Trust to comply with its Health and Safety responsibilities.
- 1.2 That the Executive Team of the Trust adopts, reviews periodically and amends, as appropriate, the Trust's Health and Safety Policy.
- 1.3 To monitor that academies have an approved H&S appendix demonstrating that necessary school management organisation is in place to implement the policy.
- 1.4 That adequate funds and materials required to meet all statutory and Employer Health and Safety requirements are budgeted for.
- 1.5 That periodic monitoring inspection is carried out to maintain and enhance the organisation's safety performance.
- 1.6 The effectiveness of the policy is periodically appraised and any necessary changes made.
- 1.7 To take a direct interest in the policy and publicly support all those carrying it out.
- 1.8 Agree to liaise with other bodies and local authorities where appropriate on policy issues.
- 1.9 Ensuring each school has a member of staff to co-ordinate health and safety matters affecting their school, which is typically the Site Manager or Trust Operations Manager.
- 1.10 To monitor the effectiveness of the Health & Safety arrangements across the Trust.

Principal Responsibilities

The Principal is the day-to-day manager of the site and is responsible for H&S on that basis.

2. The Principal is accountable to the CEO for implementing the Trust's Health and Safety policy, rules, procedures and working practices by:
 - 2.1 Appropriate risk assessments of work activities are undertaken, that a written record of the assessments is kept and that the assessments are reviewed regularly and when they are no longer felt to be valid are updated accordingly.
 - 2.2 Safe systems of work identified via risk assessment or to comply with national standards/guidance are monitored to ensure they are followed and are effective.
 - 2.3 Ensuring that where unsafe working practices or unsafe conditions are identified then remedial measures to eliminate or reduce the hazards are introduced.
 - 2.4 Information and advice on H&S is acted upon/circulated to staff and visitors.
 - 2.5 A regular safety inspection is undertaken on annual basis by our external partners. The Principal or other member of the SLT will conduct regular H & S walks alongside the Trust Operations Manager, to ensure the site is safe. All safety inspection is carried out termly by the Trust Operations Manager at our schools.
 - 2.6 Staff are competent to undertake the tasks required of them and that they have been provided with any necessary training, equipment or other resources to enable the task to be undertaken safely.
 - 2.7 If the Principal delegates H&S duties to an individual, they ensure that the duties are clearly defined, the person is competent to carry them out and that sufficient resources are allocated to enable them to be carried out.
 - 2.8 Ensuring that temporary or new staff are fully instructed on all aspects of safe working within their area of control.
 - 2.9 Ensuring that all accidents and incidents are fully investigated, recorded, reported under the Reporting of Injuries and Dangerous Occurrences Regulations 2013 where appropriate and remedial action implemented.

Trust Operations Manager Responsibilities

- 3.1 To monitor all aspects of Health & Safety at our schools through termly site visits
- 3.2 To provide reports to the Principals, CEO and Compliance Committee about any aspects of policy or practise which are not fulfilled
- 3.3 To ensure all inspections and maintenance is carried out in a timely manner ensuring full compliance.

3.4 To ensure all risk assessments are maintained across the Trust and kept up to date.

3.5 Have an annual Health & Safety audit from their external specialist to advise on any Health & Safety issues.

Site Manager Responsibilities

This is the person delegated with specific responsibilities by the Principal in respect of the management of H&S

- 4.1 The H&S Coordinator is responsible to the Principal for ensuring that they monitor the building fabric and structure to identify defect or decay.
- 4.2 Carry out a regular and random safety inspections.
- 4.3 Advise the Principal and Trust Operations Manager on any action required to comply with all relevant H&S Legislation
- 4.4 Receive all H&S information sent to the school and disseminate the information to the Principal, Staff and others as necessary
- 4.5 Manage and maintain the building security during and out of school hours.
- 4.6 Check that all facilities, equipment and materials used on site are in accordance with the relevant British Standards.
- 4.7 Ensure that the building generally provides a safe and healthy environment for the pupils and staff.
- 4.8 Maintain and keep suitable risk assessments.
- 4.9 Consult with the Principal to set timescales to ensure work is carried out to meet the requirements of H&S Legislation.
- 4.10 Ensure that the school meets its statutory health and safety duties in relation to all aspects of fire safety.
- 4.11 Have access to an external H&S Specialist via the Trust Operations Manager who will provide specialist support as required with all Health & Safety matters.
- 4.12 COSHH data sheets are kept up to date.
- 4.13 Ensure that the building is kept in a state of repair that is fitting of a Trust school and the expectations of the Trust.

- 4.14 To ensure an annual cycle of decoration and upkeep is maintained so the school fulfils the requirements of 4.13 above.

Staff Responsibilities

- 5.1 Ensuring that classrooms / work areas are safe.
- 5.2 Ensuring that all equipment and materials are safe before use.
- 5.3 Ensuring safety procedures are followed.
- 5.4 Ensuring that protective equipment is used when required.
- 5.5 Complying with the Trust's Health & Safety policy at all times
- 5.6 Reporting all Health and Safety hazards to senior members of staff.
- 5.7 Specified staff in schools to keep defects reporting up to date

H&S Representatives Responsibilities

Health & Safety Representatives are appointed by Trade Unions or elected by their colleagues to develop, promote and monitor safe working practices and ensure their effectiveness. Their role encompasses the investigation of health and safety-related complaints and identification and reporting on all matters relating to health and safety in schools.

They provide valuable support to the health and safety culture of the Trust.

The Accredited H&S Representatives rights are covered by the Safety Representatives and Safety Committees Regulations 1977, an approved code of practice known as the brown book expanding on the basic legislation. Accredited Safety Representatives, chosen by employees or a trade union, will therefore be allowed to investigate accidents and potential hazards, pursue employee complaints and carry out school inspections within directed time but, wherever practicable, outside teaching time.

The Trust will consult with employees whenever it is reasonable and appropriate to do so.

As required under the Management of Health and Safety at Work Regulations 1999 the Trust will:

- Provide H&S training or information to the employees or the safety representatives.
- Inform employees of health and safety consequences of the planning and introduction of new technologies in the workplace.
- Provide of any relevant information required on health and safety legislation.

Pupil's Responsibilities

- 6.1 Complying with school safety rules and requirements at all times.
- 6.2 Complying with safety instructions given by members of staff.
- 6.3 Wearing the protective equipment provided and making proper use of safety devices at all times.
- 6.4 Reporting all safety hazards to members of staff.
- 6.5 Reporting all accidents, incidents and near misses to members of staff

Section C – Arrangements

1. General Practices for all Staff, Students and Visitors

The Trust is committed to the implementation of policies, procedures and arrangements for safety as detailed in part C our Health and Safety Policy, Safety Arrangements, which is not exhaustive but includes the following:

1.1 Fire Safety/Precautions/Procedures

Although instances of fire within primary schools during the day are relatively rare, fire can pose a serious potential hazard when it does occur.

As a consequence each school will have a Fire Risk Assessment in place.

The main danger posed by fire is smoke because it obscures vision, is toxic and can induce panic. Although the main aim of fire precautions is to protect human life, they have the additional purpose of avoiding or minimising disruption to the education process, which can arise through loss or damage to school buildings and contents. Preventative measures against fire are important and form the basis of rules to reduce the likelihood of fires occurring e.g. restrictions on smoking, special precautions concerning flammable liquids and gases and maintenance of electrical appliances. To this end the whole Trust and grounds is designated a “no smoking” site at all times.

Fire Precautions

The Alarm: The **first** action if a fire is discovered must be to activate the nearest alarm point.

Ring 999 Immediately.

Pupils may activate false alarms, **any alarm raised must be treated as a real fire until told differently**, i.e. a Teacher saw a pupil smash a break glass and has informed everyone it is a false alarm.

Evacuation: Immediately people hear the alarm, they will stop what they are doing and leave the building by the nearest escape route, following the school's fire action notices. They will not stop to collect personal items.

Staff will keep pupils together in an orderly line, moving swiftly to the fire assembly point. They will walk in single file, and will not run. Doors will be closed as people leave the building. Visitors must be supervised out of the building. Staff will regularly study the fire escape routes located in every room; Students will also be aware of the correct escape routes. Staff who have registers in their possession will take them to the assembly point.

Assembly: Staff will arrange the class in an orderly line, ready for the register. Missing persons will be reported to the manager in charge of the evacuation, telling them the identity and the last known location of the missing person. No persons will re-enter the building until they have been given permission.

Equipment Maintenance: A fire specialist will check extinguishers every 12 months. Any extinguishers that have been tampered with will be reported to a specified member of staff in each school. Staff will not take these extinguishers away from the location.

Fire Drills: Fire drills will be carried out at least once every full term (academy terms are defined as 3 within an academic year: Autumn, Spring, Summer). Schools will decide on dates. Records are kept detailing a general assessment of each drill.

Means of Escape: Regular inspections are made of escape, to ensure that they are kept free from obstruction at all times. If staff find any means of escape blocked, for example, furniture or rubbish, immediate action must be taken to clear the obstruction – if staff have any difficulty in moving the items, they will contact a specified member of school immediately. Other checks are made to ensure all fire safety signs e.g. direction of escape routes, are in place and clearly visible.

Fire Fighting Equipment: Fire fighting equipment is to be used by the emergency services in the case of a fire. Staff should not try to use the equipment in a fire; they should leave the area immediately by the nearest escape route, setting off the alarm call point.

Checks are made on a weekly basis on all fire fighting equipment. If staff know that an extinguisher has been tampered they will leave it in the location and inform a specified member of school staff.

Fire Alarm Systems: Schools arrange for each fire alarm system in each building to be tested every week, this is done by setting off a different call point each week, and records are kept.

Fire Doors: Fire doors play an essential role in prohibiting the spread of smoke and fire, but only if they are closed and stay closed during a fire. Fire doors must not be propped open with fire extinguishers or anything else. Weekly tests are carried out to ensure the all fire doors and furnishings are in good order.

Fire Marshalls : It is each school's responsibility to ensure that there is a minimum of 5 trained fire marshalls in the school to support the school's fire safety systems.

Emergency lighting

Routinely checked by maintenance team and records are kept by the Trust Operations Manager.

Contractors Hot Works Permits

Documentation sourced from contractors prior to any works commencing on site, copy retained on file and forms part of the contractor's risk assessment and method statement paperwork

For full information on fire procedures/safety please refer to each schools fire risk assessment, fire action notices and the business continuity plan.

1.2 Bomb Alert Procedures

If the office receives a written bomb threat, the note will be handled as little as possible in order to preserve fingerprint, handwriting, postmarks, typewriting and other evidence.

Immediate contact should be made with Police. Their advice will override the following which is guidance based on the latest Government advice.

The person receiving it will save all items connected with the note, such as the envelope and its contents. The note and other items will be placed in a bag and delivered to the police.

More commonly, bomb threats are received over the phone. When this occurs, the person taking the call should try to give someone nearby a note about the call and ask him or her to call 999.

The following procedures can help the person taking a bomb threat call respond appropriately:

1. Remain calm. Be courteous and don't interrupt the caller.
2. Note whether the caller is male or female, an adult or a child.
3. Keep the caller on the phone as long as possible. Don't hang up until the caller does. It may be possible to trace the call if you stay on the line long enough.
4. Write down the caller's phone number if it is displayed.
5. Ask questions to get information write all the answers down.
Try to find out:
 - a. The location of the bomb
 - b. The time of detonation
 - c. What kind of bomb it is and what it looks like
 - d. Where the caller is
 - e. How the caller knows about the bomb
 - f. If the caller is familiar with the building
 - g. When the bomb is set to explode
 - h. Whether other bombs have been placed and where
 - i. Why the bomb was placed
6. Listen for any background noises and any caller mannerisms, voice characteristics or accents.
7. After the caller hangs up, call 999. Explain the situation.
8. Do not use mobile phones during a bomb threat. Some bombs can be set off by their use.

Evacuate the building by using internal telephones or word of mouth. Assemble at the usual assembly point or one designated by a specified person in each school.

1.3 First Aid

Schools will provide and maintain suitable first aid equipment as required by law and ensure that there are sufficient numbers of staff trained in first aid in line with the Trust First Aid Policy.

First aid trained staff and equipment are located in various areas across schools. The first aid boxes are checked regularly and the contents updated and ordered when needed. In the event of any serious injury/accident the first aider must request the assistance of other site first aiders to attend. Members of staff who organise any activities, including sports fixtures, and field trips, which take pupils away from school premises must consider and provide appropriate levels of first aid equipment and first aid knowledge.

All schools will keep a defibrillator on site, which will be checked monthly.

Emergency Situations: Where pupil/staff member requires hospital treatment urgently, the procedure is to call for an ambulance by ringing 999. They will give the full address including postcode and wait for the respondent to repeat the address back to them.

They will have all relevant information about the person/illness. They will ensure a member of staff at the front gate to meet and direct the ambulance – saving valuable time. Staff must not take pupils to hospital when it is a serious incident, unless directed to do so by the emergency services

Dealing with Health and Safety Emergencies:

- Ensure the person dealing with the emergency is safe – that they are not putting themselves in danger
- Assess the situation
- Summon help/First Aid/Raise any alarms/inform key staff
- Make area safe
- Contact emergency services
- Ensure access is clear for emergency vehicles
- Keep in contact with emergency services if required
- Make a report soon after the event

A first aider or a specified member of staff will see all first aid incidents and all incidents/injuries must be initially recorded on the incident forms.

Further information on dealing with medical emergencies can be found in the Trust First Aid Policy

First Aiders

First aid visit boxes are in various locations in schools. Each school has mobile first aid boxes for staff and pupils going on off site visits.

First Aid and Blood-borne viruses (BBV's)

The voluntary aid societies (St. John Ambulance, St. Andrews and The British Red Cross) have stated that there are no grounds for recommending changes in the resuscitation techniques (mouth to mouth) or procedures for arresting bleeding, as described in their first aid manual, because of BBV's or the virus associated with it.

Please refer to DFE Supporting Pupils at School with Medical Conditions for full information

Staff who are first aid trained are recertified at the level applicable prior to certification ending.

1.4 Accident Reporting and Recording Procedures

If pupils, staff or visitors should become ill or suffer injury as a result of an accident the procedures below should be followed:

- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) will guide our practice.
- First Aid treatment by first aid staff. The patient should be given all possible reassurance and if **absolutely necessary**, removed from danger.
- A specified room in each school can be used as a treatment room and have trained staff to assist. First aiders should be summoned immediately to tend to the patient.
- In cases where hospital treatment is required or where first aider believes a child is too ill to be in school, then the parents/carers should be informed to collect their son/daughter from school
- All accidents to pupils, staff or visitors must be recorded, using the pupil or school accident sheet(as appropriate) in the school office as soon as possible. The report should be made by the person with the most knowledge of the incident, which will normally (but not always) be a member of staff.
- Any reportable incidents/accidents should be disseminated to the senior leaders immediately. This will then be reviewed at the Compliance Committee.
- Where required accidents/incidents will be investigated.
- Reportable incidents are any fatality, any major injury, which is a break/fracture of any bone and any injury where the student is taken direct from site to hospital, whether by ambulance or by a relative/guardian of the pupil/staff/visitor.

Dangerous Occurrence

A 'Dangerous Occurrence' or 'Near Miss' incident is one which had the potential to cause injury, but fortunately did not do so, although damage to equipment or property may have occurred. Nevertheless all 'Near Misses' or 'Dangerous Occurrences' should be reported and recorded by the school.

All 'Near Misses' will be fully investigated so that any preventative action can be identified and taken. Failure to do this could allow the circumstances to be repeated but with significant consequences including injury and/or serious damage to property.

1.5 Risk Management Procedures

The Trust is committed to ensuring that all risks and hazards associated with its operations are clearly identified and eliminated or reduced in order to maintain a safe environment for its pupils, employees and any person that may be affected by its activities.

As a way of reducing risk all equipment, services and resources brought into the organisation must be appropriately risk assessed, records maintained and monitored. These documents are held at schools, and are communicated for all staff. Reactive monitoring forms are used in case of faulty equipment, inadequately supervised services or and other resources brought in by the organisation.

The Trust operates a Risk register to mitigate risk.

Risk Assessment

The Trust is obliged by law to apply risk assessment process to all its activities and situations and then take action where appropriate. A risk assessment is a careful systematic examination of a work task, situation or premises, which identifies any hazards, assesses the risk they could present and thereby assist in the identification of appropriate preventative and protective measures. If staff work, or lesson, involves activities which could pose a significant risk, then a risk assessment or 'safe system of work' record (as appropriate) should be carried out, basically informing how for example a science lesson involving chemicals will safely be carried out.

Copies of risk assessments are located at each school, and are communicated to all staff. Each activity where enhanced risk is identified must have a risk assessment, including activities brought in by the organisation.

Generic risk assessments may be used when the risk factor is low. However, when the risk factor is medium or high a specific assessment must be completed by the person in charge and brought to the attention of all people involved with the task prior to work commencing. Procedures to eliminate or control hazards must be specified on each risk assessment. The requirements of a risk assessment for hazard elimination or control are to be adhered to at all times.

Pupil Risk Assessment

Due to the nature of pupils within the Trust, there is no need to have pupil risk assessments on individual pupils, unless specially requested by staff or because the individual pupil is assessed as a higher risk. If specifically requested, the risk assessment will record known flash points, and what sort of actions help to calm down the certain student. Also if a student is known for biting whilst being restrained, and staff are aware of this then they can be extra cautious when/if they have to restrain. All staff must ensure they request a pupil risk assessment when necessary, and to be aware of the dangers a student could present. All incidents must be updated on their risk assessment and shared with all staff.

1.6 Manual Handling Arrangements

Manual handling operations (MHO) are the transportation or support of any load by hand or bodily force- including lifting, putting down, pushing, pulling, carrying or moving. This would include restraining/moving/holding pupils. Where hazardous MHO cannot be avoided, a thorough assessment must be undertaken, with measures introduced to reduce the risk of injury to the lowest level reasonably practicable. Monitoring must then take place to ensure the effectiveness of those measures, and reassessment carried out where necessary. If the work involves tasks, which regularly or occasionally require staff to move, lift or carry persons or awkward shaped or heavy objects, staff could be vulnerable to back injury and other muscular-skeletal problems. Such problems can result in considerable pain and discomfort and are difficult to cure. Any heavy lifting requirements should be risk assessed.

Any activity that requires manual handling will require a risk assessment so that he/she can make the activity easier and less risky i.e. less physically demanding. Examples include reducing heavy loads into small manageable loads, using mechanical devices such as trolleys or having more than one person to lift or carry the load. If no assessment has been made for the tasks which staff think may pose a risk, staff should report the issue to their line manager. Although management has a legal obligation to devise and produce safe systems of work for employees, it will help line managers to help staff if staff can suggest any practical ways in which their work duties can be made safer.

Backache and related problems can also occur through work, which involves incorrect posture, inadequate seating or prolonged work sat in front of a computer. If staff are suffering problems through any of these causes, they should contact a senior member of staff for an assessment on the task, seating or VDU workstation.

Kinetic Lifting Method

- Approach the load in an upright and relaxed manner, looking down only by lowering the head from the neck. DO NOT lean forward from the hips or the small of the back. Get as near to the load as possible.
- Relax the knees slightly and make a good base movement-feet well apart and one foot slightly forward of the other so that the load is as near as possible under the crotch. Face the direction you intend to travel.
- Lower the body by bending the legs, not the back.
- Get the good grip of the load by palm or finger base, not fingers tips. Considerable damage can be caused by using the sensitive finger tips – continued use of them leads to strained fingers and/or strained forearm muscles.
- Take a deep breath. Look up and keep the chin in whilst straightening the legs. Let the legs do the lifting and not the arms while using body weight as a counterbalance.
- Use the rear foot to thrust off. As the legs straighten pull the load into the abdomen keeping the elbows in to the sides.
- Ensure the load does not restrict your view. Loads that extend to head height and obscure vision are highly dangerous both to the carrier and anyone else who happens to be near.

1.7 Administration of Medicines/Medical Treatment to Pupils

There is a duty on the Trust under the Equalities Act to enable pupils to access medication, and offer support if required.

Pupils Taking Medication

Non-prescription medication

- Over the counter medicines, eg. Pain relief, should not be administered without first checking maximum dosages and when the previous dose was taken.
- Non-Prescription Pain relief, such as Calpol can only be administered for an ongoing/proven medical condition accompanied by written instructions authorising the administration. These medicines must not be administered on an 'ad hoc' basis.
- Medicine (both prescription and non-prescription) must only be administered to a child under 16 where written permission for that particular medicine has been obtained from the child's parent or carer.

Prescribed medicines can be administered by the Office Staff (who will be First Aid Trained). Medicines cannot be administered by other members of the School Staff, except in exceptional circumstances. All medicines are left at the School Office for the duration of the school day, should be collected by an authorised adult at the end of the day.

On occasion, certain medication for chronic illness or allergy, such as hayfever medication which aren't prescribed by a Doctor are required to ensure that a child can continue to learn at school. It is at the discretion of the Principal to make a decision based on the information provided by parents as to whether the child's needs require them to be administered non prescribed medication during the school day. Parents must provide permission by completing the medicine form and schools must record each time medicine is given to the child in line with the guidance outlined in paragraph page 20. 'Supporting Pupils with Medical Conditions at School.' DFE December 2015.

Throat and cough lozenges may also be left at the School Office. These medications should be labelled with the child's name and, on request, the child may be given one of these lozenges. The child must remain seated in the Reception area until the lozenge is finished.

Similarly, in exceptional circumstances, lip-salves and Vaseline may be left at the Office. These must be named and the child should apply this at the Office

See DfE Supporting Pupils at School with Medical Conditions.

1.8 Clinical Waste – Blood Spillage Procedure

In accordance with the 'Duty of Care' – code of practice, all swabs, tissues etc. used for first aid will be placed in separate sacks, which will be disposed of separately by senior members of staff. Any clinical sharps should be disposed in a medical sharps bin.

1.9 Trust Ground Safety

The Trustees are doing the following to ensure, so far as reasonably practicable, a safe place for children to play.

This is facilitated by the provision of safe and suitable play equipment that is regularly checked / inspected (especially fixed equipment),

Establishing playground rules that the children have helped draw up and follow

We ensure the provision of adequate supervision

We establish proactive measures to maintain a safe site and address problems / defects that may occur

1.10 The Working Environment

Through a system of safety audits, inspections and defect reporting, the school and Trust will maintain the provisions necessary by legislation for a safe workplace, suitable access and egress, a healthy environment and the required welfare facilities.

Maintenance

This applies to workplaces, equipment and devices where a fault is liable to result in non-compliance with regulations. In all cases the workplace, equipment, devices and systems must be maintained (including cleaning) in an efficient state, efficient working order and good repair.

Reporting Defects:

- Staff are expected to report all defects to the premises or equipment whether or not they are likely to cause a hazard, using the defects reporting procedure.
- A serious defect (such as a major leak), which is likely to require immediate attention should be reported immediately to the senior leadership team and if appropriate to do so, the Trust. The person responsible for the area of the school should also be informed. The

person finding the defect may have to evacuate people in the area of the defect before calling the relevant personnel.

- Less serious defects that nonetheless would render the room unable to be used for teaching (e.g. heating failure) should be reported to the senior leadership team.
- Less urgent defects that are considered a safety hazard should be reported promptly to school staff responsible, using an appropriate defects reporting procedure.
- If an item of equipment is defective and is a possible hazard, the member of staff discovering this should mark the item clearly as defective and make sure others do not use it, inform the maintenance team who will remove the item from the system.

General Storage:

- Consider how much material, particularly paper, that needs to be stored. Order at intervals through out the year rather than ordering in bulk.
- Consider how long the used paper needs to be stored, and refer to Data Protection Regulations and other associated regulations for further information on archiving files.
- Large stores of paper should be locked away and only a minimum of stock should be in classrooms, and ideally that should be locked away in cupboards.
- Materials that burn easily like paper and wood should be stored away from substances that could easily catch fire such as glue and thinners.
- Materials such as paper and wood must not be stored close to heat sources like electric fires, light bulbs etc.
- Materials that burn easily must never be stored in corridors and stairwells.
- Paper and other heavy materials must be stored so they can be moved safely. This would generally mean at a height where they can be picked up without stooping or stretching.
- Heavy items should never be stored at height, as there is a very real risk of injury when trying to lift them down, or heavy items falling onto staff.
- Consider the stability of cupboards, filing cabinets – do not overload the top section, as there is a risk of falling.
- Consider the strength and stability of fixed shelving in storerooms.
- Boxes of paper or similar should not be stored on the floor where they become a trip hazard. This is particularly important on escape routes.

Pupils:

- Staff must be informed that some pupils can be aggressive towards staff, and other pupils. This is a hazard and all staff should be aware of this.
- Staff may have received training in de-escalation to increase their knowledge and to help them calm an angry student, and even restrain or positively handle.
- Our Behaviour and Fundamental Values Policy should be made available for all staff to read. All children must be risk assessed where appropriate and all staff are to ensure they read these, as it gives them relevant information on each student.

All incidents are investigated and records are kept on pupil files

1.11 Control and Monitoring of Contractors

The selection of contractors will be on the basis of their “competence” in health and safety, including details of responsibility, experience, safe systems of work and training standards. Contractors are required to provide the following: Safety Policy document, Safety Method statement, and Risk Assessments. The Asbestos logbook should be provided to all contractors and a written signature required prior to any operation commencing.

Contract work can create temporary hazards in areas where hazards are not normally present. Thus contractors can pose a risk for school staff and pupils, and also be at risk themselves from staff or pupils. Therefore before any contract work begins, the proposed work, including times, locations and precautions involved must be considered and approved by the Senior Leadership Team and/or the Trust.

Although the school aims to inform staff beforehand of significant contract works, there will be occasions when transient work e.g. a repair to a broken window, cannot be notified and may briefly cause some noise and disruption. Contract staff will be required to wear some form of identification. All relevant staff will be informed of scheduled work and the arrival of any maintenance staff must be relayed immediately to the staff responsible within the school. Staff are reminded not to visit any construction area on site, until the works have been complete.

1.12 New and Expectant Mothers

In assessing risks to employees, the employer must consider new or expectant mothers. The phrase ‘new or expectant mothers’ means a worker, who is pregnant, or who has given birth within the previous 6 months, or who is breastfeeding. All new or expectant mothers should have a risk assessment carried out.

The school will:

- Assess the risks with regards to the health and safety of both new and expectant mothers, particular attention will be made where the employee may come into contact with any hazardous substances.
- Ensure they are not exposed to an identified risk, which would present a danger to the pupil or employee.
- Review the risk assessment as conditions change so that the differing factors can be taken into account for pregnant Students or employees, those who have given birth and those who are breast-feeding.

1.13 Display Screen Equipment

Under the Display Screen Equipment Regulations 1992 (DSE) the school will ensure that the following is carried out:

- Perform an assessment of each workstation taking into account the DSE, the furniture, the working environment and the worker.
- Take all necessary measures to remedy any risks found, as a result of the assessment.
- Take steps to incorporate changes of the task within the working day in order to prevent intensive periods of on-screen activity.
- Advise existing employees, and all persons applying for work with DSE of the risk to health and how these are to be avoided.

For full information on ICT and DSE including Control Measures, Workplace Design, Environmental Factors please refer the Health & Safety Executive DSE guidance on the regulations.

1.14 Plant and Equipment Safety

Details of equipment that requires periodic inspection, examination, testing is as follows:

- Ladders
- Steps
- All other extraction systems
- Fire Alarm Systems
- Emergency Lighting
- Fire Extinguishers
- All hand tools
- All power tools
- Design & Technology machines
- Electrical equipment
- Fixed electrical systems
- Gas boilers and Water Heaters
- Fan convector cleaning
- Water tanks and systems
- Heating control systems
- Intruder & lockdown alarms
- PE equipment
- Outdoor play equipment

The school is responsible for the above, and the type of check and frequency is different for each. Records are kept on all of the above. They must assess all aspects of health and safety of the equipment arriving into the school, including the checking of British Standards and manufacturer's instructions.

1.15 Control of Substances Hazardous to Health

The school acknowledges that no substance can be considered completely safe and will protect all employees and other persons potentially exposed to hazardous substances, so far as is reasonably practicable, by eliminating or use of correct control measures. The **Control of**

Substances Hazardous to Health Regulations 2002 is in place to protect people from substances that can be hazardous to health.

A **COSHH** assessment must have been carried out in order to justify the purchasing and use of any substances hazardous to health. This assessment will include recording findings with regard to application of the following hierarchy:

- Elimination of hazard
- Substitution of alternative less hazardous materials/substances
- Risk reduction by using engineering controls
- Provision of sufficient information, instruction and training
- Use of personal protective equipment – as a last resort

The COSHH assessment will have identified the control measures that must be in place and followed. All employees have a duty to ensure their own safety as well as the safety of others, and must apply and follow the control measures required – and must have had the necessary training and instruction to do this. A material safety data sheet will be readily to hand.

Substances not assessed or authorised must not be brought into or used in any area. All staff responsible for having any chemicals is to ensure they have a safety file with all the safety data sheets. Any member of staff wishing to purchase any chemicals must seek authorisation from the senior leadership team.

Maintenance and Retention of Records

The COSHH Register and a master log of generic assessment/data sheets are to be maintained by the school. Any staff responsible for chemicals must ensure they supply the person responsible with copies of assessments and data sheets.

The school will ensure that each month COSHH Registers, assessments, Data sheet files are fully maintained, a central register of COSHH assessments across the Trust will kept up to date by the Trust Operations Manager.

Safe Systems of Work

- Ensure you are in possession of the assessment/data sheet required Personal Protection Equipment (PPE) and understand the requirements before using the substance
- Follow the manufacturer instructions.
- Use PPE as instructed.
- Avoid contact with the skin.
- Do not breathe the fumes.
- Wash thoroughly before eating.
- If the substance is flammable, do not smoke or use with naked flames.
- Do not mix substances unless instructed to do so by the manufacturer.
- Clean all spillages in accordance with the manufacturer's instructions, as per safety data sheet.
- Dispose of waste products in accordance with the manufacturers instructions.
- Central record will be kept

Waste Management in the Classrooms

- Lessons involving chemicals must have a **Safe System of Work** in place before the lesson takes place. This includes a **Risk Assessment**.
- CLEAPSS (Consortium of Local Education Authorities for the Provision of Science Services www.cleapss.org.uk), DFE, HSE publications all give advice on safe working practices.
- Product Safety Data Sheets must be filed in an accessible manner after being read as they may be needed quickly if an accident occurs.
- Science/D&T/Art teachers must be trained and competent in the safe use of chemicals
- Teachers must ensure that Students are properly instructed in the safe use of any hazardous substance.
- Teachers are to ensure that they are vigilant and that Students are following all safety precautions and instructions. Also to check at the end of class that all items are accounted for.
- Hazardous materials must be issued in suitable marked containers, containing appropriate small quantities of the material.
- Any containers used must contain the same hazard markings as the original. Only suitable containers must be used.

Disposal of Hazardous Materials

As well as the safety implications in the disposal of hazardous materials, there may also be environmental risks. There may be legal restrictions as to how certain hazardous materials may be disposed of.

Disposal of Glass and other Sharps

Cleaners empty general waste bins into plastic bags/sacks. If glass (especially broken) or other sharps are present, then there is a risk of injury.

All Staff must ensure that glass and other sharps are put directly into the outside bins, or into suitably marked bins e.g. in the science rooms. **All teaching staff** must ensure all pupils are also aware of this procedure, if necessary (i.e. most pupils will not come into contact with sharp objects).

Disposal of other Waste

It is important that quantities of paper, furniture and other general waste are not allowed to accumulate in or outside buildings. Larger items such as old furniture could become a security risk if stored outside. Broken concrete, metals etc. may be used to smash windows.

All Staff have a responsibility to ensure they do not cause accumulation of waste inside or outside buildings. They should report any such concerns to the Senior Leadership Team who will make arrangements for the quick disposal of items. Contractors should ensure they remove their waste materials from site as soon as possible.

1.16 Lone Working Procedures

There is no specific legislation in relation to lone working on site; however the Management of Health and Safety at Works Regulations 1999 require employers to carry out a risk assessment in relation to all significant hazards faced by their employees.

All staff members carrying out lone working must ensure there is a risk assessment in place. Risk Assessments have been carried out for the caretaker who arrives early, staff who carry out 1-2-1 therapy/counselling, staff who work alone after hours, cleaners working alone, and staff working in holiday periods.

Staff members, who as part of their role, work a minimum of one day a week from home, must also have a risk assessment in place.

Employees who are required to work alone are to be given clear instructions concerning communication and emergency procedures and what they can or cannot do in the workplace. The school will provide all copies of risk assessments and make staff aware of and understand the risks involved with lone working, but all staff must ensure they inform the Senior Leadership Team of any changes to their lone working.

1.17 Slips, Trips and Falls

Slips, trips and falls are the most common cause of major injuries in the workplaces and the second highest cause of over three day injuries. They occasionally cause fatalities, for example from head injuries.

Preventative Measures:

- All floors should be regularly checked. Potential and known trouble spots, such as kitchens and wet floor areas, should receive closer attention.
- Spilled liquids which cause slippery floors must be cleaned up and the affected area thoroughly dried **immediately**. Warning signs to be put out.
- Any concerns regarding slipping and tripping hazards must be promptly reported to the Senior Leadership Team.
- Electrical leads should not trail across walking routes if this can be avoided. A temporary cable trip guard is available from the Senior Leadership Team for short term use only.
- Furniture, especially low tables and chairs must be arranged so that a clear and safe walkway is provided.
- Boxes of paper and other equipment must **not** be stored on the floor or in any place where an obstruction is likely to cause an accident.
- Good Housekeeping is **essential**. Boxes, papers, files etc. must not be placed on the floor.
- The **drawers of filing cabinets, desks**, etc. must be kept closed whenever they are not being used – **do not leave these items open and unattended**.
- All carpets, rugs must be fixed
- When working at height, only approved access equipment must be used, never use furniture or makeshifts. Staffs are advised to seek the help of the Maintenance team in regards to working at height.
- All areas are to be adequately lit at all times
- On wet days, ensure to use the mats in the front entrance as these mats are water absorbing barrier mats, this will reduce the slipping hazard.
- Floors in the Art, Science, Food Tech and Design and Technology rooms should be strictly kept free from slippery substances or loose material – all these floors are anti slip floors – but if you spill such things like cooking oil on them they will become slippery

unless you clean this up immediately. Such floors have a rigorous cleaning regime each night.

1.18 Electricity

On average 1000 accidents and 25 fatalities at work are reported to the Health and Safety Executive each year – **all caused by electricity.**

Good practice:

- Only use one plug to one socket
- Do not overload sockets
- Do not use adapters
- If you need extra sockets use a fused multi-plug adapter
- Never plug one extension lead into another
- If a cable is damaged in any way do not use it. Frayed or damaged cable increases the risk of electric shock, and is also a fire hazard.
- Always turn off the power before inserting into or removing a plug from a socket
- Never handle electrical equipment with wet hands
- If you suspect that something is faulty – report it, do not try to fix it yourself.

All electrical appliances must be maintained in a safe condition, to achieve this, the school will keep an inventory of all appliances and arrange for them to be tested at appropriate regular intervals by qualified electrician. Staff are not allowed to bring in appliances without the permission from the Senior Leadership Team, or delegated person.

Fixed Electrical Equipment

All repairs, maintenance, modifications and additions to fixed electrical wiring and equipment will be undertaken by qualified electricians as arranged by school staff. No other interference with the fixed electrical wiring and equipment is to take place.

Use of Adapters and Extension Leads

Multiway adapters that allow a number of plugs to be used with one socket, staff should follow manufacturers instructions as a precaution or for clarity seek advice from a competent person. Generally, the use of extension leads of any sort should be avoided where possible. Leads can be damaged and cause a shock or fire hazard and they also provide a serious trip hazard. When they are used they should be inspected regularly for damage and care should be taken to avoid trip hazards.

Portable Electrical Appliances

Arrangements will be made for the testing of such appliances by a competent person. No appliances are to be used on the school premises unless they have been checked or risk assessed or are within the first year of use (i.e. new appliances).

Regulations

*The **Electricity at Work Regulations 1989*** apply to school premises and place a duty on the employer to ensure so far as is reasonably practical that, electrical installations and all electrical appliances are constructed, maintained and used so as to prevent danger.

General Guidance:

- No appliance will be used within the Academy if it has been deemed unsafe by the maintenance team or an approved contractor.
- Any defective equipment must be reported to the Site Maintenance team using the defects reporting procedure All staff must carry out a visual check of any electrical appliance prior to use.
- No repairs will be carried out by any staff
- Electrical equipment used by Students will be restricted to close supervision only.

1.19 Working at Height

Access equipment is a high risk activity and must be subject to a risk assessment and advice from the Site Supervisor.

Competent staff will complete all work at height if the risk assessment agrees it is safe to do so, as maintenance staff have been trained in the use of ladders.

1.20 Work Equipment

*The **Provision and Use of Work Equipment Regulations 1998 (PUWER)*** covers the suitability of work equipment in the workplace. The regulations are there to ensure the provision of safe work equipment and its safe use. Work equipment should not give rise to risks to health and safety, irrespective of its age or place of origin. Three aspects cover the choice of equipment:

Any concerns about equipment should be referred to the Senior Leadership Team or delegated member of staff using the defect reporting procedure

- **The initial integrity:** This means that when an employer provides equipment they should make sure that it has been produced for the work to be undertaken. and is maintained in good condition.
- **The place in which it will be used:** Employers must assess the location in which the work equipment is to be used to take into account any particular risks presented by the working environment.
- **The purpose for which it will be used:** Employers must ensure that the equipment is suitable for the job in hand.

1.22 Asbestos

Asbestos is a naturally occurring fibrous mineral. It can be hazardous to health if fibres are inhaled. Asbestos is safe in normal circumstances where it is encapsulated and the encapsulating material is not damaged or likely to be damaged. Where asbestos is known to be present this will be indicated by labelling. If an academy does have asbestos in the building, there must have an asbestos register detailing where asbestos is on site. An Asbestos register/logbook should be made available to any contractor undertaking building related work and a signature obtained from the contractor stating that the register has been inspected by the contractor. Any works should be carried out by competent people.

The Trust has put in place the following to further manage the risks associated from this hazard by, for example, ensuring that the asbestos survey is kept up to date, assessing the risk and having a plan to manage it and, sharing the asbestos register with contractors, etc.

1.23 Legionella

Duties under the Health and Safety at Work Act 1974 (HSWA) extend to risks from legionella bacteria, which may arise from work activities. The Management of Health and Safety at Work Regulations (MHSWR) provide a broad framework for controlling health and safety at work. The Control of Substances Hazardous to Health Regulations 2002 (COSHH) provide a framework of actions designed to assess, prevent or control the risk from bacteria like Legionella and take suitable precautions. The Senior Leadership Team or delegated person, will be are responsible for carrying out the duty under health and safety regulations above, to take the right precautions to reduce the risks of exposure to legionella.

2. School Specific Arrangements

2.1 School Transport – Staff Cars

Staff should only use their own vehicles to transport pupils in exceptional circumstances and with the appropriate risk assessment and approval from the Principal.

If the school requires this, then the Senior Leadership Team has a responsibility to make checks on staff cars to ensure the safety of Students is not compromised. As such the following items must be presented:

- Current MOT certificate
- Insurance Document (which must include provision for business use)
- Driving License

This is to check that the vehicle is road worthy and the driver is competent and qualified.

Anyone unable to provide the above will not be able to use their own vehicle to transport pupils in any circumstance.

If there is any current fault that needs attention then please do not transport pupils until it is repaired.

Risk assessments for vehicular transport these should be taken out on each off site visits. If staff are unsure about the safety of taking out a pupil who they think could be a danger then they should not transport that pupil, and consult with their Senior Leadership Team. Any incidents that occur whilst in any vehicle travel must be reported to the Senior Leadership Team and the Trust in a detailed written report as soon as possible.

If there is any problem the procedure is to pull over safely and to telephone the school office and staff can be sent out to help. General checks on cars before you leave site should be made.

Pupils who travel in vehicles must:

- Use safety belts provided.
- Refrain from excessive noise and not disturb the driver
- Not play music
- Remain in their seats until the vehicle has stopped
- Not trail scarves or other items from windows
- Not throw any item from the vehicle

Only Staff who hold a Council approved MiDAS Certificate can drive a minibus.

Staff, who transport pupils/equipment in a minibus hired in for the purpose will ensure that:

- Transport and driver are hired in from a reputable source.
- This will be the usual practice for school trips.
- The parent(s)/guardian(s) of the pupils are advised of the venue and time of activity and that their son(s)/daughter(s)/ward(s) are required to be there at that time.
- Adequate numbers of staff and volunteer helpers will be provided to supervise pupils in these circumstances
- All staff/pupils will abide by the requirement of the transport provider at all times.

2.2 Design and Technology Labs

. **No Activities** should be carried out unless there is a **risk assessment** and **safe system of work** in place. All copies must be given to the appropriate member of staff.

General guidelines:

- All tools to be locked away securely whilst not in use.
- Recommended safety posters and reminders about safety and behaviour rules should be prominently displayed
- Ensure that all pupils are familiar with safety rules
- Check all tools on a regular basis to make sure they stay in good condition
- Annual independent inspection by a third party contractor should be commissioned
- Large groups can heighten the risk of accidents
- Monitoring of pupils behaviour to ensure they can be trusted to partake with the lesson
- Emergency procedure in place for dealing with an aggressive/dangerous student, please give a copy to the Senior Leadership Team or Designated person.

When planning and conducting design and technological activities the teacher in charge must give due regard to the health and safety of their pupils, themselves and other adults. They must be aware of current relevant health and safety responsibilities and legislation.

Teachers of design and technology must demonstrate both personal and professional competence, have the ability to undertake risk assessments and ensure that the environment is not a health and safety hazard.

They must carry out teaching strategies to ensure safety within design and technology activities and have secure knowledge and understanding of equipment, processes, tools, materials and components before using them. Staff working in this room should be trained on all the equipment they use.

2.3 Food Technology

The Teacher in charge **must ensure** that a general area risk assessment is carried out on the food technology room for the activity of food preparation and cooking **before** any activity begins. A **safe system of work** should then be developed from the risk assessment, and should include the following:

- Equipment should be robust and single purpose
- Equipment should only be used for the purpose they are intended for, in accordance with the manufacturer's instructions
- Any power leads should be the correct length to avoid tripping or accidental disconnection
- Power equipment should be positioned where the user will be least distracted
- All machines to be checked before use
- Long hair, loose clothing should be secured – jewellery should be removed
- Pupils should be trained on the use of all tools and equipment before using them
- Safety and behavioural rules should be in place and everyone aware of them
- Safety signs and notices to be displayed

2.4 Transport of Cash

Cash collections are dealt with by internal school procedures.

2.5 Physical Education and Games

This Trust recommends that the MAT PE Lead refers to the Association for Physical Education (AfPE) guidance booklet "Safe Practice in Physical Education".

All equipment and facilities should be inspected on a regular basis. There should also be an external inspection periodically.

Risk Assessments should be carried out on all activities **before** taking place by the teacher in charge.

Clothing and Footwear

This must be appropriate to the activity. Watches, jewellery, rings, earrings and belts with buckles should not be worn and long hair should be secured (as appropriate to the activity). Wherever possible clothing allowing freedom of movement should be worn.

2.6 Alcohol, Drug and Solvent Abuse

People who work under the influence of alcohol, drugs or solvents are a hazard to themselves and the people they work with.

Staff must not attend work under the influence of drugs or alcohol.

If there is a suspicion of staff or pupils involved in any of the above you should inform the Principal immediately.

2.7 Safeguarding

The Trust has a separate policy dealing with the safeguarding of children and young people and a Designated Safeguarding Lead has been appointed within each school.

All staff need to be aware of the policy, which is kept available online and on site at individual academies.

2.8 School Visits and Off Site Activities – See Separate Policy

All school trips will be in accordance with the school's policy for Educational Trips and Visits

All Category C visits require the endorsement of the Outdoor Education Adviser.

It is the responsibility of the organising teacher to plan and risk assess each visit. School trips will be scrutinised by the school Educational Visit Coordinator and the Principal, and must gain approval.

If applicable, trip organisers will collate and send information to the insurance company to ensure that cover is available for the trip.

2.9 School Security

- To identify good practice in maintaining and improving school security in and around the school.
- To ensure a whole school approach to Risk Management.
- To encourage participation from the local community and raise general awareness in respect of Crime Prevention.

The matter of security is regarded as one of paramount importance. The school and Trust are committed to Risk Management. The School Leadership Team will regularly review security matters and consult staff.

Personal Safety and Security

- Do not leave personal belongings on view.
- Do not leave keys out anywhere on display.
- If you find or see anything suspicious report it immediately.
- If you are working out of hours inform the member of staff responsible
- If you are working on your own make sure others know where you are and that a lone working risk assessment has been completed.

- If you are going off site or out of the office ensure you sign out and leave details of where you are going.
- If your plans change let someone know.
- Do not carry large sums of money or valuables.

Please refer to the Trust Security Policy

2.10 Violence and Aggressive Behaviour Towards Staff

School pupils rarely exhibit violent or challenging behaviour. Violent and disruptive behaviour can lead to physical injury and/or emotional stress. Although low risk, the school has developed strategies for dealing with violent and disruptive pupils, which include:

- An appropriate curriculum design, taking account of individual pupil's abilities
- Suitable behaviour and discipline policies
- Consideration of the layout and supervision levels in classrooms, particularly those where hazardous activities are undertaken (e.g. Design and Technology)
- Staff Training – such as De-escalation Training
- Good systems of communication
- Good incident reporting systems
- Suitable arrangements for ensuring affected staff receive appropriate supervision/counselling
- Systems in place for reviewing and learning from incidents

The school will assess the risk of violence and ensure suitable control measures are implemented.

Traumatic Stress

It is clear that anyone can suffer emotionally from the effects of either one, or the accumulation of many, traumatic incidents, however often they normally encounter such incidents in their work. What may be considered a minor incident by the school could be the “final straw” for that member of staff, leading to signs of traumatic stress.

Such effects can be avoided if staff believe they are in an environment where they feel they have the support of their colleagues. Schools and the Trust believe it is particularly important that:

- Staff are encouraged to talk about incidents and their feelings arising from them, either openly with colleagues, or in confidence with your line manager, or trained counsellor.
- Staff do not make judgments or assumptions about how a member of staff should react to an incident.
- All staff are encouraged to feel that the incidents they have to deal with are the team's problems not their alone.

2.11 Letting of Trust Property to Outside Bodies

A Lettings Conditions Form must be considered considering for the letting out the school (or part of the school), which details conditions and insurance arrangements.

2.12 Vehicle Movement on School Property (Where Appropriate)

The movement of vehicles on the school site is a hazard, which must be properly managed in order to minimise the risks. Our aim is to separate vehicles from pedestrians. Vehicles include staff cars, delivery vans, contractors vehicles, home to Academy transport vehicles and parent cars.

If the school has pedestrian walk ways with crossings, the site speed limit is must be less than 5 mph. **Note: Staff should be extra cautious when going past front gates.**

Any pupils found to be walking in the road are to be informed to walk on the pathways provided.

Any dangerous driving is to be reported directly to the Senior Leadership Team.

2.13 Jewellery in School

The Trust recommends that pupils should wear limited jewellery: watches, simple rings and stud earrings are allowed. No jewellery should be worn during physical education.

2.14 Sun Safety

Exposing children to too much sun may increase their risk of skin cancer later in life.

Make sure all skin is covered with sunscreen, even on cloudy or overcast days. Advise parents to use sunscreen that has a sun protection factor (SPF) of 15 or above and is effective against UVA and UVB. Don't forget to apply it to their shoulders, nose, ears, cheeks, and the tops of their feet. Reapply often throughout the day. Encourage pupils to play in the shade – for example, under trees – especially between 11am and 3pm, when the sun is at its strongest.

If it is a particularly hot day, senior leaders must make a decision on whether pupils are allowed outdoors at all, or for a limited period of time, at play times.

See NHS guidelines for more information.

2.15 Temperature in Classrooms

Temperatures in the workplace are covered by the Workplace (Health, Safety and Welfare) Regulations 1992, which place a legal obligation on employers to provide a “reasonable” temperature in the workplace. It is the employer’s essential duty is to determine what reasonable comfort will be in the particular circumstances.

2.16 Safety Policy Review Procedure

Active monitoring is proactive and is intended to prevent injuries etc. from happening at all. The monitoring of health and safety systems is required by law. This Health and Safety Policy will be monitored and reviewed closely by the Compliance Committee and is scrutinised externally by our Health & Safety partners. All documents and procedures for equipment, services and resources bought by the Trust and the school will be communicated to staff to ensure staff are aware of the health and safety issues. Training may also be provided to ensure equipment is being used as per the manufacturer's instructions.

Reactive monitoring systems uses data which is collected after an incident or hazard has been reported. It is used to prevent further reoccurrence.

Reactive Health and Safety Monitoring

Incident/Accident Reporting Academies must have systems in place to enable staff to report incidents. There are a number of reasons why incidents must be reported:

- To comply with legal requirements
- **Certain incidents must be reported to the Health and Safety Executive** so that causes can be investigated in order that action can be taken to prevent recurrence
- In order that statistics can be compiled to help direct the accident prevention effort.

Accident reports must be completed promptly.

Incident Investigation

- Incidents will be investigated in order to determine what action needs to be taken to prevent a reoccurrence.
- The main aim of an incident investigation is to highlight the causes of an incident and to take prompt and effective steps to prevent its recurrence. The investigation will look at the immediate causes and the underlying causes. It will consider both 'unsafe acts' and 'unsafe conditions'. Was there adequate supervision? Were the staff adequately trained?

The Senior Leadership Team or Delegated person responsible will assess all accidents and incident and will then carry out either a full in depth investigation or an informal investigation.

Note: All staff to report all hazards using the defects reporting procedure
Active Health and Safety Monitoring:

Checks : Will be carried out on a regular basis, and records kept inspections do not only check safety standards, they promote a health and safety culture and demonstrate a commitment to health and safety.

2.17 Health and Safety governance

Aside from the Compliance Committee of the Trust, the Executive Team will review its health and safety performance, consider significant issues and problems, and refer any serious issues to the Compliance Committee for review.

2.18 Health and Safety Training

As well as being a statutory requirement under current health and safety regulations, training is an important way of achieving competence and helps to convert information into safe working practices. The risk assessment will help determine the level of training needed for each type of work as part of the preventive and protective measures. This can include basic skills training, specific on the job training and training in health and safety emergency procedures.

New staff are to have Health and Safety Induction training, which includes:

- The Health and Safety Policy
- Fire and Emergency Procedures
- First Aid procedures
- Staff responsibilities
- How to report hazards
- Incident reporting
- Hazards associated with work and risk assessment

Local rules Training needs are identified on an ongoing basis.

2.19 Appendices:

APPENDIX ONE

ORGANISATIONAL CHART FOR TRUST SCHOOLS

Level 1

Executive Team, School Principal & Compliance Committee

Level 2

Trust Operations Manager (bar PFI School)

Level 3

Assistant Principals, Site Managers & Office Manager

Level 4

Staff

Level 5

Non staff members

Appendix 2

Parklands Primary School – A PFI Maintained School

As a PFI maintained academy, the Academy Trust recognises that the PFI company (AMEY) has a responsibility for maintaining health & safety standards within the academy. This is separate from this policy, and the company, with management from Northamptonshire County Council, maintain their own H&S Policy, checklists, risk assessments, monitoring & inspections and Amey staff training. The Principal of the academy will work closely with the PFI company to ensure that the standards are high, as expected within the Trust and support the Site Manager in ensuring H&S regulations (including provision for fire alarm testing) are upheld. Within the day-to-day expectations of the health and safety of staff and students, the Principal will ensure that there is appropriate signage, training and that the school is maintained to a good standard. Issues will be raised as an event with the Amey site supervisor, and monitored to ensure completion of the event.

The Academy Trust, including the CEO, the Principal and the Compliance Committee, reserve the right to inspect the premises, monitor paper work, and undertake inspections to ensure compliance of H&S standards. To this end, this policy will be the standard that the Trust expects the PFI company to commit to.

It is the responsibility of the CEO, the Compliance Committee, the Executive Team & the Principal to ensure that the standards of H&S within the academy are monitored, and the members of the Compliance Committee will meet annually with representatives from the PFI company to ensure that issues are raised, monitored and completed to a satisfactory conclusion. Where the Trust feels that the PFI representatives are not engaging with areas that are deemed a health and safety risk, the Trust will then follow this up with the appropriate representative from the County Council. At all times, it is expected that the PFI company will honour the agreements made in the PFI contract on academy conversion.

In addition the school leaders will ensure the Trust's additional checks for the EYFS are fulfilled.

Appendix Three

General Classroom Checklist

The following points are intended to act as a quick safety checklist for classroom teachers, and to help with risk assessments

	Yes/No
Is there new equipment and resources in your classroom? Have you checked out the electronic files for health and safety procedures for the use of the equipment and manufacturers instructions?	
Are all exits and emergency routes free from obstruction?	
Are Fire Action notices clearly visible and up to date?	
Are all fire extinguishers free from obstruction?	
Are all fire exits clearly marked?	
Is the classroom free from trip hazards?	
Are all trailing cables removed and secure?	
Are desks and chairs in a safe condition?	
Is storage kept to low level?	
Are there any dangers from high level storage?	
Is the use of scissors and other sharp instruments controlled?	
Is all displays safe? Away from light fittings, heat source, no protruding sharp ends	
Are all cleaning products kept in a locked cupboard?	
Are risk assessments available for products labelled as being Harmful, Irritant, toxic or corrosive?	
Is all classroom equipment checked on a regular basis?	
Are heaters free from obstruction and secure?	
Are all windows and doors in a safe condition?	
Is all combustible material removed on a regular basis?	
Are rooms and store rooms kept in a safe a tidy condition?	