

Thomas A' Becket Infant School



Health & Safety Policy

Health and Safety Policy issued by the Governors of Thomas A'Becket Infant School

Statement of Intent

The Governing Body acknowledges West Sussex County Council's (WSCC) Corporate Health and Safety Policy, acting as Local Education Authority and employer, and provides the following additional statement of intent to cover all School buildings, activities and undertakings for which it is responsible.

Under the Health and Safety at Work Act 1974, the Governing Body accepts that it has the responsibility to take all reasonably practicable steps to secure the health and safety of staff, pupils and others visiting and using the School premises.

The Governing Body believes that the prevention of accidents, injury or loss is essential to the efficient operation of the School and is part of the good education of its pupils. It will be the Governors' policy to encourage, where practicable, the co-operation of all users of the establishment by monitoring, review, discussion and consultation to promote and develop measures which ensure health and safety at work.

Andrew Markwell
Chair of Governors

THE ORGANISATION FOR HEALTH AND SAFETY

Health and safety responsibilities

The Governing Body has strategic responsibility for health and safety within all areas of the School's undertakings and is answerable to the LEA for its actions, on behalf of whom it makes decisions. The Governing Body is responsible for ensuring that advice from competent health and safety advisers is available on health and safety matters in order to comply with regulatory controls.

The Headteacher has responsibility for the day-to-day operation of health and safety and welfare policies and practices, as delegated by the Governing Body, within all areas of the School's undertakings. The Headteacher is responsible for ensuring that advice from competent health and safety advisers is sought on health and safety matters in order to comply with regulatory controls.

Senior Leadership Team, Teachers and Premises Officers are responsible for ensuring that safe working conditions are maintained for all pupils, employees, visitors, members of the public and, where applicable, contractors throughout their individual work areas, as delegated by the Headteacher or Governing Body and detailed in the organisation section of the policy. They are also responsible for ensuring that advice from competent curriculum and health & safety advisers is sought on health and safety matters in order to comply with regulatory controls.

Employees are responsible for their own health and safety, that of their colleagues and members of the public who may be affected by their work activities.

ARRANGEMENTS FOR HEALTH AND SAFETY

Accident and Incident Reporting

All accidents and incidents, to staff, visitors and contractors are reported to WSCC using the online accident reporting system. Minor incidents to pupils are recorded locally. Major injuries and direct visits to hospital are also reported to WSCC using the online system.

Administration / Pupil Wellbeing Officers are responsible for reporting accidents.

The Headteacher will monitor accidents and incidents in order to identify trends and report to the Governing Body.

Administering medicines

The School's "Medicines in School" Policy details the procedures followed by the School and is based on WSCC policy and procedures. The lead for the administration of medicines is detailed within this policy. A copy is available from the School office.

Asbestos

The School holds an asbestos register and follows the WSCC Code of Practice regarding monitoring and record keeping. All contractors working on the building are made aware of the location of asbestos and sign the register. Staff are made aware of the location of asbestos and the procedures to follow if discovering disturbed asbestos. Premises Officers and School Business Manager are responsible for asbestos management

Control of Substances Hazardous to Health (COSHH)

All hazardous substances stored and used within the School are to be risk assessed and the precautions identified by the risk assessment shall be communicated to staff and implemented. These assessments will be held in the School's COSHH risk assessment file, along with the relevant data sheets and made available to all employees who are required to use these substances in their work. The Premises Officer is the designated person for ensuring that the COSHH risk assessment file is kept up to date and communicated to relevant staff.

Contractors

Maintenance and servicing contractors receive an induction to the School site (including asbestos), its facilities and emergency arrangements. Contractors undertaking large scale building work receive all of above and an induction pack which includes relevant school policies, procedures and risk assessments. The School adheres to WSCC self-managed process and uses only WSCC approved contractors. Contractors are continuously monitored whilst on site. Premises Officers / School Business Manager are responsible for the management of contractors.

Curriculum Safety

The Governors recognise that some curriculum areas represent an increase in risk; these departments hold department specific health and safety policies and arrangements, which are regularly reviewed and communicated to the relevant staff.

PE Subject Leader – responsible for Physical Education

Forest School Instructor – responsible for Forest School

Eco and Science Subject Leader – responsible for Eco activities

Separate risk assessments are also held for activities using the Playground, Field and Halls.

Display Screen Equipment (DSE)

Every DSE user will have a risk assessment completed to make sure they know how to adjust and set up the workstation correctly. It is the responsibility of line managers to ensure assessments are completed by relevant staff. The risk assessment can be carried out by the workstation user through the e-Learning programme and assessment checklist. This is available on Health and Safety A-Z pages of the West Sussex Services to Schools website.

DSE user risk assessments will be reviewed periodically by line managers, at least annually, or if there have been any significant changes to the workstation. A review of the original assessment must be undertaken as soon as practicable by the line manager when an employee complains of musculoskeletal or other health issues that could be attributed to, or aggravated by, working with DSE

Electricity

All portable electrical equipment within the School is to be tested annually and records of these tests will be held at the School.

Private portable electrical equipment must not be brought into the establishment and used without the appropriate checks.

A 5 yearly check of the fixed electrical installation is completed and records kept.

Electrical safety is managed by Premises Officers / School Business Manager.

Emergency Provision/Business Continuity

The Emergency Plan details procedures and arrangements to be used in the event of an emergency. This includes liaison with WSCC and the emergency services, provision for the continuation of school business and arrangements to contact interested parties i.e. parents and the press. All staff are trained in the procedures contained within the emergency plan and are able to take the appropriate action if required. The emergency plan is regularly monitored and reviewed by the Headteacher.

Fire Safety

The School Business Manager and The Premises Officer are the designated people for fire safety within the establishment. The designated people will ensure that:

- The School's fire risk assessment is kept up-to-date by annual review or in response to significant changes to premises or work arrangements;
- There is reasonable fire-fighting equipment in the school, it is maintained and maintenance records are kept;
- The fire safety equipment, e.g. fire alarm, emergency lighting, etc. is regularly checked, maintained and records are kept;
- There are no general fire hazards around the building, particularly near escape routes, escape routes are unobstructed and that there is access for fire fighters;
- Staff and pupils are practised in evacuating the premises by performing termly drills, monitoring their effectiveness and keeping records; and
- Personal emergency evacuation plans (PEEP) are developed for those staff who require additional assistance to evacuate the premises. PEEPs for pupils who require additional assistance to evacuate the premises will be developed by the SENDCo / Inclusion Lead in conjunction with respective Class Teachers and Learning Support Assistants.

They will also ensure that the School has in place an up to date **Emergency Fire Plan**, which details the procedures to be followed in the event of a fire. The plan must be prepared to ensure that people within the School know the action to take if there is a fire, and to ensure the School can be safely evacuated.

Where necessary, the Emergency Fire Plan will include the following features:

- Action on discovering a fire and calling the fire service (these notices will also be displayed throughout the establishment) ;
- The location of the assembly point for roll call;
- Liaison with emergency services;
- Identification of key escape routes;
- The type and location of fire-fighting equipment provided;
- Specific responsibilities in the event of fire (adequate number of fire wardens to assist with the evacuation);
- Training (in house fire safety awareness training is carried out annually for all staff); and
- Any need to co-operate or co-ordinate with other responsible persons that will be operating within the premises.

First Aid

The lead First Aider is detailed in the "First Aid/Pupils with Medical Conditions/Administering Medicines" Policy. All Teaching Assistants have already, or will be required to hold, either a School's First Aid or Paediatric First Aid qualification.

Details of the School's first aid trained staff is displayed in the first aid room/area. The School Business Manager monitors first aid training to ensure certification remains in date.

A first aid risk assessment has been completed and provision is in place, following the findings of the risk assessment. Suitable and appropriate first aid cover is provided at all times during the working day and after hours to cover breakfast and after school clubs and all staff members are aware of the arrangements in place.

Administration / Pupil Wellbeing Officers are responsible for ensuring the first aid kits, within the front office, are kept fully stocked and items are within date, checks of first aid kits are recorded as completed. TA's are responsible for their class first aid kit.

Glazing

The school holds an up to date Glazing Survey and regularly monitors glazing as part of the premises inspection. Premises Officers / School Business Manager are responsible for glazing management.

Gas Safety

The school ensures that the gas boilers and other gas appliances are serviced and maintained regularly. Premises Officers / School Business Manager are responsible for gas safety.

Induction

All new employees are informed of the school's health and safety arrangements and procedures using the induction checklist available within the Health and Safety A-Z on the West Sussex Services for Schools website. Staff will also complete the eLearning 'Schools Health and Safety Induction' and records will be kept. The Deputy Head Teacher is responsible for curriculum staff and Midday Meals Supervisors (MMS). The School Business Manager is responsible for Administrators/Pupil Wellbeing Officers, Premises staff and Technicians.

Infection Control

The School seeks to manage the spread of infection to prevent ill health from disease i.e. coronavirus, norovirus, hepatitis etc. The School follows the exclusion periods for all infectious diseases set by Public Health England and these are communicated to parents. Risk assessments are completed for infection control and specific diseases and communicated to staff. These risk assessments are supported by infection control procedures i.e. hand washing, increased hygiene and cleaning protocols and where identified by risk assessment personal protective equipment (PPE) is worn by staff. Where the School is aware of the a risk of transmission of an infectious disease specific arrangements are in place for the administration of first aid to a potentially infectious pupil, visitor or member of staff. As required under the Reporting of Incidences Diseases Dangerous Occurrences Regulations (RIDDOR) infectious diseases that meet the RIDDOR criteria are reported via the online accident reporting system and onto the Health and Safety Executive (HSE) by the WSCC.

Lone Working

Lone working is discouraged, however where employees are required to work alone, the risks should be assessed and adequate controls put in place. The Headteacher is responsible for risk assessing and producing lone working procedures (contained within the School's Security Policy).

Play equipment

External and internal play and physical education (P.E.) equipment is serviced by Universal Services (Sports Equipment) Limited. P.E. equipment is checked prior to every use by the teaching staff, Any defects are reported immediately to the Headteacher. The Premises Officer regularly monitors external play equipment and defects are reported immediately to the Headteacher. Faulty equipment is immediately decommissioned.

Premises Maintenance

The internal and external premises will be inspected at regular intervals by Premises Officers, the inspections are recorded and resulting issues reported to the School Business Manager. The School is to be kept clean, tidy and free from hazardous obstacles. Staff must report any defective equipment, furniture or premises issues to Premises Officers using the defects log. Premises Officers will then sign and date completed actions in the log and report any issues to the School Business Manager. The School Business Manager will undertake monthly checks of the log book to ensure work is completed in a timely manner.

Monitoring, audit and review

The Governing Body shall receive termly reports on Health and Safety and will regularly inspect and monitor the premises. Regular review of procedure shall be undertaken in the light of operational practice, new laws and new policy/directives of the Local Authority. The operational practice and procedure shall be constantly monitored by the head/local safety officer. The Governing body shall prepare an annual action plan to address deficiencies in health and safety arising from the Headteacher's annual report.

Moving and Handling of Customers and the Manual Handling of Inanimate Loads

Manual handling is defined as the transporting or supporting of a load (including the lifting, putting down, pushing, pulling, carrying or moving thereof) by hand or bodily force. Consequently, the Manual Handling Operations Regulations apply to a wide range of operations; in this context it applies to both the moving of inanimate loads (manual handling) and the moving and handling of children where they are unable to do this unaided (moving and handling).

Where manual handling or moving and handling tasks are undertaken, The Governing Body will designate suitably competent staff to undertake risk assessments of the activities, and ensure staff working in these areas receive the necessary training and instruction.

The School Business Manager is responsible for developing and reviewing the manual handling of inanimate objects risk assessment.

New and Expectant Mothers

Any staff member who becomes pregnant is to inform the Headteacher of this and an appropriate risk assessment is to be undertaken following the guidance contained within the Health and Safety A-Z on the West Sussex Services for Schools website. The School recognises the changing nature of pregnancy and will regularly review risk assessments to ensure that working at the School will not pose any risk to their health and safety and that of their unborn child.

Off-site activities

All off site activities are risk assessed using the WSCC system. The School's systems are audited by WSCC Outdoor Education Advisor. The Headteacher is the school's Educational Visit Co-ordinator (EVC)

Risk Assessments

Risk assessments are a legal requirement under health and safety law and the Headteacher will assess all risks arising out of the curriculum and associated work which the School undertakes. In accordance with corporate guidance, risk assessments will be recorded in writing and reviewed annually or following a significant accident and or incident.

Staff Welfare/Stress

The Governing Body considers staff welfare of paramount importance, and seeks to promote a work/life balance amongst their staff. The Headteacher is constantly monitoring staff workload and every effort is made to make effective changes if staff are experiencing stress either at home or work. The School also utilises the services from Health Assured, Employee Assistance Programme which covers welfare and stress management, Occupational Health – HML Healthcare Ltd. Support with stress related issues is also available via the school's Wellbeing insurance policy with Schools Advisory Service.

Training

The School ensures that all staff are provided with adequate information, instruction and training to perform their roles. Training requirements are discussed during induction, professional development reviews and one to one supervision. Training records (as advised by line managers) are kept and reviewed by School Business Manager / Finance Officer.

Transport

Only staff that have completed MIDAS training are permitted to drive a mini bus (borrowed or hired from other organisations) and are made aware of WSCC driving policy. Procedures are in place in the event of an emergency involving use of a minibus and should be included within the risk assessment for the activity.

Water quality

The Premises Officer is responsible for monitoring and recording water temperatures at the school to ensure water quality is maintained. A bi-annual water quality risk assessment is produced and reviewed by SSE Contracting Limited.

Working at height

Teaching staff are not permitted to work at height to put up displays. Premises Officers have been ladder trained and will erect displays on behalf of teaching staff. Ladders, step stools and other access equipment are kept on a ladder register and regularly inspected and maintained. Working at height risk assessments have been circulated to all staff and are now included in the staff handbook.

A separate Risk Assessment / Safe scheme of Works for roof access / working on roofs is in place and updated annually.

Committee	Signed by	Date
Leadership & Management	Chair – Ruth Hilliard	15 November 2022

Review Date	Autumn Term 2023
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