

HEALTH AND SAFETY POLICY

Incorporating the Local Health and Safety Arrangements for:

- **Name of School ST WILFRID’S CE PRIMARY SCHOOL**
- **Category of School VOLUNTARY AIDED**
- **School Number 01016**
- **School Address Pennystone Road Halton Lancaster LA2 6PR**

This policy is based on the requirements of the Health and Safety at Work etc Act 1974 and associated Health and Safety and other Legislation. It should be read in conjunction with the Lancashire County Council's Health and Safety Management System which is held on the School's Portal.

*As a Foundation or Voluntary Aided School the Governing Body is the employer and is responsible for the use of the premises. The Headteacher is responsible for the day-to-day implementation and management of health, safety and welfare within the school. The Governing Body and the Headteacher should work in partnership to meet these responsibilities.

As the person(s) with responsibility for the implementation and management of proper health and safety controls within the school, I/we will, as far as is reasonably practicable:

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| <ul style="list-style-type: none"> • provide adequate control of the health and safety risks arising from our work activities; • provide and maintain safe plant and equipment; • ensure all employees are competent to do their tasks and ensure the provision of adequate training; • maintain safe and health working conditions; • ensure safe handling and use of substances; • review and revise this policy and arrangements as necessary at regular intervals, and, as a minimum, following each 5 yearly review by the county council; | <ul style="list-style-type: none"> • consult with employees on matters affecting their health and safety; • provide information, instruction and supervision for employees; • prevent accidents and cases of work-related ill health; • comply with appropriate directions given by the county council on health and safety requirements; • act in accordance with the relevant provisions in the Scheme for Financing Schools in Lancashire and the School Teachers Pay and Conditions Document”. |
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Signed:	Signed: On behalf of the Governing Body
Headteacher's name: Claire Weymouth	Chair of Governors name: Mary Stoneham
Date: June 2018	Proposed Review date: <u>June 2019</u>

Responsibilities

<p>The responsibility for implementation and management of proper health and safety controls within the school is that of:</p>	<p>The Governing Body Of St Wilfrid's School And Mrs C Weymouth, Headteacher</p>
<p>The authorised member of staff with day-to-day responsibility for ensuring this policy is put into practice is (e.g. Health & Safety Co-ordinator):</p>	<p>Mrs C Weymouth</p>
<p>To ensure health and safety standards are maintained/improved, the following people have responsibility in their specific areas e.g. premises issues, fire safety and other emergencies, out-of-hours arrangements, educational visits:</p>	<p>The Health and Safety sub-committee Comprising of: Mr M Grayson Mr C Arkwright Mr F Roe</p>
<p>The Health & Safety objectives * for the school (as identified by accident/incident investigation, consultation, review of risk assessments, health & safety management support and audit visits; advice from the county council etc. or other sources e.g. DfE, Teachers.Net, other schools, the HSE) will be developed and monitored by:</p>	<p><u>The Health and Safety objectives are detailed in the school's development plan</u></p> <p><u>The Health and Safety sub-committee is responsible for ensuring that these are tailored to meet the needs of the school.</u></p>
<p>All employees within the school have a responsibility to:</p> <ol style="list-style-type: none"> 1. Co-operate with the Headteacher and his/her nominated representatives on all matters relating to health and safety; 2. Not interfere with anything provided to safeguard their health and safety; 3. Take reasonable care of their own health and safety, and not knowingly place anyone who may be affected by their work activities at risk; and 4. Report all health and safety concerns to an appropriate person (as detailed in this policy statement). 5. Adhere to the School Teachers Pay and Conditions Document which state that teachers' professional duties include maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere. 	

* Health & Safety objectives should be set for improvements in the management of health & safety within the school. These can be formal or informal objectives e.g. within the School Development Plan or in the minutes of Governors or Staff meetings respectively. Any actions arising from those objectives should be documented e.g. as an action plan, and monitored to ensure they are achieved.

Health and Safety Risks Arising from Work Activities

I/we will ensure that so far as is reasonably practicable, all areas of risk are assessed and adequate control measures are put in place to ensure the health and safety of all employees, pupils, contractors, non-employees and anyone else affected by the school's activities.

<p>Risk assessments will be undertaken by:</p> <p>Risk assessments will be undertaken prior to the introduction of any new work tasks / activities that pose a significant risk to health and safety.</p>	<p><i>Name & Designation</i> <u>C Weymouth (HT) /M Grayson(DHT)/ C Arkwright(Site Supervisor)</u></p> <p><u>In addition, all staff will carry out risk assessments for their own classrooms and curriculum activities as appropriate</u></p>
<p>The significant findings of risk assessments will be reported to:</p>	<p><i>Name & Designation</i> <u>C Weymouth (HT)</u></p>
<p>Action required to remove/control risks will be approved by:</p>	<p><i>Name & Designation</i> <u>C Weymouth(HT)</u></p>
<p>The responsibility for ensuring the action required to reduce risks is implemented is that of:</p>	<p><i>Name & Designation</i> <u>C Weymouth (HT) /Health and Safety Sub committee</u></p>
<p>Checking that implemented actions have removed/reduced the risks is the responsibility of:</p>	<p><i>Name & Designation</i> <u>C Weymouth (HT) /Health and Safety Sub committee</u></p>
<p>Risk Assessments will be reviewed regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes. Responsibility for this rests with:</p>	<p><i>Name & Designation</i> <u>Health and Safety Sub committee</u></p>

School's Commitment

To meet the requirements of this Policy Statement, the Headteacher/Governing Body and/or his/her/their nominated representative(s) will:

- a) draw up and implement appropriate health & safety procedures for the school;
- b) share appropriate elements of these procedures with all employees, pupils, visitors and anyone else who may be affected by them;
- c) arrange for risk assessments to be completed for all areas of work and review them on a regular basis;
- d) as part of the risk assessment process, produce safe systems of work where necessary and arrange for their implementation including any appropriate training, resourcing, auditing and monitoring;
- e) identify adequate resources for the implementation of the health and safety policy and arrangements with the school;
- f) comply with appropriate directions given by the county council on health and safety requirements; and,
- g) act in accordance with the relevant provisions in the Scheme for Financing Schools in Lancashire and the School Teachers Pay and Conditions Document.

Related policies:

- Preventing Radicalisation Policy
- Acceptable Use (ICT) Policy
- E-safety Policy
- Child Protection Policy
- Single Equalities Policy
- Lettings' Policy
- Personal, Social And Health Education (PSHE) Policy
- Staff Code of Conduct
- Teaching and Learning Policy
- Whistle-blowing Policy
- Valuing all God's Children 2014 (Guidance for Cof E Schools on Homophobic Bullying)

The school will, upon request, make available for general inspection specific, procedures and documentation and will regularly review its arrangements in respect of the applicable topics and activities listed in the table at the end of this Policy document.

Consultation with employees

The school recognises and accepts its duty to consult with employees and will do so via a union-appointed safety representative and/or through elected employee representatives where union appointed representatives are not available.

Employee representative(s) for the school are:	<i>Names & Designations</i> <i><u>M Grayson (NUT)</u></i>
Consultation with employees is provided via:	<i><u>Staff review meetings, Staff Meetings, Circulation of Draft documents for approval</u></i>

Safety Representatives

The school recognises and accepts that safety representatives must be given the paid time necessary to carry out their functions, and paid time as is necessary to undergo training in those functions, as is reasonable in the circumstances.

Safety Representatives functions are to:-

- Investigate potential hazards and dangerous occurrences at the workplace, and complaints by employees relating to health, safety and welfare at work, and examine the causes of workplace accidents.
- Make representations to the Headteacher/Governing Body on the above investigations, and on general matters affecting the health and safety of the employees they represent.
- Inspect the workplace.
- Represent employees in dealings with health and safety inspectors.
- Attend health and safety committee meetings.

Safe Plant and Equipment

The school will ensure that all plant and equipment that requires maintenance is identified, that maintenance is carried out and that new or second-hand plant and equipment meets any required health and safety standards before it is purchased.

Responsible person(s) for identifying all equipment/plant needing maintenance:	<i>Names & Designation</i> <i>C Arkwright</i> <i>(site supervisor)</i>
Responsible person(s) for ensuring effective maintenance procedures are drawn up:	<i>Names & Designation</i> <i>C Weymouth (HT)</i>

Responsible person(s) for ensuring that all identified maintenance is carried out:	<i>Names & Designation</i> <i>C Weymouth (HT)</i>
Any problems found with equipment should be reported to:	<i>Name & Designation</i> <i>C Arkwright (site supervisor)</i>
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	<i>Name & Designation</i> <i>C Arkwright (site supervisor)</i>

Information, Instruction and Supervision

The Health and Safety Law poster* is displayed at:	<i>Location(s)</i> <i>Staff Room</i>
Health and safety advice is available from:	<i>Name & Designation</i> <i><u>Health Safety and Wellbeing Team</u></i> <i><u>01772 5 38877</u></i> <i><u>health.safety@lancashire.gov.uk</u></i>
Induction, supervision of trainees/work placements etc. will be arranged/undertaken/monitored by:	<i>Name & Designation</i> <i><u>C Weymouth</u></i>
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* It is a legal requirement to display the Health & Safety Law Poster in a prominent position in each workplace e.g. in the school's Reception area, or to give employees a copy of the Health & Safety Law leaflet.

Competency for Tasks and Training

The school has arrangements in place to ensure that all new employees are provided with appropriate health and safety induction training when they start work. This will cover basics such as first aid and fire safety. Specific on the job and job specific health and safety training will also be provided if needed to achieve the required competency. Training provision will include regular refresher training where appropriate. Write down your arrangements for training here including arrangements for record keeping.

Induction training will be provided for all employees by:	<i>Name & Designation</i> <u>C Weymouth/M Grayson / on-line Health and Safety course:</u>
Job specific training will be provided by:	<i>Name & Designation</i> <u>LCC face-to-face or on-line training</u>
Jobs requiring specific health & safety training are:	<i>List the training and method of provision</i> <u>COSHH Training, Legionella, Asbestos</u>
Training records are kept at/by:	<i>Name & Designation</i> <u>Health and Safety File</u>
Training will be identified, arranged and monitored by:	<i>Name & Designation</i> <u>M Grayson</u>

Accidents, First Aid and Work-related Ill Health

The school acknowledges the legal requirement to:

- Ensure that there is a recognised system in place to deal with the reporting, recording and investigation of incidents and accidents.
- Ensure that there is a recognised system in place for reporting work related injuries, diseases and dangerous occurrences under the RIDDOR Regulations.
- Provide appropriate first aid arrangements for employees and anyone attending the premises that may be affected by the school's activities.
- Provide health surveillance for any employees who may be **at risk** of ill-health as a direct result of work activities, and has made appropriate arrangements to deal with this issue.

The first aid box(es) is/are available:	<i>Detail location(s)</i> <u>Foyer</u> <u>KS1 Corridor</u>
The first aider(s) and appointed person(s) is/are:	<i>Name(s) and contact details or signpost to where up-to-date list is displayed</i> <u>Mrs L Frankland</u> <u>All Teaching Assistants</u>

	<i>All Teaching Staff</i> <i>All Welfare and support staff</i>
All accidents and cases of work-related ill health are to be reported to:	<i>Name & Designation</i> <u><i>Mrs L Frankland</i></u>
*Health surveillance is not required for any roles within the school. * delete as appropriate	<i>Provide details</i>
Health surveillance will be arranged by:	<i>Name & Designation NA</i>
Health surveillance/records will be kept by/at:	<i>Name & Designation or provide details NA</i>

Performance Monitoring

The school acknowledges its requirement to monitor the health and safety of employees and anyone who may be affected by its work activities and has appropriate arrangements in place to fulfil this requirement and to keep records.

To check our working conditions and ensure our safe working practices are being followed, we will: - Conduct workplace inspections. These are carried out by:	<i>Name & Designation</i> <u><i>Health and Safety Sub Committee</i></u>
Review all risk assessments regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes.	See Section: Health and Safety Risks Arising from Work Activities for responsibility details <u><i>Health and Safety Sub Committee</i></u>
Responsible person(s) for investigating accidents - e.g. road traffic accidents, slips, trips and/or falls accidents etc. before requesting assistance from the Health, Safety and Quality Team if necessary:	<i>Name & Designation</i> <i>Mr M Grayson (DHT)</i> <i>Mrs C Weymouth HT</i> <i>Mrs L Frankland</i>
Responsible person(s) for investigating work-	<i>Name & Designation</i>

related causes of sickness absences:	<u>Mrs L Frankland</u>
Responsible person(s) for acting on investigation findings to prevent recurrences:	<i>Name & Designation</i> <u>Mrs C Weymouth</u>
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	<i>Name & Designation</i> <u>Mrs C Weymouth</u>

Emergency Procedures - Fire and Evacuation

The school acknowledges its responsibility for ensuring that appropriate emergency procedures are in place and that these are communicated to all concerned, including other users of the premises, and monitored on a regular basis.

Responsibility for ensuring the fire risk assessment is undertaken and implemented rests with:	<i>Name and contact details:</i> <u>C Arkwright/ C Weymouth</u>
Escape routes are checked by/every:	<i>Name(s) and frequency:</i> <u>C Arkwright, daily</u>
Fire extinguishers are maintained and checked by/every:	<u>Walker Fire LTD</u> , <u>annually</u>
Alarms are tested by/every:	<u>Westmorland Fire Bi-annually</u>
The emergency evacuation procedure is tested by/every:	<u>Termly</u>
Responsibility for ensuring arrangements are in place to deal with other emergency situations e.g. bomb threat, flood, etc. rests with:	<u>C Weymouth</u> <u>See Health and Safety File</u> ✓

Table of Occupational Health & Safety Topics/Activities that apply

Occupational Health & Safety Topic/Activity (This is not a comprehensive list. Please add any further topics/activities relevant to the school). Information and Guidance is available on the web site, link below: Health, Safety & Quality web site	Applicable (√)	Details of where information about the school's arrangements can be found
Accident Reporting, Recording and Investigation	√	<p><u>Details of all applicable activities/topics will be found in the Health and Safety File – risk assessments available electronically and in hard copy. Please see relevant appendices and/or shared drive.</u></p>
Bodily Fluids (urine; blood; faeces; vomit) & Biological Agents	√	
Catering	√	
Cleaning/caretaking	√	
Control of contractors	√	
Disability access (health & safety implications)	√	
Display Screen Equipment and Eye Tests	√	
Driving at Work	√	
Electrical Safety e.g. installations, PAT tests, visual checks, local policy on bringing electrical items into school etc.	√	
Emergency Procedures other than Fire e.g. flood, services failure	√	
Extended school and community use	√	
Falling Objects/Safe storage	√	
Fire Safety	√	
First Aid	√	
Gas safety e.g. installations, servicing, tests, visual checks, local policy on use of gas items in school etc.	NA	
Hot surfaces, scalds and burns	√	
Health & Safety Induction (checklist available on web site)	√	
Lettings to non-school groups	√	
Manual Handling	√	
Minibuses	NA	
Mobile phones (the use of)	√	

Occupational Health & Safety Topic/Activity (This is not a comprehensive list. Please add any further topics/activities relevant to the school). Information and Guidance is available on the web site, link below: Health, Safety & Quality web site	Applicable (√)	Details of where information about the school's arrangements can be found	
Needles and needle stick injuries			
Personal safety including lone working and violence and aggression	√	<u>Details of all applicable activities/topics will be found in the Health and Safety File – risk assessments available electronically and in hard copy. Please see relevant appendices and/or shared drive.</u>	
Play Equipment installations inspections	√		
Playgrounds and external areas	√		
Ponds and Water features	NA		
Premises Management (see Premises Management Guidance & Records on Health & Safety web site)	√		
Pupil moving and handling (special needs)	√		
Pregnant employees and nursing mothers	√		Risk assessment
Reporting of health & safety concerns/faults	√		
Shared use of buildings	NA		
Sharps e.g. broken glass either in school building or external grounds	√		
Slips and trips	√	Displayed safety notices /induction file	
Stress	√		
Substances – COSHH	√		
Swimming pools			
Vehicle and pedestrian traffic	√		
Visitor and volunteers safety	√		
Waste storage and disposal	√		
Water hygiene (Legionella, lead etc.) – a Legionella Risk Assessment should be in place as part of your premises management arrangements	√		
Work equipment and machinery	√		
Working at height – ladders, access equipment etc.	√		

Occupational Health & Safety Topic/Activity (This is not a comprehensive list. Please add any further topics/activities relevant to the school). Information and Guidance is available on the web site, link below: Health, Safety & Quality web site	Applicable (√)	Details of where information about the school's arrangements can be found
Workplace Inspection	√	

Table of Non-Occupational Health & Safety Topics/Activities that apply

Curriculum and other non-occupational activities (information and guidance is available in various parts of the Schools Portal)	Applicable (√)	Details of where information about the school's arrangements can be found
Administration of medication	√	Policy
*Educational Visits	√	Health and Safety File
Food safety and hygiene	√	Health and Safety File
Outdoor activities	√	Health and Safety File
PE Equipment	√	Health and Safety File
Pupil handling and restraint	√	Health and Safety File
Grounds maintenance activities	√	Health and Safety File
Pupil movement and flow	√	Health and Safety File
School transport	√	Health and Safety File
Science (only where not covered by curriculum safety procedures set down in CLEAPSS)		
Smoking	√	Smoking Policy
Special needs of pupils health & safety issues	√	Health and Safety File
Stage and drama activities		Health and Safety File
Supervision of pupils	√	Health and Safety File
Technology equipment	√	
Wearing of jewellery	√	School Prospectus
Work experience	√	Induction Procedure for Work Experience Pupils

The school will also take into account the risks, and make health and safety arrangements for, non-routine, out of hours, 'one-off', seasonal or sporadic activities for example special school and community events such as school fetes, etc.

Note: Educational Visits have a separate intranet site on the Schools Portal at [Educational Visits](#).