



Health and Safety at Work

| Date | Review Date | Coordinator | Nominated Governor |
|-----------|-------------|--------------|--------------------|
| June 2019 | June 2021 | Site Manager | Abs Haque |

We believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the following legislation:

- Health and Safety at Work Act 1974
- Employers' Health and Safety Policy Statements (Exception) Regulations 1975
- Safety Representatives and Safety Committees Regulations 1977
- Health and Safety (Consultation with Employees) Regulations 1996
- Management of Health and Safety at Work Regulations 1999
- Education (School Premises) Regulations 1999
- Equality Act 2010
- School Premises (England) Regulations 2012

The following documentation is also related to this policy:

- Managing for Health and Safety (HSE)
- Equality Act 2010: Advice for Schools (DfE)
- Race Disparity Audit - Summary Findings from the Ethnicity Facts and Figures Website (Cabinet Office)

The Health and Safety at Work Act etc. (HASAWA) 1974 remains the principal enactment for occupational health and safety in the UK. HASAWA establishes the responsibilities of employers, employees and contractors in relation to health and safety at work.

We recognise our responsibilities under the Health and Safety at Work Act 1974 and will take all reasonably practicable steps to provide and maintain safe and healthy working conditions (on the school premises and during school-sponsored activities), equipment and systems of work for all our pupils, school personnel and visitors to the school.

We believe we can help prevent accidents and provide a safe and healthy working and learning environment only if everyone works together to adopt and use safe systems of work and identified good practices of health and safety. Everyone has a duty to take care of their own safety and that of others while on the school premises or during school-sponsored activities.

We believe the maintenance of a healthy and safe school is the shared responsibility of everyone in the school community.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

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We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

We all have a responsibility to ensure equality permeates in to all aspects of school life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We want everyone connected with this school to feel safe, secure, valued and of equal worth.

We acknowledge the findings of the Race Disparity Audit that clearly shows how people of different ethnicities are treated across the public services of health, education, employment and the criminal justice system.

The educational section of the audit that covers: differences by region; attainment and economic disadvantage; exclusions and abuse; and destinations, has a significant importance for the strategic planning of this school.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

Aims

- To establish a safe and healthy working and learning environment for all pupils, school personnel and visitors.
- To encourage everyone to take responsibility for their own health and safety and that of others.
- To provide and maintain equipment.
- To establish safe operating systems within the school.
- To provide training and up dated information.
- To ensure compliance with all relevant legislation connected to this policy.
- To work with other schools and the local authority to share good practice in order to improve this policy.

Responsibility for the Policy and Procedure

Role of the Governing Body

The Governing Body:

- is responsible for the health, safety and welfare of its employees, pupils and visitors to the school premises;
- has delegated the day to day management of Health and Safety to the Executive Headteacher;
- has appointed a member of staff to be responsible for Health and Safety;
- delegated powers and responsibilities to the Executive Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- has the duty of establishing appropriate committees in which to consult on health and safety matters;
- will ensure arrangements are in place for the school operating effectively;
- engaging the allocation of sufficient funds in order to ensure, so far as reasonably practicable, the working environment is safe and without risk to health;

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- ensuring effective monitoring is carried out to evaluate the health and safety performance of the school by involvement and evaluation of inspection reports from the local authority, Headteacher and Safety Representatives.
- responsibility for ensuring that the school complies with all equalities legislation;
- responsibility for ensuring funding is in place to support this policy;
- nominated a link governor to:
 - visit the school regularly;
 - work closely with the Executive Headteacher, the Health and Safety Representative and Site Manager;
 - ensure this policy and other linked policies are up to date;
 - ensure that everyone connected with the school is aware of this policy;
 - attend training related to this policy;
 - report to the Governing Body every term;
 - annually report to the Governing Body on the success and development of this policy.
- responsibility for the effective implementation, monitoring and evaluation of this policy.

Role of the Executive Headteacher

The Executive Headteacher will:

- work in conjunction with the Leadership Team to ensure all school personnel, pupils and parents are aware of and comply with this policy;
- be responsible for the implementation of the school safety policy and to develop a culture of safety throughout the school;
- be trained in and will keep up to date with all health and safety legislation;
- periodically report to the Governors;
- ensure that all school personnel fulfil their duties to co-operate with the policy;
- work closely with the link governor and the Health and Safety Representative and Site Manager;
- provide leadership and vision in respect of equality;
- ensure risk assessments:
 - are undertaken by members of the leadership team and other competent members of the school personnel;
 - are in place and cover all the main aspects of the school:
 - are accurate and suitable;
 - are easily available for all school personnel.
- ensure a thorough risk assessment is undertaken and all school personnel are notified once a new hazard has been identified;
- ensure advice is sought from appropriate outside agencies in order to complete certain risk assessments;
- provide training for the appropriate school personnel so that they are aware of the process of completing a risk assessment;
- ensure that all stakeholders are aware of all risk assessments and safe systems of work;
- be vigilant and aware of possible risks by undertaking regular health and safety inspections of:
 - the general condition of the school building(s);
 - the general condition of the school grounds;
 - all entrances, exits and finger guard protection;

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- fire safety precautions;
- electrical equipment and electrical power points;
- heating, lighting and ventilation;
- all glazed areas;
- floor surfaces;
- toilets and showers;
- storage of equipment;
- storage of hazardous substances;
- PE equipment and other specialist equipment;
- standards of cleaning.
- ensure all inspections are recorded and reported to the Premises, Health, Safety and Security Sub-committee;
- report any accidents or dangerous occurrences;
- investigate the causes of any accident, dangerous occurrence or near miss;
- put into place a safe system to prevent any accident, dangerous occurrence or near miss happening again;
- have in place an emergency plan to cover any major incident;
- have in place:
 - fire precautions and an emergency evacuation plan in the event of fire
 - procedures for first aid provision
 - procedures for the control of substances hazardous to health
 - an electrical maintenance plan
 - an annual plan for Portable Appliance Testing
 - procedures to deal with asbestos and Legionella
- ensure that new school personnel will undertake appropriate induction training;
- ensure that established school personnel receive training when required;
- undertake an annual health and safety audit;
- include a health and safety report in his/her termly report to the Governing Body;
- monitor the effectiveness of this policy by speaking with pupils, school personnel, parents and governors;

Site Manager

The Site Manager will:

- comply with the school's Health and Safety Policy, safety procedures and risk assessments;
- conduct regular health and safety surveys with the Executive Headteacher and Safety Representative;
- ensure that all cleaning staff are aware of the Health and Safety Policy and its implications such as storage arrangements for materials, use of equipment, substances etc;
- report immediately and defects or hazards;
- ensure that all new equipment is supplied with the appropriate documentation;
- test the fire alarm system each week;
- maintain a record of hazardous substances used for cleaning and similar purposes.

Role of the Health and Safety Representative

The Health and Safety Representative will:

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- carry out regular inspections of premises and school activities;
- assist in carrying risk assessments;
- investigate potential hazards, employee complaints, accidents and dangerous occurrences;
- make representation to employers and others on health and safety matters arising;
- provide information and guidance to school personnel;
- lead the development of this policy throughout the school;
- work closely with the Executive Headteacher and the nominated governor;
- provide guidance and support to all staff;
- provide training for all staff on induction and when the need arises regarding;
- keep up to date with new developments and resources;

Role of School Personnel

School personnel will:

- carry out their duties in accordance with the Safety Policy;
- take reasonable care of themselves and others whilst at work;
- co-operate with the Executive Headteacher and others in school to comply with legislation;
- attend appropriate training;
- report accidents, incidents, defects, damage to equipment and safety hazards to the Health and Safety Representative
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community.

Pupils

Pupils are expected to:

- follow the safety rules of the school and in particular the instructions of teaching staff given in an emergency;
- use and not willfully misuse, neglect or interfere with things provided for their safety;
- exercise personal responsibility for the safety of themselves and others;
- observe standards of dress consistent with safety and or / or hygiene
- treat others, their work and equipment with respect;
- liaise with the school council;
- take part in questionnaires and surveys.

Parents

Parents are expected to:

- support the school in any health and safety matters reported to them on newsletters;
- be aware of and comply with this policy;
- be asked to take part periodic surveys conducted by the school;

Visitors and People Working on Site

Visitors are expected to:

- take reasonable care of themselves and others while on the school premises;
- co-operate with the safety rules and procedures of the school;
- ensure compliance with risk management when working on the premises;
- report defects or damage to equipment;
- report all accidents and incidents.

Risk Assessments / Safe Operating Systems

- We believe that Risk Assessment applies to everyone and is the key factor in relation to Health and Safety.
- Risk Assessment is something we all do every day and most activities have some form of risk attached to them.
- The object is to assess the level of risk, determine whether it is acceptable and introduce measures to minimise or eliminate the risk by:
 - Preparing and implementing safe working practices
 - Monitoring, inspecting and reporting regularly
 - Identifying potential hazards and knowing what to do to minimise risk and respond if something goes wrong.
- We are aware that we may need specialist advice to assess some risks, but many require a common-sense approach and continued diligence.
- We are of the opinion that if something is not acceptable at home then it should not be acceptable in school.
- All of us have a legal responsibility for the safety of our colleagues.

Inspections

- A daily inspection is undertaken by the site manager who reports to the Executive Headteacher or Bursar.
- Weekly checks are undertaken by the relevant personnel.
- The Local Authority Health and Safety section undertakes an annual inspection.
- Annual inspection by the Governor with responsibility for Health and Safety.

Reporting

- The Executive Headteacher receives a daily verbal report from the site manager.
- The Executive Headteacher provides a termly report to the Governing Body.
- The Executive Headteacher provides an annual report to the Governors and to the Academy.
- The Governing Body receives a periodic inspection report from the Health and Safety section of the Local Authority.

Training

All school personnel:

- have equal chances of training, career development and promotion
- receive training on induction which specifically covers:

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- All aspects of this policy
 - Accidents and Emergencies
 - Electrical Safety
 - Fire Safety
 - First Aid
 - Health and Safety in the Curriculum
 - Health and Well-Being
 - Lone Workers
 - Manual Handling
 - Medical Conditions and Communicable Diseases
 - PE Safety Guidelines
 - Positive Handling
 - Risk Assessment
 - Security
 - Slips, Trips and Falls
 - Violence in Schools
 - Working at Height
 - Work-life Balance
 - Equal opportunities
 - Inclusion
- receive periodic training so that they are kept up to date with new information
 - receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications.

Health and Safety Policies

We have in place the following policies:

- Accidents and Emergencies
- Asbestos
- Asthma
- COSHH
- Display Screen Equipment
- Drugs and Alcohol
- E-Safety (ICT Internet)
- Electrical Safety
- Fire Safety
- First Aid
- Food Safety
- Head lice
- Health and Safety in the Curriculum
- Health and Safety Policy
- Health and Well-Being
- Lone Workers
- Manual Handling
- Medical Conditions and Communicable Diseases
- Medical and First Aid
- PE Safety Guidelines
- Positive handling
- Photographic and Video Images – use of
- Risk Assessment
- School Trips
- Security
- Smoking at Work
- Sun Protection
- Traffic Management
- Violence in Schools
- Visitors and Contractors
- Working at Height
- Work-life Balance
- Workplace Environment

Raising Awareness of this Policy

We will raise awareness of this policy via:

- the school website
- the Staff Handbook
- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- school events
- meetings with school personnel
- communications with home such as weekly newsletters and of end of half term newsletters
- information displays in the main school entrance

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

Linked Policies

- All Health and Safety Policies
- Safeguarding and Child Protection

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| Headteacher: | | Date: | |
| Chair of Governing Body: | | Date: | |