

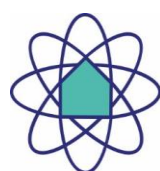


# Health and Safety Management System

Approved by the Local Governing Body on

Last reviewed on: April 2022, June 2023, June 2023, June 2024, June 2025

Next review due by: June 2026



Prepared by  
**Wirehouse**  
Employer Services

## Introduction

The main purpose of health and safety law is to prevent unsafe acts or situations which may arise, thus reducing the likelihood of accidents occurring and preventing injury or loss of life. Safety legislation provides clear information and guidance for us, it has been formulated to assist and protect us all. Risk occurs, it is an inevitable factor, but it must be managed to create a safe working environment.

We take health and safety seriously and we understand our duties as an employer. It is our intention to fully embrace all aspects of health and safety law applicable to us.

We intend to manage and conduct our activities safely to avoid any harm to persons who may be affected either directly or indirectly by our activities.

Our Health and Safety Management System and documentation has been prepared following the Health and Safety Executive defined guidelines as set out in the guidance note 'HSG65' and utilises agreed principles to achieve our intentions: a safe place of work. It follows the Plan, Do, Check, Act, concept of risk management.



# Health and Safety Management System

Our Health and Safety Management System consists of the following elements:

Our Health and Safety Management System is provided to state our intentions and set a clear direction for people to follow. We expect all our employees to understand and comply with our arrangements.

We have ongoing commitments to achieve our intentions and maintain high standards. To help us meet these commitments employees will be empowered to assist with certain tasks. Information is provided to employees describing responsibilities and duties of key people. We will provide training where it is required.

To ensure our workplace is safe and risk is managed effectively we have devised safety arrangements. It is important that we fulfil our duties with respect to legislation and guidance that applies to us. We recognise that continuous improvement is vital to help us maintain our standards and achieve compliance.

An amendment status record is included at the end of this section. This information helps us to manage and control our documentation ensuring it remains current.

The Health and Safety Management System will be reviewed at least annually. The date of review will be indicated on the Health and Safety Statement of Intent.

## Overview

There is a moral obligation on us to take care of everyone at work and those who might be affected by the work we undertake. This is reflected in Common law, in Statute law and enforced by the regulatory authorities. Health and safety legislation goes further than just 'common sense' or 'reasonable care' and places duties of absolute, practicable or reasonably practicable care.

We have a clear understanding of the duties placed on us and ensure that we have 'suitable and sufficient' assessments, systems and control measures in place.

This Health and Safety Management System and guidance written form the basis of our intentions. This will be supported with training for employees at the appropriate level and detail.

Identifying the relevant legislation and implementing safety systems is the first step to our compliance – maintaining standards with regular checks and audits is also required. The enforcement agencies expect compliance and this is the best way to avoid accidents and incidents occurring.

Regardless of whether there has been an accident or incident it can result in enforcement action and fines, especially following the implementation of Fee for Intervention (FFI) which allowed the Health and Safety Executive to charge for their visits when a breach is noted.

Copies of the key pieces of legislation (acts and regulations) are freely available online and this is supported with more user-friendly publications in the form of 'approved codes of practice' and 'guidance notes' from the website [www.hse.gov.uk](http://www.hse.gov.uk). We will obtain copies in the first instance of the legislation of most relevance to us. These documents provide information on the fundamentals for establishing a sound Health and Safety Management System.

A summary of the key legislation is provided below – for our information. We have identified legislation that we consider is applicable to us. The following list has been compiled to help draw our attention to this information and to our duties.

### **UK Legislation**

1. The Building Regulations 2010 (as amended)
2. The Control of Asbestos Regulations 2012
3. The Confined Spaces Regulations 1997
4. The Construction (Design and Management) Regulations 2015 (CDM 2015)
5. The Control of Noise at Work Regulations 2005
6. The Control of Substances Hazardous to Health Regulations 2002 (as amended)
7. The Control of Vibration at Work Regulations 2005
8. The Corporate Manslaughter and Corporate Homicide Act 2007
9. The Electricity at Work Regulations 1989
10. The Employers' Liability (Compulsory Insurance) Act 1969
11. The Employment of Women, Young Persons and Children Act 1920
12. The Employment Rights Act 1996
13. The Environmental Protection Act 1990
14. The Equality Act 2010
15. The Regulatory Reform (Fire Safety) Order 2005
16. The Fire Safety (England) Regulations 2022
17. The Fire Safety Act 2021
18. The Furniture and Furnishings (Fire) (Safety) Regulations 1988 (as amended)
19. The Gas Appliances (Safety) Regulations 1995 (as amended)
20. The Hazardous Waste Regulations 2005 (as amended)
21. The Health and Safety at Work etc. Act 1974
22. The Health and Safety (Consultation with Employees) Regulations 1996 (as amended)
23. The Health and Safety (Display Screen Equipment) Regulations 1992 (as amended)
24. The Health and Safety (First Aid) Regulations 1981 (as amended)
25. The Health and Safety (Safety Signs and Signals) Regulations 1996 (as amended)
26. The Health and Safety (Training for Employment) Regulations 1990
27. The Health and Safety Information for Employees Regulations 1989 (as amended)
28. The Health and Safety Offences Act 2008
29. The Ionising Radiations Regulations 2017
30. The Management of Health and Safety at Work Regulations 1999 (as amended)
31. The Manual Handling Operations Regulations 1992 (as amended)

32. The Personal Protective Equipment at Work Regulations 1992 (as amended in 2022)
33. The Pressure Systems Safety Regulations 2000
34. The Provision and Use of Work Equipment Regulations 1998
35. The Public Health (Control of Disease) Act 1984
36. The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
37. The Safety Representatives and Safety Committees Regulations 1977 (as amended)
38. The Workplace (Health, Safety and Welfare) Regulations 1992
39. The Work at Height Regulations 2005
40. The Working Time Regulations 1998 (as amended)
41. The Health and Safety (Young Persons) Regulations 1997

## Objectives

The objectives of Balfour Junior school Health and Safety Policy are to:

- Promote high standards of safety, health and welfare in compliance with the Health and Safety at Work Act (1974), other statutory instruments and approved codes of practice.
- Ensure that places and methods of work are safe and healthy through the arrangements set out and are adopted from time to time as appropriate to changing circumstances.
- Protect personnel, whether they be employees, pupils, members of the general public visiting the school, or contractors and their employees, from any foreseeable hazards.
- Ensure adequate training, instruction, supervision and information is given to all employees in order that they may work in safety insofar as is reasonable and practicable.
- Ensure a safe and healthy working environment for all personnel and that there are sufficient facilities and arrangements for their welfare.
- Ensure that awareness with regard to all aspects of safety is fostered by all personnel.
- Ensure personnel are aware of their responsibility to take any steps necessary in order that the health and safety of both them and others may be safeguarded, and to co-operate in all aspects with regard to safety.
- Ensure that full and effective consultation on all matters is encouraged.

## Management of Documentation

We will ensure that all amendments are incorporated and that each revision or re-issue is recorded.

### Issue Details

| Issue Number | Reason for Issue / Amendments | Name             | Date          |
|--------------|-------------------------------|------------------|---------------|
| 1.           | Initial                       | Wirehouse ES Ltd | December 2019 |

|     |                                                                                               |                  |               |
|-----|-----------------------------------------------------------------------------------------------|------------------|---------------|
| 2.  | Reviewed and Updated                                                                          | Wirehouse ES Ltd | October 2020  |
| 3.  | Schools Own Policies Added                                                                    | Wirehouse ES Ltd | February 2021 |
| 4.  | Reviewed and Updated – Overview Legislation List updated; Covid-19 Infection Control removed. | Wirehouse ES Ltd | April 2022    |
| 5.  | New Logos and School Name Change                                                              | Wirehouse ES Ltd | April 2022    |
| 6.  | Accident Investigation Updated                                                                | Wirehouse ES Ltd | June 2023     |
| 7.  | Reviewed                                                                                      | Wirehouse ES Ltd | June 2024     |
| 8.  | Updated:<br>Legislation Index                                                                 | Wirehouse ES Ltd | June 2025     |
| 9.  |                                                                                               |                  |               |
| 10. |                                                                                               |                  |               |
| 11. |                                                                                               |                  |               |
| 12. |                                                                                               |                  |               |

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## Implementation Guide and Record

Our Safety Management System is a key tool for us to use to help educate employees on their responsibilities and safe ways of working and to manage risk effectively and proactively. We will use the record below to record the key stages of the implementation of our Health and Safety Management System and to track progress towards compliance. We will amend this as required.

| Date Reviewed | Key Activity                                                                    | Evidence - Location of the Records, Documents |
|---------------|---------------------------------------------------------------------------------|-----------------------------------------------|
|               | Annual Audit and Action Plan                                                    |                                               |
|               | Statement of Intent Reviewed                                                    |                                               |
|               | Employee Handbooks Issued for any New Starter and Acknowledgement Form Returned |                                               |
|               | Fire Risk Assessment Reviewed                                                   |                                               |
|               | Sufficient Number of Fire Marshals                                              |                                               |
|               | Fire Log Book and Evacuation Drills Recorded                                    |                                               |
|               | PEEPs Documented/Reviewed                                                       |                                               |
|               | Legionella Risk Assessment Reviewed (where applicable)                          |                                               |
|               | Legionella Controls Documented                                                  |                                               |
|               | Risk Assessment Index Reviewed                                                  |                                               |
|               | Risk Assessments Reviewed                                                       |                                               |
|               | Specific Risk Assessment Completed for:<br>Lone Working                         |                                               |
|               | Hazardous Substances Inventory Sheet Reviewed                                   |                                               |
|               | Hazardous Substance Risk Assessments Reviewed                                   |                                               |
|               | Training Matrix Needs Analysis Reviewed                                         |                                               |
|               | Workplace Inspections                                                           |                                               |
|               | Health Surveillance                                                             |                                               |



# Chapter 1. Statement of Intent

# Health and Safety Statement of Intent

The governors regard the promotion of health and safety at work to be of the utmost importance for all personnel that attend as pupils, work in and visit Balfour Junior School. Balfour Junior School may be referred to as 'academy' or 'school' throughout this policy.

It is academy policy to ensure that every reasonable step be taken to prevent injury and ill-health to personnel by protecting individuals from hazards at work. This also includes pupils and visitors to the academy whether it is for pursuance of their employment or other activities.

This is approached by:

- Assessing and controlling risk as part of the day-to-day management of academy activity.
- Providing and maintaining safe, healthy and secure working conditions, training and instruction so that personnel are able to perform their various tasks safely and efficiently.
- Ensuring that a constant awareness with regard to health and safety at work is maintained in respect of all activities within the academy/school and during out-of-school activities.
- Periodic review of the safety policy as school activities and the associated risks change.

All personnel employed within the academy have a legal obligation to co-operate in the operation of this policy by not interfering with or misusing equipment that has been provided in the interests of health and safety.

All employees within the academy have a corresponding obligation to co-operate and comply with this policy so far as is reasonably practicable by:

- complying with safety procedures, whether written or brought to their attention by other means for their own protection, protection of those under their supervision and others who may be affected by their actions.
- Reporting to the Business Manager any incident that has led, or could have led, to damage or injury.
- Assisting in any investigation with regard to accidents, dangerous occurrences or near-misses.
- 

In line with the safety organisation set out in this policy, it is the responsibility of all line managers to ensure compliance with safety arrangements within their areas of responsibility.

From time to time, safety arrangements are adopted for the control of risk and reflect the procedures that are to be followed within the school.

Signed ..... **Beyond Schools Trust**

Date .....

# Environmental Policy Statement

We help to sustain natural resources and protect the environment. We are committed to ensuring the health, safety and welfare of any person who may be affected by the waste materials that result from our work.

Whilst the environmental obligations and responsibilities fall to all of us, Beyond Schools Trust are primarily responsible for ensuring our environmental implications are inherent considerations in all our business decisions. Beyond Schools Trust are ultimately responsible for the implementation and promotion of this policy.

We will arrange for the disposal of our waste products regularly, safely and in accordance with the statutory requirements. We will actively re-use packaging materials wherever possible, including folders and documentation.

Our waste disposal arrangements will be regularly reviewed and will ensure that our paper and cardboard waste is recycled wherever possible and disposed of responsibly where not. Recycling initiatives will be taken where possible to help protect the environment and make better use of our resources. Our employees are asked to consider the environment when printing.

Where possible the most environmentally friendly equipment will be provided with due consideration to those employees who work from home, ensuring that the consumption and energy required is considered prior to purchases.

We recognise that the empowerment of our employees is our strongest weapon in the battle for environmental protection and will therefore arrange for suitable training and awareness where possible on environmental implications of our work activities and the controls that are within our control. We will encourage our employee's involvement in developing environmental improvements.

We seek excellence in every area of our work and are committed to continuing to improve our environmental performance by minimizing our environmental impact and making resource efficiency the focal point and requirement of all our operations.

We aim to foster an understanding of environmental issues appropriate to and in the context of our business and those who work with us. Our intention is to ensure that we continually improve the environmental impact of our activities.

To achieve this commitment, we will:

- Strive to continuously improve our environmental performance, regularly reviewing our activities and policy and setting new targets to reduce any environmental impacts caused by our activities. This will include the consumption of energy within our premises, the reduction of waste materials including paper and cardboard through unnecessary printing.
- Comply with the requirements of environmental legislation and integrate approved codes of practice into our business operations.

- Reduce our consumption of resources and improve efficiency in the use of these resources.
- Ensure energy and water is used efficiently in all activities to minimise the consumption of natural resources and energy.
- Manage our operations and activities ensuring we reduce emissions, pollution and waste.
- Promote the reduction, reuse and recycling of waste materials in all working activities to conserve resources and reduce waste disposal.
- Ensure all waste is disposed of in a safe and responsible manner through monitoring and taking necessary action where deemed appropriate,
- Procure goods and supplies which take environmental specifications into account, limiting the amount of waste products; we recognise that prevention is better than the cure.
- Raise awareness and encourage participation in environmental matters through discussions and training sessions for employees upon induction and at appropriate intervals.

We recognise our responsibility towards the protection of the environment and issue this statement as a commitment of both management and employees to minimising the environmental impact of our operations.

Signature: .....

Beyond Schools Trust

Date: .....



## Chapter 2. Responsibilities

## Duties and Responsibilities

We will ensure that employees are aware of their legal responsibilities whilst at work, the appointments forming our management structure and the duties and responsibilities allocated to respective employees.

We take seriously the health, safety and welfare of our employees and anyone else who may be affected by our work activities. We expect full cooperation from our employees to help us maintain safe working environments. It is our aim to create a positive safety culture and sustain high standards.

Employees empowered to organise, manage and supervise work activities are instructed to ensure that our safety policies and procedures are followed always. Activities will be completed without significant risk of harm or loss and risks will be assessed and measures introduced to enable this.

Where employees have limited experience of activities involving risk, supervision will be afforded until such a time when satisfactory competence is deemed sufficient. Training needs will be assessed for all employees and the necessary training to enable them to work safely will be arranged.

Employees are instructed to refrain from using equipment likely to cause harm. If they notice any unsafe equipment, acts or situations they must act and report this.

We have in place a system for periodic monitoring. The purpose of this task is to continually assess our performance with respect to health and safety. People have been nominated with specific monitoring responsibilities, from time to time they may be requested to aid.

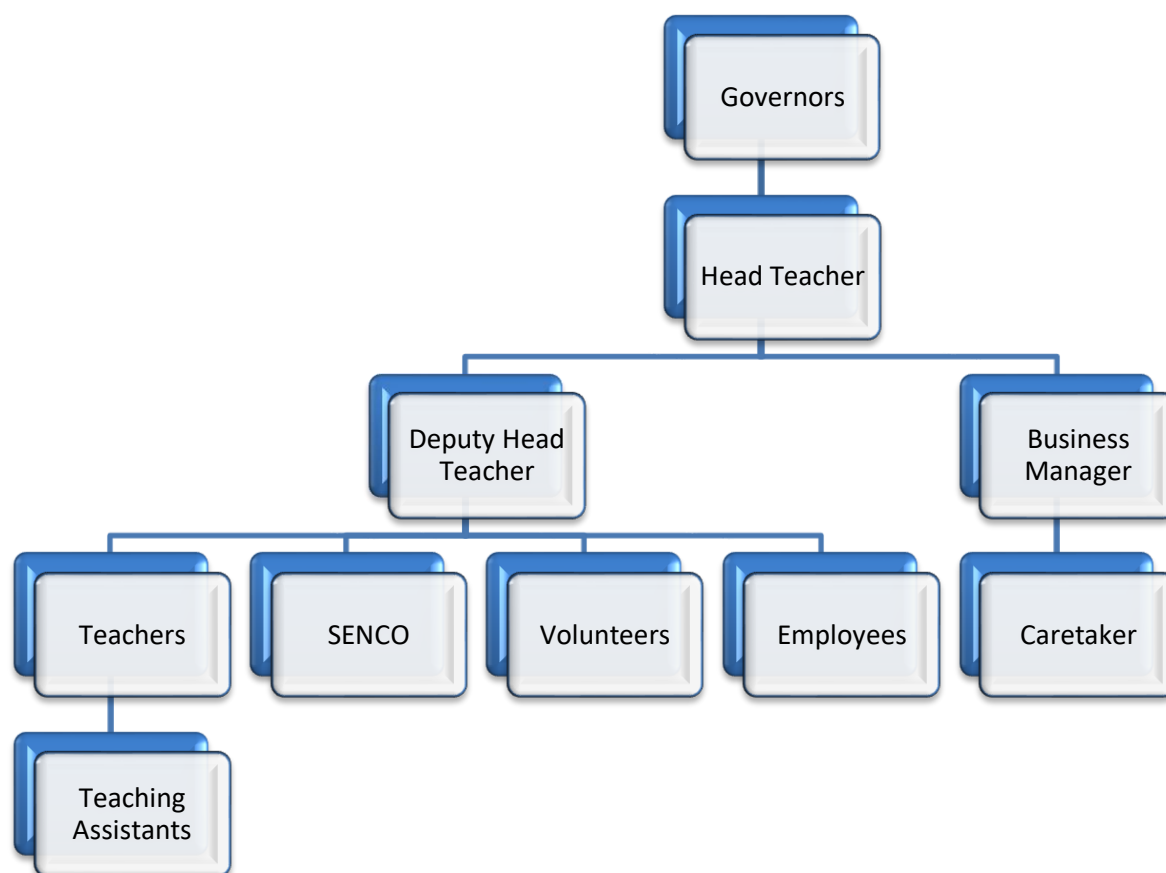
The Health and Safety at Work Act places duties on employees to:

- Take reasonable care of their own health and safety and that of anyone else effected by what they do.
- Cooperate with us, enabling us to comply with our statutory duties.
- Refrain from intentionally or recklessly interfering with or misusing anything provided in the interest of health, safety and welfare.

Employees are instructed to understand that failure to act and comply with legal duties may result with disciplinary action being taken against them, possibly by an enforcing authority.

## Health and Safety Management Structure

This diagram is a representation of our management structure and strategy for health and safety responsibilities.



The Head Teacher has ultimate responsibility for health & safety. At any time when an employee assigned with responsibilities is absent from work employees are instructed to consult the Deputy Head Teacher or to your Direct Line Manager and raise any concerns regarding health and safety.

## Beyond Schools Trust

The C.E.O of the Beyond Schools Trust is ultimately responsible for the health & safety matters within the academy.

In addition, Medway Council could possibly provide a pivotal role with regard to any major incident and may need to be alerted should an incident occur, e.g. media support, educational psychologists, building advice and support, insurance as well as liaising with the police, rescue services etc.

## Governors

The primary responsibility for all aspects of health and safety at work within Balfour Junior School rests with governors through the safety organisation. That arrangement exists for the academy to comply with its Health and Safety (H & S) responsibilities AND Emergency Planning Procedures (EPP.)

- That the Head Teacher (through the Senior Leadership Team) adopts and reviews periodically (and amends as appropriate) the School Health and Safety Management System and EPP in line with the Children's Services and Corporate Health and Safety Management System and Emergency Planning advice.
- That adequate materials/resources required to meet all statutory and Council and academy Health and Safety Management System requirements are budgeted for.
- That periodic monitoring inspections are carried out to maintain and enhance the academy's safety performance.
- The effectiveness of the Health and Safety Management System is periodically appraised and any necessary changes made. They take a direct interest in the Health and Safety Management System and publicly support all those carrying it out.

## The Head Teacher and the Deputy Head Teacher

The Head Teacher and the Deputy Head Teacher have the overall and final responsibility for safety, health, fire and welfare. Contribution however is needed by all employees in order to achieve a safe working environment.

Responsibilities include, but are not limited to:

- Understanding the Health and safety at Work Act and any other Acts, legislation or Approved Codes of Practice that apply to us and ensuring these are observed.
- Initiating our Health and Safety Management System for the prevention of injury, damage and waste.
- Carrying out an annual review of the Health and Safety Management System.
- Ensure that we are supported and suitably advised on matters relating to health and safety.
- Setting objectives in relation to health and safety matters.
- Arranging adequate funds and facilities to meet requirements of our Health and Safety Management System.
- Ensuring that any inspection, testing and certification is carried out.
- Ensuring that appropriate insurance cover is in place and maintained.
- Ensuring that suitable risk assessments are carried out by competent personnel and suitable records are maintained.
- Ensuring that risk assessments are reviewed regularly.
- Ensuring that all employees receive adequate and appropriate training.

- Ensuring that necessary health and safety inspections are undertaken within those areas and that prompt remedial action is taken when any unsafe practice or condition is apparent.
- Ensuring that suitable written records are kept and maintained of such inspections.
- Making reasonable enquiries to ensure that subcontractors engaged to work on our behalf and contractors engaged to work on our premises are competent to do so.
- Ensuring that disciplinary procedures are adequate to act against those who breach the Health and Safety Management System, rules or safe practices.
- Setting a personal example.

The headteacher is also responsible for the effective implementation of the safety policy and for encouraging employee, through regular monitoring, to implement health and safety arrangements by:

- Ensuring that responsibility is assigned and accepted at all subordinate levels Ensuring that pupils are aware of their responsibilities.
- Taking responsibility for all Health and Safety and EPP matters in the school.
- Alerting the Council should a major incident occur and liaising with them thereafter Liaising with the governing body and Medway Council on policy issues.
- Ensuring that employees have sufficient information, instruction, training and supervision to enable them to comply with safe systems of work, established rules and working practices.
- Ensuring that the Senior Leadership Team Co-ordinate health and safety and EPP matters within their area of responsibility.

## The Beyond Schools Trust

Responsibilities include, but are not limited to:

- The C.E.O of the Beyond Schools Trust is adviser to the Headteacher on health, safety and welfare within Balfour Junior School. He or she is also to advise all personnel in meeting their individual responsibilities with regard to health and safety at work.
- Setting a personal example.

## The Senior Leadership Team

Senior Leadership Team members are responsible for ensuring that the day-to-day requirements regarding health and safety at work are met within their areas of concern. Where any new process or operation or substance is introduced into the area of their responsibility, they are to liaise with the safety adviser so that the associated risks are assessed and any precautions deemed necessary are implemented. Members of the Senior Leadership Team are accountable to the head teacher for implementing the academy's Health and Safety Management System and EPP, rules, procedures and working practices by:

- Ensuring that where unsafe working practices or unsafe conditions are identified then remedial measures to reduce or eliminate the hazards are introduced.

- Ensuring that safe systems of work are being adhered to with their operational areas  
Ensuring that temporary or new employee is fully instructed on all aspects of safe working within their areas of control.
- In conjunction with the Business Manager, ensuring that all accidents, incidents and near misses are recorded, fully investigated, and if appropriate reported under the RIDDOR regulations and that remedial action is implemented.
- Alerting the Head Teacher immediately should any major incident or potential incident occur. In his/her absence the senior manager.
- Setting a personal example.

## Employees and Pupils

Responsibilities include the following, but are not limited to:

Employees and pupils have a responsibility to ensure that they act with all reasonable care with regard to the health and safety of themselves, other members of the academy, contractors, and members of the public. They are required to co-operate with supervisors, line managers, safety representatives and the safety adviser, and to adhere to safety guidance given in helping to maintain standards of health and safety within the academy. Employees are responsible and accountable for maintaining a safe area of work by:

- Ensuring that classrooms/work areas are safe.
- Ensuing that all equipment and materials are safe before use Ensuring that safe procedures are followed.
- Ensuring that protective equipment is used when required Complying with the academy's H & S and EPP policies and procedures.
- For seeking advice or reporting to appropriate member of employee when unsure of a particular work requirement or when visiting unfamiliar work areas.
- Making themselves aware of all emergency practices and protocols.
- Bringing to the immediate attention of the Head Teacher, or Senior Leader, any major incident, actual or potential.
- Reporting all H & S and hazards, incidents and/or suspicious persons, packages, potential threats/dangers etc. immediately to a senior employee.

## Safety Representatives

It is the responsibility of safety representatives to make such proposals as they see fit with regard to methods of achieving improvements in health and safety aspects in their area of responsibility.

## Contractors

It is the responsibility of contractors and their employees to read and comply with the school health and safety policy.

## Communication and Consultation

Health and safety arrangements, rules and procedures have been introduced to prevent accidents occurring thus protecting people against harm, however effective communication is vital to ensure these measures achieve their desired intentions.

We aim to consult with employees and others and will involve them in the decision-making process and development of our safety arrangements.

This Health and Safety Management System is made available to all employees, all employees will be made familiar with the contents.

The Employee Safety Handbook provides general safety information and refers to where further information can be obtained. It also provides details of our rules, procedures and arrangements. Employees will be made familiar with the handbook content.

We have devised our policies and guidance to ensure safe working practices are documented. Information relevant to each job or employee role will be communicated.

We have appointed various levels of management to implement, manage and assist with safety arrangements and procedures daily. Their duties include the communication of safety information to employees and others to ensure our policies, procedures and rules are being followed and standards are being maintained.

We will arrange the necessary training to ensure work is carried out without risk of harm. The management team are responsible for identifying any shortfalls with competence and consequent training needs. We will use credible and competent training providers for delivery of any external training.

It is inevitable that visitors and contractors will spend time at our premises. It is our intention to communicate any rules or procedures relevant to their safety to these persons. This we will do either whilst deciding for their visit or upon arrival.



## Chapter 3. Arrangements

## Arrangements

Arrangements are the systems we have introduced to deal with our fundamental health, safety, fire and welfare needs. We have reviewed our work and considered what arrangements are necessary. Our arrangements have been introduced for the good and benefit of employees and others and to comply with legislative requirements.

We have considered the activities we expect employees to participate with and the environments where work takes place.

We ask that you speak to the Head Teacher if there is anything you do not understand or believe could be improved.

The safety arrangements set out below are for the information, guidance and compliance of all personnel in Balfour Junior School.

Health and safety are integral parts of management. They are key considerations that should underpin and facilitate educational and financial activity. Under the Health and Safety at Work Act (1974) and common law, employers and employees must look after children in their care.

In carrying out their normal functions, it is the duty of all heads of faculty or area to do everything possible to prevent injury to individuals. This will be achieved so far as is reasonably practicable by adoption of arrangements and procedures developed out of risk assessment for control of risk.

These can be summarised as:

- Providing and maintaining safe equipment and safe systems of work.
- Making arrangements to ensure the safe use, handling, storage and transport of materials, drugs, substances and other articles.
- Providing the necessary information, instruction, training and supervision to ensure all personnel are aware of their responsibilities for safety.
- Providing safe places of work with safe access to and exit from them providing a safe and healthy working environment.
- Providing a system for rapidly identifying and remedying hazards.
- Where hazardous conditions cannot be eliminated, providing suitable protective clothing and equipment.

More specific arrangements are set out below and will be appended from time to time as necessary to address new risks.

All personnel have a statutory duty to co-operate in fulfilling the objectives of the governors and a personal responsibility to take reasonable care to ensure that their actions do not cause injury to themselves and to others.

Employees are required to observe special rules and safe methods that apply to their own work and to report hazards discovered by them to their head of faculty or area.

No person shall intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Summary of responsibilities for key arrangements:

| Subject Area                          | Persons Responsible                          | Date Accepted |
|---------------------------------------|----------------------------------------------|---------------|
| Instruction in safe working practices | Line Managers                                |               |
| Training                              | Line Managers                                |               |
| Health and Safety Inspections         | The Business Manager and the Caretaker       |               |
| Office Safety                         | Teachers                                     |               |
| Accident Investigation                | All Teachers                                 |               |
| In house equipment                    | The Business Manager and the Caretaker       |               |
| Services (gas, electric etc)          | The Business Manager and the Caretaker       |               |
| First Aid Provision                   | Teachers                                     |               |
| Fire Equipment                        | The Business Manager and the Caretaker       |               |
| Fire Evacuations                      | All Personnel                                |               |
| Housekeeping                          | The Business Manager and the Caretaker       |               |
| Risk Assessments                      | The Caretaker and Teachers                   |               |
| Contractor Management                 | The Business Manager and the Caretaker       |               |
| Welfare                               | The Head Teacher and the Deputy Head Teacher |               |

## Accident Investigation

The purpose of this arrangement and procedure is to outline our methodology for when an accident, near-miss or dangerous occurrence occurs on our premises.

The purpose of accident investigation is to identify the immediate, underlying and root causes that led to the accident and to prevent reoccurrence.

Accident is defined as any unplanned event which results in an injury to someone or causes property.

Near-miss is defined as an unplanned event that has resulted in no injuries or damage but could have done. For example, falling objects close to personnel.

It is our intention to prevent all accidents, near-misses and dangerous occurrences and we have procedures in place to manage any such events.

Educating employees on the importance of accident reporting so that we can investigate to see what has happened and identify corrective action to prevent similar incidents.

## **Procedure**

- It is our procedure to ensure that, where practicable, an accident investigation is carried out as required by law.
- We will investigate the accident establishing the events that led up to the accident or incident.
- It is imperative that the scene of the accident is isolated to facilitate investigation.
- It is important that information relating to any accident or incident is collected as soon as possible following the event.
- The type of evidence that we will obtain include the following but is by no means exhaustive:
  - Witness statements.
  - Photographs.
  - Sketches.
  - CCTV data.
  - Damaged equipment.
  - Maintenance records.
  - Previous accident reports.
  - Training records.
  - Risk assessments and safe systems of work.
- The depth of the investigation will depend on the nature and severity of the accident or incident.
- Where necessary, other parties will become involved with the investigation.
- Instruct employees on the importance of cooperating with us when an accident or incident is being investigated.

## **Application and Scope**

- We will ensure that accident investigations are recorded and that as much information is detailed in the event, we need to pass information on to the enforcement authorities and/or our insurance company.
- We will carry out the investigation with the mindset of trying to prevent reoccurrence rather than trying to place blame. Only after the investigation can we consider if any employees have acted inappropriately.
- Accident investigation will help us determine the costs associated with an accident.

## **Responsibilities**

Management will:

- Familiarise themselves with the accident investigation procedure.
- Investigate accidents and incidents.
- Ensure that an accident investigation has been completed.
- Analyse the findings from the investigation to prevent reoccurrence.
- Report their findings and recommendations.
- Ensure action has been taken to prevent recurrence of the accident or incident.

Employees will:

- Co-operate with Management where an accident or incident is being investigated.
- Comply with this accident investigation procedure.
- Assist with the investigation of accidents or incidents.
- Preserve the scene.

### **Training Requirements**

- We will ensure that employees are trained in the requirements of accident investigation.

### **Communication and Participation**

The Management of this school will:

- Monitor the implementation of this policy and procedure.
- Maintain an overview of its effectiveness.
- Review it as required.

### **Forms & Records**

- Accident and Incident Analysis Report.
- Accident Incident Investigation Form.
- Child Accident Incident Reporting Form.
- Incident Log.
- Near Miss Reporting Form.
- Supplement for Vehicle Related Accidents.
- Witness Statement.
- Accident Investigation (Toolbox Talk).
- Accident Investigation (Toolbox Talk Presentations).
- Accident Investigation Interviewing (Toolbox Talk Presentations).
- Accident Investigation Guidance Note.

## **Accident Reporting**

We acknowledge our duty as stipulated by the Reporting of Injuries Diseases and Dangerous Occurrences Regulations (RIDDOR). We have suitable arrangements in place for all accidents and incidents to be reported. The Head Teacher supported by the Direct Line Managers are to ensure that all employees understand the basic requirements for accident and incident reporting and know how to report such an event and are encouraged and monitored to ensure this is done.

Any accident or injury is to be reported to the school office by the person or persons involved in the accident, or by their manager, and entered in the accident report book. Accident books are held in the office. The headteacher is to ensure that the governors are informed of all accidents of a serious nature and any dangerous occurrences, and where applicable follow the requirements of current legislation. The school will comply with all requirements of the

Reporting of Injuries, Diseases and Dangerous Occurrences (RIDDOR) 1985 by ensuring that all facilities and arrangements necessary are implemented as follows:

- All members of employee and employees shall be made aware of the legislation and its requirements.
- Statutory and school accident reporting procedures and documents will be held centrally on the school premises.
- A fatality, major injury or dangerous occurrence when identified must be reported by the quickest practicable means, and subsequently in writing to the enforcing authority (Medway) within seven days of the accident. A Form HS157 will be required for all accidents.
- All diseases as identified by the regulations must be reported to the enforcing authority on a form F2508.
- Records will be maintained of all reportable injuries and dangerous occurrences which must include: the date and time of the accident causing the injury; particulars of the injured person, full name, occupation, nature of the injury; place where the accident or dangerous occurrence happened; and brief description of the circumstances.
- Investigation and risk assessment carried out and all necessary documentation completed with recommendations to be implemented.

Any employee injured whilst at work are instructed to report and record the event. An accident book is kept and managed by the first aiders. Information referring to what needs reporting can be found at the start of the accident book. If an employee is in any doubt they are to seek advice.

Each page is perforated enabling the record to be removed once completed. The person completing the report is to enter all relevant details in the required boxes then remove the page and return it to your Direct Line Manager.

The Head Teacher is responsible for complying with RIDDOR and reporting any relevant incidents, within 10 days of a specified or major incident occurring, 15 for over 7 days incidents. The list of reportable injuries, dangerous occurrences and diseases is lengthy and if any doubt exists regarding these procedures we will contact our health and safety service provider for advice.

All reports will be treated with strict confidence and their security managed accordingly. If disclosure is necessary to authorised parties, this we will monitor and control.

All incidents can be reported online but a telephone service is also provided for reporting fatal and specified injuries only - call the Incident Contact Centre on 0345 300 9923 (opening hours Monday to Friday 8.30 am to 5 pm).

The Health and Safety Executive and the Local Authority Enforcement officers are not an emergency service.

More information on when, and how, to report very serious or dangerous incidents, can be found by visiting the HSE at [www.hse.gov.uk/riddor/report.htm](http://www.hse.gov.uk/riddor/report.htm). If we want to report less serious incidents out of normal working hours, we can always complete an online form.

There is no longer a paper form for RIDDOR reporting, since the online system is the preferred reporting mechanism.

## Aggressive Behaviour

It is possible that our employees will experience aggressive or violent behaviour. Such behaviour can result with injuries if not dealt with correctly. We have a duty for the safety and health of employees. Where necessary, we will provide employees with the necessary training to manage aggressive or violent situations.

Training will involve teaching employees to understand simple warning signs or “triggers” to help avoid aggressive behaviour. The term “trigger” is used to describe a situation that causes aggression such as making a person wait for an excessive time for something.

The key is to avoid aggressive or violent behaviour however we will ensure that employees have the competence to manage such situations.

If an employee has been harmed because of aggressive behaviour this is to be reported to the Head Teacher and to their Direct Line Manager and recorded in the accident book.

## Asbestos in our Premise

There are no health risks to people working in our premise, so long as any presumed asbestos containing materials (ACMs) remains in good condition and are not disturbed. However, if the materials are abraded, drilled or worked on with power tools the dust generated may contain asbestos fibres and there will be risks to anybody exposed. To ensure that risks from ACMs are reduced to the lowest reasonable level we will operate the following procedures:

- We will not allow work on a known ACM.
- An Asbestos Register listing the locations and conditions of all known and presumed ACMs will be kept.
- The Asbestos Register will be brought to the attention of any person who might disturb or work on or near to a known or presumed ACM.
- Before any work near to a known or presumed ACM can create risk, therefore an assessment will be carried out and a method statement written. We may refer the issue to our safety advisors. The risk assessment and method statement will identify how the work will be carried out without exposing any person to risks from asbestos fibres. Where necessary, arrangements will be made for additional samples to be taken and analysed.
- The persons who will be doing the work will receive suitable training. They will be informed about the hazards and the precautions they need to take to ensure their health and safety.

Any employee observing damage to any suspected Asbestos Containing Materials is instructed to report this to the Head Teacher.

If during work a person encounters a material that may contain asbestos and were not informed about it before work started, they are instructed to immediately stop work and take advice from the Head Teacher. Work will not be allowed to recommence until the material has been identified and a safe system of work agreed.

## Assessing Risks

We must deal with risk in every part of our lives; however, the acceptability of risk relates to the standards adopted by each person, the company, our stakeholders and the regulatory authorities. Essentially, risks that are acceptable are ones where no additional control measures may be necessary.

Responsibility for assessing and controlling risks rests with all personnel within the school. However, risk assessment and training shall be performed in consultation with the safety adviser.

It is important that we identify and deal with 'significant risks' rather than trivial issues and concentrate on those that might cause 'foreseeable' harm or damage. Remember, not everyone will initially appreciate how they can be harmed and everyone will have different opinions as to what constitutes 'safe' behaviour. It is therefore necessary for us to determine what is acceptable and what controls are required to be implemented to ensure a safe working environment and compliance with regulatory standards.

A risk management programme forms the basis of our Health and Safety Management System.

We will ensure that risk assessments are completed for significant activities. Some employees will also have a significant part to play in the writing, communicating and reviewing of assessments and will be given suitable training to do this effectively.

We have identified the key areas where assessments are required and outlined the main controls required to be in place. These can only be written as 'suitable and sufficient' assessments with the input of competent employees involved in the tasks.

We will ensure that:

- Assessments are carried out and records are kept.
- Control measures are introduced because of assessments and that they are implemented and followed – with the most significant hazards having the greatest priority for action.
- Employees are informed of the relevant results and provided with necessary training.
- Any significant changes, injuries or, change in legislation or guidance leads to a review of relevant assessments.

- Assessments are regularly monitored and reviewed, and a schedule established.
- Suitable information, instruction and training will be provided to all persons involved in the risk assessment process to ensure a suitable level of competence.

Wirehouse Employer Services has provided us with further guidance notes about risk assessment, these can be found within the online portal system - Guardian and they include:

- An explanation of terminology around risk assessments.
- Examples of some common hazards.
- Guidance on how to complete an assessment.
- Forms ready for use.

Some examples of key assessments required include:

- A fire risk assessment.
- Hazardous substances.
- Display screen working assessments.
- Occupational stress.
- Manual handling.

Others will be completed as and when required for example:

- New and expectant mothers.
- Under 18-year-olds.
- Lone working.
- Back to work situations.

A risk assessment involves identifying the hazards present in the workplace or arising out of any work activity and evaluating the extent of the risk involved to employees and others, considering the number and type of people exposed along with the duration and frequency of the exposure and the effectiveness of existing precautions.

A hazard is something with a potential to cause harm.

A risk is the combination of the likelihood of a hazardous event occurring and the consequence of the event.

Assessments can involve a quantitative evaluation of risk using numbers, e.g. 1-5 or 1-10, or a qualitative evaluation by using 'high, medium or low'. Some situations simply record a hazard and a control measure. There is no one correct method as to how to document assessments.

The Management of Health and Safety Regulations require that risk assessments be 'suitable and sufficient' in that they should identify all the significant hazards present within the business and its activities and that they should be proportionate to the risk. The assessment should cover all risks that are reasonably foreseeable.

The key to completing an assessment is therefore to be thorough by:

- Ensuring that we are properly trained and experienced to understand the hazards and activity being assessed.
- Involving colleagues and people familiar with the task, we recognise this is the best way of understanding the perception of risk.
- Ensuring employees familiarise themselves with our Health and Safety Management System, legislation and guidance.
- Considering relevant inspections, audits and any historical accidents or incidents.
- Considering different times of the day and environmental conditions.
- Ensuring that we consider all the potential hazards and all the way that people might be harmed.
- Using the specified forms provided along with the preferred evaluation method for calculating risk.

If we feel that we are out of our depth – we will ask our Consultants for help.

This guidance follows the Health and Safety Executive's own information outlined in the guidance note 'INDG163'. These are the instructions to follow when we complete an assessment:

### **STEP 1 – Identify the hazards**

We will look for hazards by walking around the workplace. List the hazards that could reasonably be expected to cause harm. Ask for the opinion of employees as they may have noticed things that are not immediately obvious to us. Consider all the various tasks undertaken by the business and consider the different locations where they occur. The most significant hazardous activities may not be immediately identified.

### **STEP 2 – Identify who may be harmed and how**

We will list groups of people and individuals who may be affected by the hazards e.g.:

- Employees.
- Contractors on the premises.
- Visitors.
- New and expectant mothers.
- Temporary employees.
- Volunteers.
- Unauthorised persons.

We will pay attention to vulnerable persons, e.g. those with disabilities, employees who are pregnant or who have recently returned to work after having a baby, inexperienced employees, young persons under 18 years and children.

We will think about how they might be harmed; it is our duty to explain this to those exposed 'in a way they can understand'. We will consider different types of hazards, such as:

- Mechanical.
- Physical.

- Ergonomic.
- Physiological.
- Transport.
- Access.
- Hazardous substances.
- Fire, smoke and explosions.
- Particles, fumes and dust.
- Biological.
- Lifting and handling.
- Environmental factors; – lighting, temperature, etc.
- The individual.
- Organisational factors.
- Electrical.

This list is not exhaustive but indicates the detail required. The individual has a huge impact on the overall risk. We will consider their level of training, attitude, work rate and tendency to work in an unsafe manner.

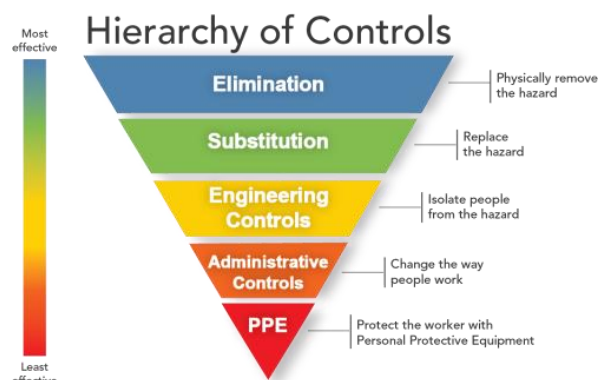
### STEP 3 – Evaluate risk and decide on precautions

We will evaluate the risks arising from the hazards and decide whether existing precautions are adequate or if more needs to be done. When evaluating the risk, we will consider the chance of harm occurring (i.e. the likelihood), the severity (or consequence), the number of people affected and if relevant, the frequency.

Even after all precautions have been taken a residual risk is likely to remain. We will ensure the precautions in place meet regulatory requirements and best practice and that we have reduced the risk ‘as far as is reasonably practicable’.

Where additional controls or further action are necessary to reduce the risk, we will decide what more could reasonably be done by adopting a hierarchical approach along the following principles:

- Eliminate the hazard.
- Reduce the hazard.
- Prevent contact with the hazard.
- Introduce a safe system of work.
- Increased supervision.
- Provide personal protective equipment.



### STEP 4 – Record findings and implement them

Once the level of risk has been determined and the controls have been agreed, an action plan will be drawn up with timescales for implementation of the control measures.

The assessment will be documented since these provide evidence that something has been done. We will keep old assessments for future reference. We will communicate the findings to employees involved in activities and record this on a training matrix. We will then observe activities periodically to ensure that the control measures have been implemented and are being followed

Information on assessments may also be required to be given to contractors, new starters, to employees changing roles or as part of on-going or developmental training. Records will be kept.

#### **STEP 5 – Review the assessment and update it if necessary**

A review will be required following:

- The results of monitoring (e.g. ill-health, accidents, audits) where results are adversely not as expected.
- A change of process, work methods, or materials.
- A change of personnel.
- Changes in legislation or best practice.
- Introduction of new plant or machinery.
- Passage of time – as set out in the review schedule.

Completion of risk assessments and the information collated because of this process can only be of benefit if communicated to the people who are likely to be affected by the hazards.

We will communicate the findings of risk assessments using the following methods:

- Induction - we will make employees aware of our hazards and control measures during the induction process.
- Availability of information - copies of risk assessments are readily available for all employees to read.
- Training - assessments and control measures to manage risk will be communicated as part of on-going training.
- Contractors and visitors - will be made aware of any hazards they are likely to encounter whilst at our premises prior to commencing work.

#### **Review**

All risk assessments will be subject to periodic review with a formal review taking place at least annually. Any changes will be communicated to those affected. Competent persons will be tasked with conducting the review.

#### **Note:**

Wirehouse Employer Services have provided us with guidance notes about risk assessment, these include:

- Example copies of risk assessments for common hazards.
- Forms ready for use.

# Bomb Threats

We are committed to providing a safe working environment and we recognise that there is the potential for any employee to be contacted about a bomb threat.

If a bomb alert is received or a suspicious parcel/package found then headteacher or member of the senior management team must be advised immediately.

In the event of a suspicious package it MUST NOT be touched in any way but the area should be cleared of all people immediately. Employee should also ensure that adjacent classrooms are cleared. Employee and pupils should move to a part of the building (or playground) well away from the package).

The headteacher MUST call the police.

There will be situations when it is necessary to evacuate the building, however there will also be situations when this will not be appropriate and may result in exposing employee/pupils to the very hazard they are trying to avoid. The action needed will be dependent upon the situation and an assessment of the risks at the time will be necessary.

A full or partial evacuation may be called for (a partial may allow people to be protected by the building itself on the least dangerous side providing the building is not at significant risk of failure itself).

In most cases the evacuation instructions will be given by word of mouth advising:

- Which exit to use.
- Where to muster.
- Muster/registers etc. will be as per the fire drill although the muster point may be different.

Should the whole site need to be evacuated then all pupils and employee will proceed to Balfour Junior School in an orderly fashion but only on the instruction of the head teacher.

If an individual is contacted about a bomb threat we have a procedure in place that employees can follow.

There are three sources of threats:

## **1. Telephone Calls**

This is one of the most popular ways of being contacted about the risk of a bomb explosion. The clear majority of bomb threats are hoaxes and there are many reasons why someone may make a hoax bomb threat these include:

- Revenge.
- Extortion.
- Causes disruption.

- Inconvenience to the victim.
- Fear.

When an individual receives a telephone bomb threat it is important that they remain calm and obtain as much information from the call including:

- Details about the person.
  - Gender
  - Accent
- Background noises.
- Reason for the call.
- Did they use a code word as this will help the police identify if the call is genuine or a hoax?
- Information about the bomb threat.
  - Location.
  - Time.

Once the call is finished employees are to try and leave the line open, if they have another person nearby they are to ask them to start evacuating the premises as soon as possible and contact the police immediately.

In receipt of a bomb threat the Head Teacher must be informed immediately.

## **2. Packages**

Packages could be left in the building that has been delivered by hand from an unknown source or a package arriving through the post by an unknown source.

If an employee identifies a suspicious package we will evacuate everyone from the premises and call the police immediately. Employees are instructed to not touch or handle the package and ensure that others do not encounter the package.

## **3. Vehicle Bombs**

It is important that we remain vigilant and follow the same procedure as suspicious packages. As vehicle bombs will cause a larger explosion, evacuating persons from our premises will be of a greater distance.

We must always remain calm and report any suspicious activity to the police or to the Anti-Terrorist Hotline 0800 789 321.

We will be prepared for our employees to be temporarily in a state of shock at the threat, which will be the closest that many people ever come to acts of terrorism. We will take account of this when establishing our procedures and base our preparation on enabling any employee to pass on a threat promptly, in as much detail as possible, to those tasked with deciding what action to take. We will remember to distinguish between calls referring to our own building and those warning of a bomb elsewhere.

Even genuine threats are frequently inaccurate regarding where and when a bomb might explode. Also, employees receiving a bomb threat may not always be those trained and prepared for it. Whilst it is not reasonable to expect them authoritatively to assess a threat's accuracy, truth or origin, listen to their impressions of the caller.

“Always remember: It’s probably nothing but... if you see or hear anything that could be terrorist-related trust your instincts and call the Anti-Terrorist Hotline”

0800 789 321

## Car Parks

Our premises include car parking areas and as such we have undertaken a risk assessment of our car park and implemented the following risk control measures:

- Sufficient lighting is provided and is maintained in good working order.
- Trees in the area are subject to an inspection and maintenance programme to manage the risk of falling branches and avoid their growth dangerously restricting the height available for vehicles.
- Leaves are swept up to prevent surfaces becoming too slippery.
- Surfaces are inspected regularly and maintained to prevent potholes and tripping hazards.
- Shrubs are clipped back regularly to ensure that sight lines are maintained.
- Adequate drainage is installed and is subject to periodic maintenance.
- Arrangements are in place for clearing ice and snow in winter and for closing off parts the car park and pedestrian routes which are not able to be cleared.

The condition of the car park and any facilities will be inspected regularly.

## Child Protection

The development, safety and welfare of children are of upmost important to us and we will ensure that we uphold those values.

Our services will protect children from the risk of harm and we have adopted the Child Protection Procedures produced by Ofsted.

We will:

- Be alert to potential indicators of abuse or neglect.
- Be alert to the risks which individual abusers, or potential abusers, may pose to children.
- Share and help to analyse information so that an informed assessment can be made of the child’s needs and circumstances.
- Contribute to whatever actions are needed to safeguard the child and promote his/her welfare.

- Carry out risk assessments to identify areas where children could be harmed and to implement control measures to protect children from harm.
- Regularly review the outcomes for the child against specific shared objectives; and
- Work co-operatively with parents/guardians unless this is inconsistent with the need to ensure the child's safety.

## Civil Claims

We acknowledge that employees, visitors and contractors who may be affected by our activities have the right to make claims for compensation, where they consider that an injury is the result of negligence on our part. Such claims will be dealt with on our behalf by our Employers' and Public Liability insurer.

Our insurer requires us to forward them any letters from a solicitor, alleging negligence on our part, within 21 days of receipt and providing evidence in our defence. The insurer then has 90 days to respond to the claimant's solicitor. To enable us and our insurer to comply with the requirements of the 'fast track procedure', the following procedures are to be followed:

- All incidents are to be recorded, investigated and, where necessary, under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations, reported to the enforcing authorities.
- Any person receiving a letter from a solicitor must forward this immediately to the Head Teacher.
- The Head Teacher will, unless they instruct someone else to act on their behalf, forward the solicitor's letter to our insurer along with any evidence in our defence.
- Direct correspondence with the claimant and their solicitor is strictly forbidden, as this may prejudice our defence.
- All correspondence relating to the claim must be forwarded to the Head Teacher immediately following receipt.

It is our responsibility to provide evidence in defence. Therefore, the person responsible for investigating incidents is responsible for collating an 'Evidence File' for all reportable injuries and incidents and any other accidents where a claim is foreseeable. We may take a commercial view on minor accidents, balancing the possibility of a claim being brought against the cost of accident investigation.

Evidence may take the form of the following documents; however, this is not an exhaustive list:

- Entry in the accident book.
- Statements from the injured person(s), witnesses and first aider. These should be signed and dated and contain only statements of fact not supposition.
- Copy of the accident/incident investigation report, with any photographs and diagrams.
- Pre- and post-accident risk assessments.
- A copy of any written safety instructions given to the injured person(s).
- A record of any personal protective equipment issued to the injured person(s).

- Copies of any test certificates and/or records of maintenance and inspection of any equipment involved in the incident.
- Any disciplinary evidence relating to the occurrence.
- Copy of any statutory reporting document forwarded to the Enforcing Authority.
- Copy of any correspondence from the enforcing authority relating to the incident.

No evidence may be sent to our insurers without the absolute permission of the Head Teacher.

A claim may be brought by an employee whether the accident has been recorded in the accident book or whether he/she has taken time off work as a result.

## Confined Spaces

We recognise that working in confined spaces is hazardous. Due to this, we will ensure that all employees working in confined spaces are fully trained to do so. Individuals' will be trained on how to work safely in confined spaces, the potential hazards that they may encounter, the relevant safety equipment required and the rescue arrangements when an incident arises. Where an employee becomes trapped we will ensure that all persons are trained to know what to do when an incident arises. Under no circumstances must an untrained employee help with the rescue of another employee when they have collapsed in the confined space.

We have a duty under the Confined Spaces Regulations to protect employees as so far as is reasonably practicable. We will ensure that all risks have been assessed and if it is reasonable, where we can, avoid employees entering the confined space. Where entry is required, only trained and competent employees will be able to work in the confined space.

Once it has been decided that it is not reasonably practicable to carry out the work without entering the confined space, rescue arrangements will be put in place before any work is carried out. To prevent or control the risks to employees from hazards an emergency plan will be developed and documented before any work commences.

Employees are responsible for using the controls described in the risk assessment for the tasks that they carry out.

All employees will be trained and know when to leave the space, when:

- They become unwell.
- They believe they are in danger.
- Any unforeseen hazard develops.
- Communication has been lost with the external individual.
- The external individual cannot continue with their role.

Employees who are tasked with working or supporting employees in confined spaces will be required to be trained on the resuscitation equipment.

We will organise practice rescue arrangements. These practice arrangements will involve scenarios that could possibly arise from employees becoming trapped within the confined

space. We will also ensure that all employees involved with the rescue are fully trained on the use of any personal protective equipment.

## Construction, Design and Management

Our work is subject to the Construction (Design & Management) Regulations.

The principal changes to the Regulations are as follows:

- Strengthening of 'Client' duties.
- Introduction of 'Domestic Clients'.
- Replacement of the 'CDM Coordinator' by the 'Principal Designer' for the planning, managing, monitoring and coordination of pre-construction phase health and safety.
- The 'Principal Designer' and 'Principal Contractor' will be required on all projects where there will be more than one contractor working on the project.
- Replacement of explicit requirement for duty holder competence with need for appropriate Skills, Knowledge and Experience.
- Change to the HSE's Notification level – the notification 'F10' is now only required for projects lasting more than 500-person days or lasting more than 30 days with more than 20 workers simultaneously.

A summary of roles and duties under the regulations:

| CDM Duty holders* –Who are they?                                                                                                                                     | Summary of role/main duties                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Designers</b> – are those, who as part of a business, prepare or modify designs for a building, product or system relating to construction work.                  | When preparing or modifying designs, to eliminate, reduce or control foreseeable risks that may arise during: <ul style="list-style-type: none"><li>• Construction; and</li><li>• The maintenance and use of a building once it is built.</li><li>• Provide information to other members of the project team to help them fulfil their duties.</li></ul>                                                                                                                                                                                                                                                                             |
| <b>Principal contractors</b> – are contractors appointed by the client to coordinate the construction phase of a project where it involves more than one contractor. | Plan, manage, monitor and coordinate the construction phase of a project. This includes: <ul style="list-style-type: none"><li>• Liaising with the client and principal designer.</li><li>• Preparing the construction phase plan.</li><li>• Organising cooperation between contractors and coordinating their work.</li></ul> Ensure: <ul style="list-style-type: none"><li>• Suitable site inductions are provided.</li><li>• Reasonable steps are taken to prevent unauthorised access.</li><li>• Workers are consulted and engaged in securing their health and safety, and</li><li>• Welfare facilities are provided.</li></ul> |

|                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Contractors</b> – are those who do the actual construction work and can be either an individual or a contractor.</p> | <p>Plan, manage and monitor construction work under their control so that it is carried out without risks to health and safety.</p> <p>For projects involving more than one contractor, coordinate their activities with others in the project team and comply with directions given to them by the principal designer or principal contractor.</p> <p>For single-contractor projects, prepare a construction phase plan.</p>                                       |
| <p><b>Workers</b> – are the people who work for or under the control of contractors.</p>                                   | <p>They must:</p> <ul style="list-style-type: none"> <li>• Be consulted about matters which affect their health, safety and welfare.</li> <li>• Take care of their own health and safety and others who may be affected by their actions.</li> <li>• Report anything, they see which is likely to endanger either their own or others' health and safety.</li> <li>• Co-operate with their employer, fellow workers, contractors and other duty holders.</li> </ul> |

\* Organisations or individuals can carry out the role of more than one duty holder, provided they have the skills, knowledge, experience and if they have the organisational capability necessary to carry out those roles in a way that secures health and safety.

Key elements to securing construction health and safety, including:

- Managing the risks to health and safety by applying the principles of prevention.
- Appointing the right people and organisations at the right time.
- Making sure everyone has the information, instruction, training and supervision they need to carry out their jobs in a way that secures health and safety.
- Co-operating and communicating with each other and coordinating their work; and
- Consulting workers and engaging with them to promote and develop effective measures to secure health, safety and welfare.

## Contractors

We are committed to ensuring the health, safety and welfare of any contractor carrying out work. To protect contractors so far as is reasonable it is our responsibility to make known to contractors any hazards that have been identified and may affect such persons. We will ensure that our control measures are communicated, understood and followed to prevent harm.

The person arranging work by contractors is responsible for communicating these rules:

- Fire safety arrangements.
- First aid facilities.
- Welfare arrangements and facilities.

- Details of our policies and procedures relative to any work taking place on our premises.
- Any permit to work system in operation or required.

Before contractors arrive, the Head Teacher is responsible for communicating with contractor's safety. This includes:

- Personal protective equipment.
- Vehicle movement.
- Map of the premise's layout and site safety rules.

Under the Health and Safety at Work etc Act we have a duty to protect our employees and visitors. We will ensure that by having contractors working that all risks have been assessed. We will produce a risk assessment for the proposed work that the contractors are undertaking and put in place control measures to reduce the risk to a safe and acceptable level.

When appointing contractors, we will confirm their competencies prior to any work commencing. We will select contractors based on their health and safety performance and competence for the required work.

We will obtain from the contractor before works are carried out:

- Their health and safety policy which will include their risk assessments, training and certification.
- A copy of their insurance certificate.
- Evidence of skills, knowledge and experience; (membership of professional bodies and/or continuing professional development).
- Method statements.

We will then review the information that they have supplied us with to determine if they have planned the work carefully and considered all aspects of safety.

When the work is being carried out by the contractors we will ensure that we monitor their work to ensure that they are working to a safe system of work and to the standard as agreed. If necessary, risk assessments will be reviewed if changes occur; accidents or incidents arise and changes to the workplace.

Contractors are responsible for using the controls described in the risk assessment to reduce risk. Any tools and equipment used by contractors are to be suitable for purpose, well maintained and deemed safe for use by a competent person. Tools, equipment and material are to be managed by the contractor always so as not to create a hazard. Dangerous tools and equipment are not to be left unattended.

Contractors working within the school are required to comply with the working rules as issued by this school. Any breach of these rules is to be reported to the head of faculty or area and/or safety adviser.

All school representatives responsible for employing contractors must ensure that a safe system of work will apply to the contractor. The school has clear responsibilities towards all

contractors or visitors on, or passing through, their premises which also applies to sub-contractors.

- All contractors must be fully aware of all hazards they may encounter enabling contractors and sub-contractors to take appropriate safety measures. A full risk assessment prior to starting work must be undertaken.
- Similarly, contractors must identify hazardous work situations they may produce and ensure that persons on the sites they visit are fully protected.
- The academy has a duty to protect employees and others from the activities of contractors and must exercise control as necessary over contractors to maintain these responsibilities.
- The academy must ensure that all contractors are competent, trained and fully equipped and the contractor may be required to provide safety equipment necessary for the protection of other persons.
- All contractors working on site must report to the school office prior to commencing work.
- Any extensive work to be carried out on site shall be thoroughly discussed by the head teacher and contractor in order to ensure that appropriate health & safety regulations are implemented.
- Any person not known at the school and arriving on site must report to the school office. Anyone seen on site must be asked their business and if necessary directed to the school office.

## Disability Compliance

Where we employ persons that are disabled, or where existing employees have become disabled we have a duty to make reasonable adjustments so far as is reasonable, for example layout, to protect the health, safety and welfare of the employee.

To ensure the health, safety and welfare of employees with disabilities we will review our existing risk assessments to make sure that they reflect the disability of the employee. If necessary, we will carry out an individual risk assessment of the employee. We will consider that employees may not be able to assist in emergency situations.

Where it has been identified that employees have problems with their mobility we will develop a personal emergency evacuation plan to cover their escape safely in the event of an evacuation. The personal emergency evacuation plan will be reviewed at frequent levels to reflect any changes in the employee's health condition. Equally, where employees must carry out lone working as part of their work we will review the risk assessment to establish for example if a buddy system can be incorporated.

In cases where employees are temporarily disabled, such as a broken limb, adaptations may not be reasonably practicable. In these circumstances, we will offer the employee alternative work or if there is no alternative work to offer the employee, then we may consider excluding them from the workplace temporarily.

## Display Screen Equipment

We will take all reasonable steps to secure the health and safety of those who work with display screen equipment (DSE).

We acknowledge that health and safety hazards may arise from the use of this equipment. It is our intention to ensure that any risks are reduced to a minimum. Whilst it is generally recognised that the use of DSE can be undertaken without undue risks to health, it is appreciated that some employees may have genuine reservations and concerns. We will give information and training to enable a fuller understanding of these issues.

We will:

- Carry out an assessment, or provide information for self-assessment of each workstation, considering the DSE, the furniture, the working environment and the worker.
- Take all necessary measures to remedy any risks found because of the assessment.
- Take steps to incorporate changes of tasks within the working day, to prevent intensive periods of on-screen activity.
- Review software to ensure suitability for the task.
- Arrange for the provision of eye and eyesight tests at regular intervals and where a visual problem is experienced.
- Contribute to any corrective appliances (glasses or contact lenses) where required specifically for working with DSE.
- Advise you, and all persons applying for work with DSE, of the risks to health and how these are to be avoided.

Where a matter related to health and safety in the use of DSE is raised, we will:

- Take all necessary steps to investigate the circumstances.
- Take corrective measures where appropriate.
- Advise employees of actions taken.

We will give sufficient information, instruction and training as is necessary to ensure the health and safety of workers who use DSE. This provision also applies to persons not in direct employment, such as temporary employees and contractors.

The Head Teacher is responsible for users of display screen equipment and will provide appropriate information.

Employees who are classified as a display screen 'user', they are entitled to an eye and eyesight test at intervals recommended by the person who carried out the previous test. All tests are specifically for users of DSE and are to be arranged through us.

Where employees experience visual difficulties and have reason to believe that these may be caused by working with DSE, we will offer an eye and eyesight test.

The costs of eye and eyesight tests will be met by us if testing has been arranged through us. Where employees obtain a test independently and without our knowledge, even if the test is specifically related to display screen use, we shall not be responsible for the costs incurred.

Where corrective lenses are found to be necessary, specifically for the use of DSE, we will pay towards the cost of the corrective lens. If employees prefer enhanced frames they will pay any balance of the cost. Evidence of purchase will be requested.

The purpose of a break from DSE work is to prevent the onset of fatigue. To achieve this objective, we will seek to incorporate changes of activity into the working day. Whilst on a break from DSE employees are recommended to avoid other screens and phones.

Employees are advised to take ten-minute breaks from DSE work every hour. Where possible, users will be given the discretion to decide the timing and extent of off-screen tasks. If employees know that their DSE workload does not permit adequate breaks they are to bring this to the attention of their Line Manager.

Employees are asked to undertake a self-assessment of their workplace using a simple-to-follow format. Most people do not have any issues using the equipment and so assessments are usually only repeated after two years, after office moves or other significant changes.

If employees require any specific assistance this will be considered in the assessment.

## Electrical Safety

Electricity can kill, and the risk is often underestimated as it cannot be seen. It can cause burns, shock, fire and fatalities. We acknowledge our legal duties and will take the necessary precautions to prevent any accidents or incidents occurring.

Fixed electrical installations include the wiring, electrical sockets, switches, isolation boxes, fuses etc. that are installed in our building. Damage to any fixed installation is to be reported and a repair arranged with minimum delay. Remedial action will be required to be taken to restrict access use of damaged equipment until a repair can be arranged. The completion of any electrical work is only be conducted by a competent electrical engineer.

We will ensure fixed electrical installations are safe and we will accomplish this by ensuring installations, modifications, maintenance, inspection and testing are completed following relevant procedures established by the Institution of Engineering and Technology (IET) and their regulations.

We understand preventative maintenance is the key to help minimise accidents. We have in place an internal periodic monitoring system to identify electrical faults; all faults are to be reported, and the necessary action arranged for repair.

We will arrange for a competent electrical engineer to inspect and test our electrical installations at a period of every 5 years or less. Documentation will be kept reflecting the findings of this visit.

A portable appliance is generally any electrical equipment that has a plug. These are to be treated with the same respect as fixed installations. Plugs can get damaged, wires and pins can become loose and leads can get split or flattened increasing the risk of a shock, burn or fire. Plugs that get hot, smell or spark are to be put out of use and a repair arranged.

To ensure appliances are safe to use we will ensure:

- A register of all equipment is maintained, this includes any home working equipment, mobile phone chargers, extension leads and any personal items that are permitted to be used at work e.g. radios.
- Periodic internal monitoring checks will be conducted that will include a review of electrical appliances.
- All employees are instructed to visually check equipment before use and report any defects.
- Portable appliance testing will be organised at appropriate intervals, the frequency of inspection and testing will depend on the equipment and the environment in which it is used.
- All inspections, testing, maintenance and repairs will be conducted by a suitably competent person.
- The use of extension leads will be monitored and 'daisy chaining' will be avoided.

Any electrical or general contractor engaged to undertake work will be requested to prove competence and testing arrangements for their own equipment.

Under no circumstances is any employee to undertake any electrical work unless they are authorised and qualified to do so.

- Only authorised and fully qualified personnel are to install, repair or attempt to repair electrical equipment.
- Where 13-amp sockets are in use, only one plug per socket is permitted.
- The protective outer sleeve of electrical cables is to be firmly secured within the electric plugs. Where the outer sleeve is not secured within the plug and the connecting live wires are visible, a qualified person is to be tasked to rewire the plug correctly.
- Electrical equipment that is known to be or suspected of being faulty must not be used.
- If electrical equipment becomes faulty whilst in use, it is to be isolated from the source of supply and secured so that it cannot be used until repair has been effected.

## Event Safety Management

We organise a wide range of events and we understand the importance of managing the whole process. Any event that we organise will be covered by public liability insurance. Any accident or incident that has occurred during the event is to be reported to the Head Teacher or directly to your Direct Line Manager. We are responsible for notifying the insurance company of any accident or incident at the earliest opportunity.

We are fully committed to ensuring the health, safety and welfare of any person attending an event. Large scale events can be particularly hazardous if not managed at the planning stage

When planning an event, we will delegate responsibilities to the relevant persons in charge of the event.

When we are assessing event safety we will consider firstly the suitability of the venue and we will consider:

- The expected turnout, the maximum capacity within the venue, including how many can be seated and/or standing. Whether there are there potential places within the venue that overcrowding could occur. Whether the amount of people within the venue be safely evacuated quickly in the event of an emergency.
- The types of visitor to the venue. Whether wheelchair users and disabled persons are able to access the venue safely. Ensuring procedures are in place for the safe evacuation of all disabled persons. Ensuring there are welfare facilities in place for disabled persons and for baby changing.
- We will consider transport management and whether there are parking facilities available. We will consider the risks of vehicle movements and where possible incorporate a one-way system.
- Where possible we will keep vehicles and people separate. We will ensure that all work vehicles are removed from public areas, unless parked and not going to be moved when the event is in operation.
- To ensure we manage vehicles safely on-site we will implement a traffic management plan.
- Whether the event needs to be ticketed.
- How we will manage excess arrivals if tickets are purchased on the gates.
- Hazards at the venue, such as if it is prone to flooding or whether the site becomes extremely icy.
- We will assess the weather conditions and the type of ground, particularly if we are required to have temporary structures.

At the planning stage we will consider crowd behaviour and will assess both physical and behavioural factors. To ensure that we manage crowds safely we will review the safety lessons of previous events of similar nature or at the same venue.

We will liaise with outside organisations such as the police and emergency services where required. We will decide in advance which items are prohibited and if there are any age restrictions. Once decided this will be communicated to the relevant parties.

We will produce risk assessments for the entire event which will cover, for example, violence and aggression, child protection, compressed gases, catering safety, fire, electrical, noise levels and crowd management. The risk assessment will identify that attendees to the venue will likely exit through the way they came in. We will ensure that there is clear signage and employees including contractor's direct attendees to exits to prevent everyone from exiting through one door and to maintain a flow and prevent attendees, contractors and employees

from being crushed. To control and monitor the amount of people attending an event and ensure that the venue capacity is not exceeded tickets will be sold and only those who hold a ticket will be permitted to enter the venue.

Some of our events may require us to purchase a Temporary Event Notice (TEN) if we are going to carry out a 'licensable activity' on an unlicensed premise for less than 168 hours with less than 499 attendees.

The TEN will be applied for if there is going to be:

- The sale or supply of alcohol.
- Provision of late-night refreshments (hot food or drink between 11pm and 5am).
- Regulated entertainment (e.g. music, singing, or dancing).

If we have more than 500 attendees or the event lasts longer than 168 hours, then we will ensure that we have a premises licence if we are going to carry out a 'licensable activity' on an unlicensed premise. We will ensure that when we are selecting venues we will check if they have a premises licence and if their employees or the owner has a personal licence to sell alcohol.

Once the venue has been confirmed we will create and document an emergency plan. The plan will document what to do in the event of a fire, accident, collapse of a structure, unanticipated adverse weather conditions, terrorist threat, explosion or any other need to evacuate the premises. The emergency plan will also cover artists cancelling at short notice or the unavailability of key employees. The emergency plan that we will produce will be proportionate to the event and the level of risk presented.

When managing and planning events, we will consider the risk of a terrorist attack. As we have seen around the world several public events have been targeted by terrorist groups. Therefore, we will assess the risk and have proportionate protective security to the event. The National Counter-Terrorism Security Office has given a key message out to the public:

- "Run – To a place of safety. This is a far better option than to surrender or negotiate. If there is nowhere to go, then....
- Hide - It is better to hide than to confront. Remember to turn phones to silent and turn off vibrate. Barricade yourself in if you can. Then finally, and only when it is safe to do so.....
- Tell - the police by calling 999."

Where we think it is appropriate we will consult with the appropriate emergency services and share our plan with them.

The emergency plan that we produce will contain details on:

- Informing and/or liaising with the emergency services.
- How to raise the alarm and informing the attendees.
- Evacuation of the premises, including disabled persons.

- Traffic management, including access routes for emergency vehicles.
- Provisions of first aid.
- Handling of casualties.
- Re-opening of the venue.
- Communication with employees and others.

To ensure that the emergency plan is sufficient we will carry out training in the form of scenarios and establish the effectiveness of the responses and highlight if we need to implement further control measures or if we have missed any key information from the plan.

To ensure that we constantly assess the whole set-up, the running of the event and the derigging of the event we will monitor each stage and complete documented checklists for our records.

To protect attendees, our employees and contractor's health, safety and welfare we will ensure that we have a suitable number of sufficiently trained employees including contractors proportionate to the size of the event and for crowd management. Before the opening of the event all employees including contractors will be briefed on:

- The layout of the venue.
- The location of the entrances, exits, first aid points, assembly points and welfare facilities.
- The vital role in the safety of those attending the event.
- Their role in emergency procedures.
- Ensuring that fire exits and routes are remained clear.
- The procedure for reporting violence and aggression.
- The procedure for reporting suspicious behaviour.
- The procedures for lost children.
- The names and details of key persons.
- Transport management.
- The procedure for reporting or dealing with persons who show signs of drug use.
- Not to serve alcohol or attempt to sell alcohol to persons who appear drunk.
- Who to report hazards to that cannot be dealt with by themselves?
- Who is designated to monitor the event to ensure that loud music is not clearly audible to nearby persons?

To ensure that we maintain communication throughout the event between employees including contractor's radios will be used as they are most effective.

Once the event has finished we will determine if there are any learning points for future events. To do this, we will hold an employee and contractor briefing to find out how the event went and where we can improve. A review of any accidents or incidents that have occurred from the planning stage to the end of the event and how these can be prevented in future events.

## Fatigue in the Workplace

Fatigue is more than feeling tired and drowsy. In a work context, fatigue is a state of mental and/or physical exhaustion which reduces a person's ability to perform work safely and effectively.

It can occur because of prolonged mental or physical activity, sleep loss and/or disruption of the internal body clock.

Fatigue can be caused by factors which may be work related, non-work related or a combination of both and can accumulate over time.

We have introduced 11 tips to reduce the risk of fatigue in our workplace. We will use the following tips to reduce the likelihood of fatigue becoming a health and safety concern:

- Consult our workers about issues surrounding fatigue hazards and make sure they feel comfortable to share their concerns.
- Design jobs around controlling the mental and physical demands associated with the job, ensuring adequate personnel and resources to do the job without placing excessive demands on workers.
- Placing strong importance on job rotation and task variation.
- Leave enough time between tasks for workers to have the rest time they require to recuperate before their next task.
- Consider our workers' working environment, e.g. extreme temperatures, shelter for those outdoors, facilities, lighting etc.
- Educate our workers on fatigue management.
- Allow our workers sufficient rest periods and breaks during their shifts.
- Take an active role in encouraging our workers to take annual leave rather than accumulate it. Reminding them that leave is an important time to recuperate from stress and fatigue.
- Ensuring adequate amenities are provided, e.g. plenty of water is available.
- Ensuring our workers feel able to take advantage of their sick leave entitlement when they need it. (We will not create a workplace where our workers feel the need to attend work when they are ill. A worker believing the workplace cannot function without them or that their job is at risk if they do not attend can cause this.
- We will design work to reduce/avoid overtime or encouraging extended hours.

Once we have identified high-risk workers and implemented measures to reduce the risk. We will monitor and supervise as appropriate. We will remain vigilant over our workplace and our workers and try to pick up on signs that a worker's performance may not be at its peak.

## Fire Safety

Fire causes a significant risk to us and all the persons affected by our activities. We acknowledge our duties as described by the Regulatory Reform Fire Safety Order and intend to fully comply with our duties.

Our fire risk is continually assessed and a formal review arranged and documented at least annually. A Fire Risk Assessment is completed for each work area and fire training will be undertaken by all employees.

We will ensure that fire procedures are documented for each activity location and explained to employees.

Action will be taken to address the outcome and recommendations made because of any formal assessment. We will reduce the level of risk to prevent any likelihood of a fire occurring or harm to anyone because of a fire starting.

All employees have a duty to prevent fire. Information and training will be provided to help employees understand fire safety precautions and our procedures.

Designated employees have been assigned duties to help manage our fire safety arrangements. Our aim is to:

- Maintain good standards of housekeeping to minimise fire risk.
- Provide fire safety training for employees.
- Provide adequate and suitable fire information for visitors.
- Provide and maintain a suitable means of detection.
- Provide and maintain a suitable means of alarm system.
- Establish fire and emergency fire evacuation instructions and communicate these to employees and others and display instructions in suitable locations.
- Designate fire escape routes and exits.
- Identify a suitable location for assembly following evacuation.
- Provide and maintain suitable portable firefighting equipment.
- Keep records of inspections, tests, maintenance, evacuation drills and any other key fire safety issues applicable to us.
- Ensure visitors are informed of our fire safety arrangements.
- Take into consideration the risk from and to other businesses adjacent to our building or place of work and consult with such persons to reduce risk.

Our procedures take into consideration the needs of persons with disabilities, impaired senses or people unfamiliar with the layout of our building.

We have responsibilities for fire safety and are responsible for ensuring any points identified because of completing the fire risk assessment are addressed. Our fire safety policy is prepared to ensure the safety of anyone at our premises.

The Regulatory Reform Fire Safety Order places specific duties on us. In the interest of fire safety, we must comply with our duties.

We will ensure our fire safety information is brought to the attention and observed by employees, contractors and visitors. Every employee is to participate in fire safety training.

We rely on employees to help maintain our fire safety standards. Employees are to report any unsafe condition or damaged/missing equipment.

Our fire safety arrangements are continuously assessed to ensure these are satisfactory. Anything likely to have an adverse effect on our fire safety arrangements are to be reported and/or rectified immediately.

## Automatic Fire Detection – (AFD)

The purpose of an audible alarm system is to warn all the occupants of a potential fire emergency. The simplest type of alarm is a shout, whistle or bell which is easy to arrange and low cost. The serious limitations of this are that it only works when someone is there to operate it, the alarm is only heard locally and the bell or whistle can be lost or removed.

The best alarm systems that can be designed and installed have:

- An electrical supply, independent of the building.
- A battery back up on a trickle charge from the mains.
- Hard wired cables protected from heat and potential damage.
- Call points to operate the alarm (red break glass boxes).
- An audible and visual signal, distinctive from any other sound in the building.
- A central panel or indicator board.

To classify the system as an automatic fire detection system it requires smoke or heat detectors that activate the system independently of people using the manual call points, providing the most reliable and earliest warning of a fire emergency to enable safe evacuation and to limit property damage.

The type of detector used is extremely significant and employees are to take advice from a competent person, usually the alarm installer who will follow and interpret the main guidance as set out in the guidance document 'BS5839'. This will usually be a combination of different types of smoke and heat detectors.

The number, type and positioning of detectors as well as the number and location of sounders, how loud they must be and how far apart they are all prescribed in the guidance.

We will consider additional sounders, strobe lights or vibrating alarms if we are responsible for permanent employees or vulnerable people who may not be notified by the existing alarms. If we receive visitors who have a disability we will make provision for their safe evacuation in an emergency. This could involve for example a pendant alarm or a buddy system.

Automatic systems are installed where the fire detection system is intended to protect life. This system is categorised as type 'L' and graded L1-5, L1 being total coverage in all parts of the building. An automatic system that is designed to protect property is categorised as type 'P' and is rated P1-2. The system will be clearly identified and be suitable for the type of operation we have. The best advice is to consult our alarm installer to ensure this is achieved and we will comply with all aspects of the guidance document 'BS5839' which governs alarm installations.

Our system will be zoned and employees will be trained to recognise the difference between and the importance of fire zones. Dividing the building into zones aids the quick identification of a fire and although these will follow compartment walls they may not have to be in line with the physical features of the building. There will be a list or map of the zones by the fire panel to help identify each area quickly and easily.

Alarm systems are either single-stage or two-stage systems. A single stage alarm will activate in the whole building as soon as a fire is detected. A two-stage system notifies of an alarm activation by an intermittent or local alarm, giving employees a chance to check the zone for a fire before either silencing or activating a full alarm. Fire training will reflect the type of alarm system we have, and all employees will be trained to react in accordance with the type of alarm installed.

False alarms influence how people behave and react to alarms and can pose a significant problem for wardens and those managing fire safety arrangements. All false alarms will be investigated and recorded. Common causes can be:

- Insects.
- Steam.
- Cooking.
- Dust.
- Hot work.
- Smoking.

If alarms are continually activated, then we will consult with our alarm company to decide what action to take, including changing the type of detectors. The Fire and Rescue service can act against us if multiple alarm calls are answered and of course may cause the delay of the service to a real emergency elsewhere.

The testing of all parts of the AFD system is a legal requirement and requires a planned and preventative maintenance schedule. If the system is directly connected to an alarm service or centre, then the testing sequence will be documented and employees are required to undergo training. This includes isolating the system or taking it 'off-line' for the duration of the test and reactivating it after the test is completed.

A suitable schedule of testing and maintenance includes.

|                                                                                   |
|-----------------------------------------------------------------------------------|
| <b>Daily Inspection</b>                                                           |
| Checking the fire panel is in normal operation                                    |
| Ensuring there is a monitored direct line                                         |
| <b>Weekly Inspection</b>                                                          |
| Activating system from a call point in rotation (testing each unit over 13 weeks) |
| Recording the activation in the fire log                                          |
| Visually inspecting the batteries                                                 |
| <b>Quarterly Inspection – Usually by Service Engineer</b>                         |
| Signing off any defects, checking the batteries and connections                   |
| If applicable testing secondary batteries                                         |
| Checking alarm functions and control panel                                        |

|                                                                                                       |
|-------------------------------------------------------------------------------------------------------|
| Checking all call points and detector positions are unobstructed and unaffected by structural changes |
| <b>Annual Inspection – By Qualified Person</b>                                                        |
| Repeating all quarterly tests                                                                         |
| Operating each detector                                                                               |
| Visually checking the cables and fittings                                                             |
| <b>Three Yearly</b>                                                                                   |
| Ensuring a service test is undertaken with regards to the regulations for Electrical Installations    |
| <b>Following A Fire</b>                                                                               |
| Testing each detector that may have been affected by the fire                                         |

All these events will be recorded in the fire log.

- Fire orders are available for all personnel to read in their classrooms. They cover all aspects of fire prevention.
- A notice, 'Action to be taken in the event of a fire' is posted in all buildings at fire points and each classroom has a printed notice clearly identifying the evacuation route and assembly area to be used.
- Personnel are responsible for knowing the location of fire points and fire exits. They should also know the location of the assembly point in the event of a fire.
- The most important part of fire control is prevention. It is with this in mind that all personnel are to be conversant with the fire potential of materials and substances that they use, and should exercise maximum care in their use, especially those marked 'flammable'.
- Fire evacuation procedures, fire prevention training and fire alarm testing are to be carried out in accordance with current legislation.

### Fire Drill

- In the event of a fire (continuous tone) the whole school must be evacuated.
- The Office employee will collect the registers and Visitors' Book and take these to the muster points Pupils must proceed to muster point and line up in register order.
- The member of employee in charge of the class should be the last to leave, checking the room is empty and then accompany the class to the muster point. Under no circumstances should employee attempt to fight the fire unless it is extremely small.
- The first priority is LEAVE THE BUILDING QUICKLY AND SAFELY WITHOUT PANIC. The Head Teacher is responsible for ensuring the school building is completely evacuated.
- Class teachers should collect their register from the secretary at the muster point.
- Teachers should call the registers and then return them to the secretary with the names of any missing pupil/s.
- Pupils remain in their classes at the muster point until dismissed by the head teacher.

### Fire Exits

The Site Manager is responsible for unlocking all exits before school opens and securing them at the end of the day. He will make a daily check that all are clear of obstructions. All employees

are responsible for maintaining clear access to all doorways at all times. The class teacher should ensure that the fire exit is unlocked before using any room.

### **Fire Extinguishers**

The site manager and business manager will make arrangements for the fire extinguishers to be inspected annually and to ensure that any advice given by a fire inspector is put into action. All employees should familiarise themselves with the location of the fire extinguishers and how to use them. Details are held in the school office.

### **Fire Alarms**

The headteacher will ensure that the fire alarm is inspected quarterly.

## **First Aid**

First aid at work covers the arrangements that need to be made to ensure the initial management of any injury or illness suffered at work. It does not include giving tablets or medicines to treat illness. The regulations do not prevent persons that are specially trained to act beyond the initial management stage from doing so.

We will provide or ensure that they are provided; such equipment and facilities that are adequate and appropriate in the circumstances for enabling first aid to be rendered to our employees if they are injured or become ill at work.

We will also provide, or ensure that there is provided, such number of suitable persons as is adequate and appropriate in the circumstances for rendering first aid to our employees if they are injured or become ill at work. Such persons shall be deemed able to deliver first aid if they have undergone training, including any additional training where deemed appropriate.

Provision will also be made for appointing a person to take charge of any situation should the trained person be absent for any period.

To provide a suitable level of first aid we will:

- Nominate an employee to manage our first aid arrangements.
- Nominate and train appointed persons.
- Nominate and train sufficient persons to ensure employees receive immediate first aid attention: and / or
- Liaise with others to ensure first aid cover is available and provided by suitably qualified persons.
- Identify suitable facilities to administer first aid.
- Provide adequate and appropriate first aid equipment.
- Display notices providing information regarding first aid including where and how to obtain help.

We will assess first aid needs appropriate to the circumstances. The assessments will consider the following factors:

- The hazards and risks associated with the work. This is available from the general and specific assessments required under other health and safety regulations. Different work areas within any undertaking that may require separate assessments if the work activities vary significantly between the areas.
- The size and nature of the workforce. i.e. the number of employees, employment of young persons, disabled employees, etc.
- Accident statistics and trends. This information will be obtained from records, such as the accident book, Accident/incident report forms and records of accidents reported under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations.
- The distribution of the workforce. i.e. the size of the premises; accessibility to external emergency facilities and services.
- Contingency arrangements for covering planned and unplanned absences of trained and/or designated first-aid personnel.
- Any trainees counted as employees under the Health and Safety (Training for Employment) Regulations.

We will ensure that adequate provision is made to cover both planned and unplanned absences of first aiders. We will ensure that any trainees are considered as part of their assessment.

All first aid containers will be clearly marked with a white cross on a green background. They will contain suitable first aid materials, in sufficient quantities and nothing else. For most applications, sufficient quantities may be considered as:

- A general guidance card on first aid.
- Twenty individually wrapped sterile adhesive dressings (assorted sizes) appropriate for the environment. This may include detectable dressings for the food industry.
- Two sterile eye pads, with attachments.
- Four individually wrapped triangular bandages (preferably sterile).
- Six safety pins.
- Six medium sized individually wrapped sterile un-medicated wound dressings (approx. 12cm x 12cm).
- Two large sterile individually wrapped un-medicated wound dressings (approx. 18cm x 18cm).
- One pair of disposable gloves.

#### **Suggested Numbers of First Aiders (HSE Guidance)**

|                    |                                                                                                                                                                                                                                                                                                                                                            |
|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Early Years</b> | <p>At least one person who has a current paediatric first aid (PFA) certificate must be on the premises and available at all times when children are present and must accompany children on outings.</p> <p>Childminders and any assistant who may be in sole charge of the children for any period of time is to hold a full current PFA certificate.</p> |
|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|  |                                                                                                                                                                                                                                                                                                                                                                                   |
|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <p>The PFA training will be renewed every three years and be relevant for workers caring for young children and where relevant, babies.</p> <p><b>All newly qualified level 2 and level 3 nursery employees must have either a full paediatric first aid certificate or an emergency paediatric first aid certificate to count in the required employees to child ratios.</b></p> |
|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| Category of Risk | Number of employees at any location                                         | Suggested number of first aid personnel                                      |
|------------------|-----------------------------------------------------------------------------|------------------------------------------------------------------------------|
| Lower Risk       | Fewer Than 50                                                               | At least 1 appointed person                                                  |
|                  | 50 – 100                                                                    | At least 1 first aider                                                       |
|                  | More than 100                                                               | 1 additional first aider for every 100 employed                              |
| Medium Risk      | Fewer than 20                                                               | At least 1 appointed person                                                  |
|                  | 20 - 100                                                                    | At least 1 first aider for every 50 employed (or part thereof)               |
|                  | More than 100                                                               | 1 additional first aider for every 100 employed                              |
| Higher Risk      | Fewer than 5                                                                | At least 1 appointed person                                                  |
|                  | 5 – 50                                                                      | At least 1 first aider                                                       |
|                  | More than 50                                                                | 1 additional first aider for every 50 employed                               |
|                  | Where there are hazards for which additional first aid skills are necessary | In addition, at least 1 first aider trained in the specific emergency action |

### Appointed Persons

Where our assessment identifies that a first aider is not necessary we will adopt the minimum requirement to appoint a person to take charge of the first aid arrangements, including looking after the equipment, facilities, securing the scene where appropriate and calling the emergency services when required.

The employee(s) nominated for management of our first aid arrangements are to ensure that:

- All facilities are clean.
- Items are well stocked.
- No equipment has passed its “use by” date.
- The accident book is kept up to date and is available.

- First Aid Boxes (or similar containers) and, if necessary, travelling first aid kits will be provided containing sufficient and appropriate materials as designated by regulations. First Aid Belts.
- The school will provide all facilities necessary for the appointment and training of first aiders.
- Numbers of first aiders will appointed from among the employee as determined by the numbers employed by the school and operational conditions at the site. First Air is administered in the school office to meet minimum requirements have also been provided to lunch time supervisors for use on the playground. Any accident at lunchtime MUST be reported in the Accident Book.
- Supplementary equipment and protective clothing shall be provided as appropriate to first aiders where there are additional risks for the persons appointed.
- Where possible, basic first aid training will be made available to all employees in association with their employment and as part of their induction training.
- The advice of a qualified first aider should be sought whenever necessary.
- Only basic first aid should be carried out. For any serious injury, an ambulance should be called and the parents notified as soon as possible. Employee and children MUST NOT move a badly injured person or where serious injury could be suspected/possible – give reassurance and call for an ambulance.
- All serious injuries must be reported immediately to the head teacher.
- Splinters and other items in the skin, eyes etc. must not be removed but the parents should be advised immediately.
- The head teacher (or appointed person) will complete all official reports required in the case of serious injury/accident. An investigation/risk assessment will be carried out and all necessary documentation completed. Recommendations to be implemented.
- If parents cannot be contacted, photocopy the child's contact data sheet which must accompany him/her to the doctor/hospital. An unconscious child must have a label firmly attached to his/her person giving name/date of birth and school. A copy of any existing medical condition held on file should also be sent/attached.
- An adequate first aid kit and all emergency forms should be taken on all class visits.

### **First Aid Boxes**

A First Aid Box is located in each area. It is the responsibility of the first aiders in each area to ensure that this is kept stocked.

There is a list of all First Aiders in the school office.

### **Calling Outside Help**

An ambulance should be called whenever appropriate. The head teacher would normally arrange this but no delay should occur if the head is not available. The office must be notified and a SIMS printout should be readily available for the paramedics, along with any relevant medical information and medication.

### **Reporting to Parents, Chair of Governors and Medway Council**

The head teacher would normally arrange this but no delay should occur if the head is unavailable.

## First Aid – Mental Health

Mental health first aid is a training programme that teaches people, how to help a person developing a mental health problem (including a substance use problem), experiencing a worsening of an existing mental health problem or in a mental health crisis. Like traditional first aid, mental health first aid does not teach people to treat or diagnose mental health or substance use conditions. Instead, the training teaches people how to offer initial support until appropriate professional help is received or until the crisis resolves. While first aid for physical health crises is a familiar notion in developed countries, conventional first aid training has not generally incorporated mental health problems.

Mental health first aid was developed and launched under the Department of Health: National Institute for Mental Health in England as part of a national approach to improving public mental health.

We can play a key role in improving mental health wellbeing in our workplace. Mental health problems affect one in four people at some point in their life. For example, mental health problems account for around 30 percent of sickness absence in the NHS so we need to be aware of the different types of problems and how to deal with them.

While mental health can seem like a difficult topic to tackle, we do not need to be an expert in mental health to help others. We do, however, need to understand how to support our employees and have open constructive conversations with them.

This is where practical training can help.

Like a person's physical health struggles, mental health problems can also fluctuate so what may be minor one day could be a major problem the next day.

Our reaction should first be to listen and give them the information and support they need to plan and manage their work. We will support mental wellbeing in by:

- Encouraging open and honest communication.
- Monitoring workloads.
- Giving control over work, where possible.
- Keeping people informed of upcoming organisational or team changes.
- Knowing reasonable adjustment and phased return options.

Mental Health can be a real off-limits subject as it is sometimes seen as a challenging issue to talk about, but we do not need to be an authority on mental health to support people. However, we do have a key role to play in improving mental wellbeing.

Having open and honest conversations with people about their mental health, providing support and creating a culture of positive mental wellbeing in the team can make a big difference to how people are able to manage stress and other mental health problems.

Mental health can vary along a spectrum in a similar manner that physical health can and there are probably times when it is better than others. Mental health problems are to be supported in the same honest and consistent way that physical health problems are.

Sometimes, mental health conditions can be regarded as a disability, however it is not always black and white as to what does and does not fall into the definition of “disability”. We will seek further guidance from the relevant bodies depending on the specifics of each individual case. If the mental health condition is likely to be regarded as a disability, then keeping in line with the legal requirements set out in the Equality Act which includes making reasonable adjustments where appropriate.

Reasonable adjustments will be made to enable employees to remain at work, or, if they are off sick, to return to work.

Reasonable adjustments will be made to help an employee to remain at work instead of taking sickness absence or return to work earlier after a period of absence.

We will need to work with the relevant bodies and the employee to discuss possible and practical adjustments, which could include allowing time for medical appointments, reduced or modified duties, extra training or modified equipment. Where applicable, we may also consider phased return, part time working and extra support for the first few weeks our employee is back at work.

We will discuss any adjustments fully with the employee to see if it is suitable and would enable them to do the tasks and functions they have agreed to without exacerbating their health complaint. We will approach all our employees in the same way and discuss adjustments openly.

Other points we will bear in mind may include:

- Carrying out risk assessments for the employees' work areas.
- Altering the job to remove the most physically (or mentally) demanding work until the employee is completely assimilated back into the workplace.
- Providing access to occupational health, counselling or physiotherapy.
- The effect on the employees' pay.
- Arranging extra support in the first few weeks back.

We remember that it is important that we obtain advice from the relevant bodies when determining whether any reasonable adjustments or modifications can be made to our existing workplace and/or duties.

A risk assessment and its subsequent control measures will be carried out as appropriate. Some examples include:

- Allowing an employee time off to attend medical appointments, as we are all probably aware, these appointments can sometimes take up a significant part of the working day and this in itself can be stressful.

- Modifying or adapting a job description to take away tasks that cause difficulty.
- Offering flexibility in working hours/patterns, i.e. reduced hours, working from home or a phased return. Taking away the pressure of “rush hour” traffic could be beneficial.
- Transfer of workplace.
- Acquiring or modifying equipment and ensuring suitable access to premises for people using wheelchairs or crutches, providing travel to and from the workplace or giving access to on-site parking.
- Social or cognitive support.
- Extra training and refresher courses.
- Providing support to overcome barriers to returning to work.

The Health Safety Executive suggests that the following work adjustments can be made to assist an employee’s return to work:

- Providing new or modified equipment and tools, including IT, modified keyboards.
- Modifying workstations, furniture, movement patterns.
- Modifying instructions and manuals.
- Modifying work patterns or management systems and style to reduce pressure and giving the employee more control.
- Modifying procedures for testing, assessment and appraisal.
- Providing the employee with a mentor or ‘buddy’ while they regain confidence in the workplace.
- Providing supervision.
- Reallocating work within the team.
- Providing alternative work.

Mental health problems cover a range of conditions, including depression, anxiety, panic attacks, obsessive compulsive disorder, phobias, bipolar disorder (manic depression), schizophrenia, personality disorders and psychosis.

## Food Hygiene

We have a legal duty under food safety legislation to ensure that the food we are serving is always safe to eat. We have in place a Food Safety Management System to help us maintain high standards of food safety and our duty to comply with legislation.

Employees are expected to understand their responsibilities and follow procedures that we have devised to meet our statutory duties. All employees involved with the handling and preparation of food will receive food safety training appropriate to their role. When employees have been trained we will ensure that we arrange for refresher training when their food hygiene certificate has expired.

Personal hygiene is important, we will keep our food safe for consumption and free from bacteria. We request that employees:

- Report any illness.

- Keep their hands and fingernails clean. Not wear nail polish.
- Remove items of jewellery when preparing food including watches.
- Wear protective clothing and headgear.
- Tie long hair back.
- Cover cuts, broken skin etc. with blue plasters.

Employment of good practice is essential to help prove due diligence. We will prevent food becoming contaminated. The following are examples of what we must look out for to prevent debris entering the food causing the food to become spoilt.

We will ensure that:

- Machine parts, insects from fly zappers, surfaces, ceiling or wall coverings do not enter food.
- Food is stored in suitable containers.
- Cold storage facilities maintain the correct temperatures.
- Cleaning detergents and other chemicals are kept away from food.

Employees who are responsible for purchases will ensure that food is received from only reputable sources. Deliveries will be arranged where possible to arrive at a convenient time.

We will consider the following:

- All goods will be inspected before accepting the delivery. We will examine goods or samples for broken or damaged packaging, spoiling, best before/use by dates etc.
- Goods will not remain unattended for lengthy periods; they will be stored correctly at the earliest opportunity.
- Chilled goods will be stored in transit at the correct temperature to avoid spoiling.
- All orders involving chilled foods will be checked.
- Request a temperature confirmation receipt from the driver and retain this for due diligence records.
- Store immediately in suitable fridges or freezers.

Foods will be stored correctly and storage standards and facilities maintained to avoid spoilage and unnecessary waste. Dry goods will be stored off the floor and in sealed containers.

Chilled food will remain chilled until ready for use. Periodic temperature checks will be taken and recorded to confirm fridges and freezers are maintaining the desired temperatures (below 5°C for fridges and -18°C or below for freezers).

It is important that stock is rotated to avoid spoilage and waste. We have in place a reliable system to manage stock. Employees are to understand our stock rotation system and follow our procedures.

All food is to be prepared using best practice, procedures, policies and controls. Our standards are to be continuously monitored. Anyone preparing food is to be competent or under strict supervision of a competent person. The HACCP principles is always to be applied and followed.

Bacteria multiply and spread between temperatures of 5-63°C, this is classed as the 'danger zone'. We adopt good food safety practices to avoid accumulation of bacteria.

Knives and other kitchen equipment have the potential to cause cuts, lacerations, burns and other injuries. It is important that employees take charge of and use equipment correctly and responsibly. Employees will receive training on how to use kitchen equipment. Employees must not use any machine or equipment until training has been provided and this training has been recorded.

We have a duty to provide safe wholesome food. Some of our consumers may suffer allergies. To prevent the risk of a consumer suffering an allergic reaction we will ensure that we have clear written information available to all employees to identify which food stuffs contain the 14 allergens listed in the EU Food Information for Consumers Regulations. To reduce the risk of cross contamination with food preparation and serving, all employees are instructed to follow the documented procedures stated with the HACCP as anaphylaxis can be fatal. If they do not understand they must ask.

Cleanliness is an essential part in helping us to ensure food is safe for consumption. We have devised cleaning schedules to cover all aspects of cleaning. This includes:

- Information of what is to be cleaned.
- Details of methods, equipment and detergents to be used with appropriate cleaning materials.
- The recommended frequency for cleaning.
- Safety precautions.

All employees are to maintain good hygiene standards to prevent pests and we will maintain the premises in good repair and condition to prevent the entry of pests.

All stock is to be regularly rotated and any food that is no longer fit for consumption is to be disposed of correctly to prevent pest activity. Any spilled liquids or food debris is to be cleaned up immediately.

## Gas

We acknowledge our duties as explained by the Gas Safety (Installation and Use) Regulations and the Provision and Use of Work Equipment Regulations and intend to satisfy all statutory duties placed on us to ensure the health and safety of our employees and others when gas is used. Faulty gas appliances, pipes or fittings have the potential to cause fire or explosion. Poorly maintained equipment can cause harmful fumes with the potential to kill.

We aim to comply with these regulations by adopting the following procedures:

- Any gas fittings, pipework, appliances etc. will be installed or modified by a Gas Safe Registered engineer only.
- We will periodically monitor our workplace to ensure there are no visible signs of damage to gas pipework, fitting or appliances.
- If any employee smells gas or detects a leaking pipe they are to report this to enable us to rectify any fault and eliminate any risk.
- We will ensure that all gas pipework, appliances and fittings are inspected and tested at a frequency of no greater than every 12 months by a Gas Safe Registered Engineer.
- We will ensure that appliances are fitted are well ventilated.

We will ensure that Gas Safe Engineers hold valid credentials; these are to be verified prior to work commencing. Any documentation and certificates issued will reflect work completed and retained for at least 2 years.

#### ACTION IN THE EVENT OF AN EMERGENCY

If an employee thinks they smell gas:

- Do not panic.
- Do not turn electric appliances or switches on or off.
- Do not smoke.
- Do not use naked flames.
- Do turn off the gas supply to the meter.
- Do open doors and windows to get rid of the gas.

CALL THE GAS EMERGENCY NUMBER 0800 111 999

IF IN DOUBT, EVACUATE

## General Safety

- Children should NEVER be left unsupervised in the classroom.
- Children (and adults) should not stand on tables or chairs to reach objects that would otherwise be out of their reach. Step ladders are stored in the Site Manager's office if required.
- There should be no running inside the school other than in the Hall for PE/games lessons which are properly supervised.
- Children must not carry heavy equipment unless directly supervised and trained e.g. PE equipment.
- All children and employee should be aware of the procedure for evacuating the building.
- Pupils sent out of the lesson for any reason are still the responsibility of the teacher who sent them, though all teachers share responsibility for movement throughout the school.

- Sharp bladed knives must be locked away when not in use and stored with the blade covered e.g. a cork. Children should never use knives.
- Any potentially dangerous or poisonous materials must be locked away and only used by pupils when directly supervised.
- Electrical equipment should only be used by pupils when directly supervised and should not be used near a source of water. Care must be taken to avoid anyone tripping over leads.
- Equipment should not be left on unless a teacher is present or if the equipment is designed for such use (e.g. a video).
- Children must not be allowed to tip chairs backwards whilst they are sitting on them.
- Pupils must not be allowed out of school without the express permission of their parents, preferably in writing. He/she must be accompanied by an approved adult.
- Employee should check their room regularly for potentially dangerous defects or hazards (e.g. loose plugs, damaged furniture, exposed nails, storage in high places, badly stacked boxes etc.) Defects should be reported immediately to the school office or reported in the Caretaker's book. The item should be withdrawn from use or children kept away from the hazard until rectified.
- Children must not be let out of the classroom at the end of lessons until the bell sounds Internal fire doors are labelled and must be kept unlocked during school hours.
- Glass doors should not have labels stuck on them which obscure vision.
- Any repairs needing to be done or any faults in maintenance should be reported immediately to the school office.
- Coats should always be hung on pegs, not left on chairs or on the floor Bags must be allowed to block walkways or doors.

## Hand-Arm Vibration

Our aim is to control the risks from Hand-Arm Vibration Syndrome (HAVS) and Carpal Tunnel Syndrome (CTS). Hand-arm vibration is vibration transmitted into the hands and arms when using hand-held powered work equipment. We recognise that continuous work processes of exposure to vibration will lead to the potential development of HAVS or CTS.

We have a duty to assess the risks to health from exposure to continuous levels of vibration and determine the control measures needed. To manage vibration, we will ensure that:

- Daily Exposure Action Value of  $2.5\text{m/s}^2 \text{ A}(8)$  is not exceeded; and
- Daily Exposure Limit Value of  $5\text{m/s}^2 \text{ A}(8)$  is not exceeded.
- When equipment is supplied to us that we obtain the information on the vibration emission. To help us manage vibration emission we will keep an inventory of the equipment and its vibration emission.
- We monitor exposure to HAVS and CTS through appropriate health surveillance, where levels indicate.
- Employees are informed, trained and instructed on the risks and precautions to be taken to protect themselves from developing HAVS and CTS.
- We use the most appropriate equipment for the job.
- Maintain tools to the manufacturer's specifications to avoid worsening vibration.
- Employees are aware not to use tools that would make the problem worse.

- We introduce effective control measures to ensure level of exposure to HAVS and CTS are eliminated or reduced as far as is reasonable.
- When we buy new equipment that we assess their vibration level and take this into consideration when selecting equipment.
- We provide the relevant personal protective clothing.
- All employees are aware of the symptoms of HAVS and CTS and to report to the Head Teacher when symptoms develop.

We recommend that if employees use hand-held powered work equipment for long periods they break up the time spent working with it, by working away from the tool for 10 minutes.

If employees experience any issues with Hand-Arm Vibration, then they are informed to advise their GP and the Head Teacher. They are instructed not to ignore the symptoms of Hand-Arm Vibration Syndrome.

## Hazardous Substances

A hazardous substance can present itself as a liquid, dust, fume, gas, powder, solid or as a bacteria, virus or bodily fluid. Injury or ill health can be caused through substances absorbed through skin or eyes, ingestion, inhalation or skin puncture.

The Control of Substances Hazardous to Health (COSHH) Regulations requires that we assess and control exposure to hazardous substances.

We acknowledge our duty and will assess the risk from exposure to employees or other persons to substances we use, store or create.

We will do this by adopting the following course of action:

- Maintain a hazardous substances inventory sheet.
- Evaluate the risk to health of each substance.
- Decide what precautions are required to be implemented.
- Record assessments.
- Provide information and training to those who are or may be at risk.
- Decide when the assessment needs to be reviewed.

When completing the risk assessment of the substance we will consider:

- The number of people affected.
- The risk to health, especially considering pregnant and young persons.
- How to prevent exposure.
- How to reduce the frequency or duration of exposure.
- What other steps might be required to achieve a suitable control of exposure – e.g. information, instruction, training, personal protective equipment.

For man-made substances, the material safety data sheets (MSDS) will be filed with the hazardous substances inventory sheet and used to complete the risk assessments. For other substances, such as bodily fluids, viruses and bacteria more detailed assessments or monitoring techniques may be required to establish the level of risk.

Some substances present a low risk if used in isolation, however if combined with other substances they can create a significant hazard. Employees are to read and understand safety information provided on the product packaging and on the material safety data sheet.

We will ensure that anyone required to undertake assessments receives suitable training and instruction and has been deemed to be competent. In certain circumstances, the risk assessment may determine that employees require expert advice and monitoring. This may include:

- Sampling or personal monitoring to determine air quality.
- Health surveillance to establish any effects on personal health.
- Engineering controls such as ventilation systems.

Wherever this is the case, a policy and procedure will be prepared and communicated to those involved.

The assessments will be reviewed regularly, the intervals between reviews will be commensurate with the potential for harm, e.g. less harmful products will be subject to a formal assessment every 2 years, others more often. Records connected with ill-health will be kept for 40 years.

Following a standard hierarchy approach to control measures, personal protective equipment (PPE) will only be used as a last resort or as a back-up measure during testing or modification of other controls. Where it is used as a control measure – the type, design and the necessary standards will be recorded in an assessment.

Where we engage contractors, similar approaches to assessment and control of exposure will be expected, for example cleaners using their own chemicals are to be responsible for completing their own risk assessments and arranging for safe storage of any chemicals left within our premises.

Storage locations for hazardous substances will be suitable and information on safe storage obtained from the data sheet. Typically, chemicals will be kept with consideration to ventilation, temperature, spillage, security arrangements, away from food production and product and unauthorised persons.

Those using hazardous substances are to be familiar with the symbols used to identify the types of hazards associated with the products. Some substances can cause serious skin problems – such as dermatitis. These are always to be reported and investigated and may be reportable as occupational diseases under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations.

Substances are never to be decanted into unmarked containers and they should be stored with suitable caps and lids.

Further information can be found on the HSE website or in 'COSHH Essentials' – INDG136.

When using harmful substances, whether they be material or chemical substances, all personnel must ensure that adequate precautions are taken to prevent injury to health.

No new materials or chemical substances are to be brought into use unless an assessment using the Control of Substances Hazardous to Health Regulations 1994 has been carried out and clearance given for use by the safety adviser. The user department is to be in possession of a safety data sheet.

Work involving lead or asbestos is not to be carried out under any circumstances without reference in the first instance to the safety adviser.

## Hazardous Waste

We acknowledge our duty with regards to hazardous waste.

It is our responsibility to manage hazardous waste and safely dispose of waste materials and products. We have a duty to control the method of disposal used so that persons who might be affected are not at risk to their health, safety or welfare. We have a 'duty of care' responsibility to ensure that the hazardous waste that we produce does not have a negative impact on human health and the environment.

To comply with our duties, we will:

- Ensure that waste removal is collected by a registered waste carrier.
- Assess the risks to persons from the handling and disposal of waste.
- Monitor and control the disposal of waste, both hazardous and non-hazardous wastes to minimise the risk posed.
- Classify the waste that we produce by identifying the codes in the List of Wastes Regulations.
- Continuously monitor our arrangements and facilities to ensure that we continue to protect health and safety.
- Ensure that risk assessments are undertaken by someone who has been trained and deemed competent to do so.
- Review risk assessments periodically.
- Develop and implement control measures, procedures and safe systems of work.
- Organise team meetings to discuss the provisions around the storage and handling of hazardous waste.
- Provide training to employees and all training given recorded and refreshed, as necessary.
- Ensure that the safest means of disposal is used to protect the environment.

- Ensure that when hazardous waste is removed it is accompanied by a consignment note which is prepared before the waste is removed. The form is available from the Environment Agency.
- Provide the necessary personal protective equipment to prevent the risk of absorption through, skin or eyes, ingestion, inhalation or skin puncture.

To protect those who may be exposed to hazardous waste we will carry out COSHH risk assessments and obtain material safety data sheets to enable us to administer first aid provision in the likelihood of an accident or incident arising. To do this we will:

- Identify hazardous waste that we create.
- Assess the hazards that the hazardous waste may present.
- Determine the nature of the hazardous waste whether it is a chemical substance, biological agent, sharp, heavy or flammable.
- We will assess how the hazardous waste is stored and moved around and kept separate from non-hazardous waste.
- Identify persons who will work with the hazardous waste and to prevent unauthorised persons having access to the waste.

To ensure that we protect persons from the hazards arising from the hazardous waste we will:

- Carry out risk assessments for hazards that have been identified.
- Discuss the hazards identified and implement their feedback into the development and implementation of risk assessments, safe systems of work and procedures.

## Health Surveillance

We acknowledge that some of our activities have the potential to cause work-related illnesses. Therefore, we will take all reasonable steps to monitor our employees' health. The aim will be to detect early signs of the onset of work-related illnesses so that suitable actions can be taken to prevent illnesses developing. All employees will be requested to complete a medical questionnaire upon employment with us.

Possible work-related conditions arising from our activities include:

- Hand-Arm Vibration Syndrome (HAVS) resulting from the use of vibrating hand tools.
- Contact or allergic dermatitis resulting from exposure to some substances.
- Work related upper limb disorders (WRULD) resulting from the use of computing equipment.

We will give sufficient information, instruction and training to ensure full understanding of the hazards to health posed by the identified activities and the importance of the control measures provided. Information will also be given to others who may be affected, such as temporary employees and contractors.

We will engage the services of a competent occupational health service provider to give advice and guidance in health surveillance where necessary. The service provider will carry out regular health examinations of employees and give guidance upon symptoms to be watched for so that any industrial illness can be identified at an early stage and steps taken to cure the condition or prevent it getting worse.

We have a continuous role throughout the health surveillance process to ensure that we protect people who may be affected by our work activities.

## Hot Water and Surface Temperature

We have a duty to protect people from the exposure of burns and scalds caused by hot water. Contact with hot water and with hot radiators or heating pipes pose a risk to our personnel and others.

Water which is supplied at a temperature above 43°C may cause heat injuries. The higher the temperature, the shorter the time this will take. At or below 43°C the risk of burning or scalding is substantially reduced.

Risks from the use of sinks or basins are less but measures to avoid scalding is still required in certain cases.

We will ensure that all training and supervision is given to ensure that they have a thorough understanding of the risks involved and what steps are required to control those risks. Trained employees are to use a thermometer to periodically check the temperature of the water. Records will be kept.

Where there are heated surfaces such as radiators or heating pipes in the vicinity, burning, due to contact with these surfaces, poses an additional risk.

As part of controlling the risk of burning, where the radiators surface is accessible we will reduce the surface temperature to below 43°C, or we will provide guards to the radiators.

## Infection Control

We are aware of the need to keep a record of persons suffering from any infectious disease. People are encouraged to remind the doctor of the duty to notify the diseases listed and should themselves immediately contact the CCDC by telephone to alert him or her to the occurrence of a case of any notifiable disease.

Whenever an outbreak of any infectious disease is suspected we will contact the CCDC (Consultant for Communicable Disease Control).

### **Methicillin Resistant Staphylococcus Aureus (MRSA)**

*Staphylococcus Aureus* is an organism which one third of the population carry on their skin or in their nose without any associated problems. The organism can, however, cause infections

of various kinds; many such infections are not serious and are easily treated, but in certain vulnerable individuals more serious infections can be caused. Some strains of *Staphylococcus Aureus* are resistant to many of the antibiotics used in the treatment of infections: these are called Methicillin Resistant Staphylococcus Aureus (MRSA) also known as a "superbug".

About 80% of people who acquire MRSA carry it harmlessly and do not develop any infection. These people are colonised, not infected with the organism. The types of infection which can occur are the same as with another *Staph. Aureus*, usually trivial skin infections, but occasionally more serious deeper infections. MRSA is not more likely to cause infection than another *Staph. Aureus* and treatment is available for any infection it does cause.

Increasingly, people are being discharged into the community having acquired MRSA in hospital.

MRSA lives harmlessly on the skin of around 1 in 30 people – usually in the nose, armpits, groin or buttocks. This is known as "colonisation" or "carrying" MRSA.

MRSA can get on the skin by:

- Touching someone who has it.
- Sharing things like towels, sheets and clothes with someone who has MRSA on their skin.
- Touching surfaces or objects that have MRSA on them.

Getting MRSA on the skin would not make a person ill, and it may go away in a few hours, days, weeks or months without it being noticed. But it could cause an infection if it gets deeper into the body.

Healthy people (including children and pregnant women) are not usually at risk of MRSA infections.

Having MRSA on your skin does not cause any symptoms and does not make a person ill. A person would not usually know if they have it unless a screening test is undertaken.

If MRSA gets deeper into the skin, it can cause:

- Redness.
- Swelling.
- Warmth.
- Pain.
- Puss.

If it gets further into the body, it can also cause:

- A high temperature of 38C (100.4F) or above.
- Chills.
- Aches and pains.
- Dizziness.

- Confusion.

Employees must inform the Head Teacher or the person appointed on their behalf if they get these symptoms and are instructed to call their GP or NHS 111.

Diarrhoea in children is common and does not always have an infectious origin.

However, all cases should be taken seriously and presumed to be infectious until otherwise advised.

The employee or child will be sent home immediately and not permitted to attend the school for 48 hours after any symptoms.

If more than two cases which are suspected or known to be infectious occur within a few days, the CCDC should be notified.

Children who are vomiting should be kept in an area away from other children until collected by their parent or guardian. Most acute diarrhoeal infection is caused by viruses and is short lived. These viruses are airborne and can be spread rapidly.

## Knife Safety

We recognise that inappropriate use and storage of knives can present hazards and risks to all persons using them. We will therefore introduce controls to ensure that the risks associated with the use of the knives are minimised.

To ensure that we manage knife safety we will:

- Identify trained employees who are authorised to use knives.
- Provide knives for authorised employees which are suitable and safe for the tasks intended.
- Provide suitable storage facilities for knives to ensure that they remain safe when not in use.
- Provide employees with the means to maintain their knives in a good, safe condition.
- Arrange for the maintenance of knives where this cannot be undertaken by the authorised employee.
- Provide personal protective equipment where a risk assessment concludes that personal protective equipment is required.
- Ensure all personal protective equipment adequately protects the individual from the hazard, fits properly and is as comfortable as possible.
- Provide personal protective equipment that conforms to relevant standards.
- Provide employees using personal protective equipment with relevant information and training.
- Supervise and monitor employees to ensure the personal protective equipment is being used correctly.
- Keep a record of all personal protective equipment issued.

- Discipline employees who repeatedly refuse to use personal protective equipment in the correct way.

## Ladders

We will ensure that only employees trained in the use of ladders and steps can use them and that all ladders and steps are regularly inspected.

All ladders and steps in use or belonging to us will be inspected for safety on an annual basis. Any equipment that does not meet the standard required to maintain safety is to be either repaired and tested or discarded.

The colour coding is as follows: -

- Blue - Industrial
- Green - Commercial
- Red - Domestic

Training and supervision is given and records of this training and supervision will be maintained.

The training will include a demonstration of correct use of ladders and steps and cover the following points:

- Use of the correct type and height of ladder or steps.
- Placement of the ladder or steps on a safe, non-slip and level base and for ladders with the upper part of the ladder resting against a firm surface.
- Rungs/steps should be in good condition, clean and strong enough to bear the weight.
- Type of suitable footwear, which is to be worn.
- When to ask for assistance to 'foot' or hold the ladder or steps.
- Storage and handling: ladders and steps will be stored securely to avoid them falling on people or obstructing walkways or exits.

Before using steps or ladders employees are to inform us if they have:

- Any problems or worries that they may have about using either steps or ladders.
- Any medical problems or conditions that may affect their safe use of steps or ladders.
- Any history of accidents when using steps or ladders.
- Any doubts that they have regarding the condition or use of steps or ladders.

## Legionella Management

We are responsible for the implemented arrangements to prevent the growth of legionella bacteria in water systems in accordance with the HSE's 'Approved Code of Practice (L8) – Legionnaires Disease: The Control of Legionella Bacteria in Water Systems' and 'HSG274 Legionnaire's disease: Technical guidance' and Health Technical Memorandum 04-01: The Control of Legionella, Hygiene, "Safe" Hot Water, Cold Water and Drinking Water Systems.

The primary aim is to prevent the build-up of the *Legionella pneumophilla* organisms in water systems and to prevent inhalation of infected water droplets.

Control measures are as follows:

- All showers are to be turned on and left running for five minutes weekly.
- All showers are to be cleaned monthly, or after more than one week's non-use, to prevent slime, corrosion and scale build-up. This will involve dismantling the showerheads to clean and disinfect inside the spray nozzle.
- The water temperature is to be below 20 degrees C or above 55 degrees C and this is to be checked monthly.
- Records are to be maintained of all cleaning and temperature checks carried out. Water storage tanks are to be covered.
- Records are to be maintained of any maintenance, water treatments or disinfection.

These arrangements include:

- The assessment of Legionnaires' disease risk and preparation of a scheme for preventing or controlling the risk, conducted by a competent contractor.
- The appointment of a designated individual as the 'responsible person' with authority and responsibility for day-to-day implementation of the universal precautions and testing specified in the HSE's ACoP and any precautions specified in the risk assessment.
- The maintenance of records of all applicable maintenance and testing together with a copy of the risk assessment and details of the competent person who conducted it.
- Monitoring by a designated employee to check the records and confirm that the precautions have been implemented.

All plumbing alterations are carried out by trained plumbers to ensure compliance with water regulations and byelaws.

## Leptospirosis (Weil's Disease)

We have a duty to protect the safety, health and welfare of our employees and others who may be affected by our work activities from the risk of leptospirosis infection.

There are two types of leptospirosis infections that can affect people within the UK:

Weil's disease – a serious and potentially fatal infection that is transmitted to humans by contact with urine from infected rats.

Hardjo – a form of leptospirosis – transmitted from cattle to humans.

The symptoms for both diseases start with an Influenza-like illness with a persistent and severe headache and possibly chills. Later symptoms can lead to vomiting, muscle pains and ultimately to jaundice, meningitis and kidney failure. In rare cases the disease can be fatal. People are at risk if as part of their work they are likely to encounter rat or cattle urine or foetal fluids from cattle.

The bacteria can enter through the body through cuts and scratches and through the lining of the mouth, throat and eyes after contact with urine or contaminated water such as that in sewers, ditches, drains, ponds and slow flowing rivers and water ways.

The following protocols will help prevent infection:

- Not encouraging rats by disposing of all of our rubbish correctly.
- Not handling the carcasses of deceased rats without unprotected hands, whenever possible using a shovel or other tool.
- Avoiding inadvertent entry or immersion into water that could be infected – If this happens or ingestion of any water they suspect it is infected, they are instructed to see a doctor as a matter of urgency.
- Washing cuts and grazes immediately with soap and running water and covering all cuts and broken skin with waterproof plasters both before and during work.
- Wearing the protective equipment employees are provided with.
- During work avoid rubbing the nose, mouth or eyes.
- Washing hands, forearms and all other exposed areas of skin thoroughly after completion of the task(s).
- Washing before eating and smoking and after handling contaminated clothing.
- Removing any wet protective clothing as soon as is possible.

Employees should:

- Report any illness to their doctor.
- Informing their doctor about their work. Leptospirosis is much less severe when treated promptly.
- If the doctor confirms that Leptospirosis has been contracted they are to inform us and we will then report it to the Incident Contact Centre (RIDDOR).

## Lifting Equipment

Lifting equipment includes any equipment used at work for lifting or lowering loads, including attachments used for anchoring, fixing or supporting it. There are hazards presented by lifting equipment which include, crushing, collapse of equipment due to the weight, entrapment of body parts and falling objects from lifting equipment. We acknowledge our duties under the Lifting Operations and Lifting Equipment Regulations to ensure that our lifting equipment is safe and that lifting operations are planned to prevent injuries to employees and others.

To achieve these objectives the following arrangements will be followed:

- The choice of any new lifting machine or equipment will be a decision of the Head Teacher.
- Before purchasing any lifting equipment, the intended purpose will be identified and specification drawn up.
- Before installing any lifting machine, a Structural Engineer will be engaged to advise on the strength and stability of the intended location.

- All new lifting equipment will be purchased with the appropriate declaration of conformity.
- If used lifting equipment is purchased this will be subjected to a thorough examination for defects before being put into service.
- All lifting operations will be subjected to risk assessment.
- All lifting equipment will be marked with its safe working load (SWL).
- All lifting equipment will be examined annually and lifting accessories every six months by a competent person. The person responsible for equipment, maintenance and inspection will keep records of examinations.
- Records of maintenance will be kept.
- All employees to report to the Head Teacher or to their Direct Line Manager if they identify any defective equipment.
- Operators will be provided with instruction on the use of lifting equipment.
- No young person will be allowed to operate a lifting machine, except as part of their training and then only under direct supervision.

## Local Exhaust Ventilation

Local exhaust ventilation (LEV) is an engineering control used to control the exposure to airborne contaminants in our workplace. A LEV system includes (but is not limited to) a hood, ducting, air clean or arrestor, air mover and a stack to discharge the contaminants into a safe place.

We have a legal duty under the Control of Substances Hazardous to Health Regulations to ensure that we control the exposure to employees so far as is reasonable and to protect the employees' health, safety and welfare we have installed a LEV system.

As it has been identified to control the risk of exposure our LEV will be installed safely we will ensure that:

- The LEV is maintained in efficient working order.
- Employees are trained in how to use the LEV.
- That employees follow all instructions that have been given in relation to using the LEV.
- We check the system as required and recorded the details in the logbook.
- Repairs are carried out when they are necessary and not to wait for the 14-month inspection interval.
- At every 14-month intervals or earlier as required the LEV system is tested and examined.
- The maintenance of LEV systems will be arranged with a competent person who has the knowledge, skills and experience to do the job properly.
- We carry out risk assessments for the testing and maintenance of LEV systems to ensure that the risks are properly controlled to reduce the likelihood of contact with moving parts; falls from height when accessing ductwork and other components and electrical shock.
- Test labels are attached to the LEV system.
- We will keep all test examination records for at least five years.

When we use LEV systems we will consider the following points when choosing to install a LEV system:

- We will identify the jobs that need to have a LEV system installed and the types of contaminants that need to be removed from the air.
- We will establish what the LEV system needs to do to effectively protect the health and safety of our employees and others from exposure.
- We will ensure that when we purchase a LEV system that it only comes from a reputable and competent supplier.

We will ensure that the LEV system has airflow indicators or a test point, or equivalent. (See installation below for an example).

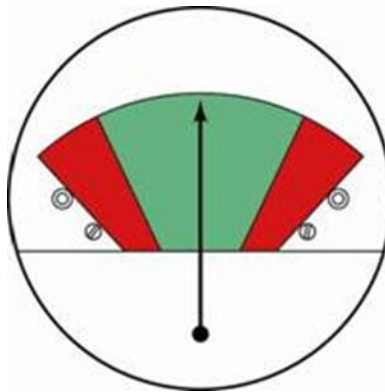


Figure 1. Simple air-flow indicator that can be fitted to LEV

We will ensure that all employees using the LEV system are informed on its design and have training on the use of the LEV system. All employees using the LEV system will be trained to:

- Understand how the LEV is working correctly.
- The consequences of the LEV failing.
- What to do when the LEV stops working correctly.
- How exposure may occur.

All training given will be recorded, including refresher training. We will provide toolbox talks and when they are required, after each session employees will be asked to sign to say that they have attended.

### **The LEV system**

The hood has three basic types:

- Enclosing.
- Receiving.
- Capturing.

They are designed to contain the contaminants and prevent them from dispersing into the air. Once they have been captured the ductwork will be able to carry the contaminants away as

efficiently as possible. The ductwork will have minimal bends to make the process more efficient and as smooth as possible.

The fans in the LEV system are to be carefully selected to allow air to be drawn through the system and not have excess noise produced. When selecting the fan, it is important to establish the volume of the air that is to be moved; the contaminants that the system is removing; the capital and running costs; the ease of maintenance; the operating temperature and the resistance that it must overcome.

Finally, once the contaminants have gone through the LEV system they are to be discharged through the stack to the outside of the building. The stack will be vertical and the height and discharge velocity needs to be sufficient to allow any contaminants that have not been removed to be dispersed into the atmosphere. Further guidance can be obtained from the Environment Agency.

It is important to note that rain does not get into the system as this can cause damage and prevent the system from working efficiently.

When we have a LEV, system installed or is altered, we will ensure that we have a user manual which incorporates:

- A description of the system with diagrams.
- A maintenance parts list.
- Performance from commissioning.
- Description of the statutory thorough examination and test requirements and exposure targets.
- Signs of wear and control failure to look out for.
- How to use the LEV effectively.

A logbook which incorporates:

- Schedules for regular checks and maintenance.
- Records of checks, maintenance, replacement and repairs.
- Checks that the LEV is being used in the right way.
- The name of the person who made these checks.

A commissioning report that incorporates:

- A description of the system with diagrams, including test points.
- Details of the LEV performance specification.
- Results such as pressures and air velocities at stated test points.
- Calculations made.
- Written descriptions of commissioning, the tests made and the outcome along with any air sampling results.
- A description of the how operators should use the LEV so that it works effectively.

If we do not have these three documents, we will request for the LEV to be recommissioned and if it changes in any to have it recommissioned.

## Lock Down Procedure

This lockdown procedure demonstrates our ability to quickly restrict access and egress to our building (or part of) through physical measures in response to a threat, either external or internal.

The aim of lockdown is to prevent people moving into danger areas and preventing or frustrating the attackers accessing our building (or part of). It is recognised that due to the nature of our business (and industry) that we may not be able to physically achieve lockdown.

The following are some examples of what would constitute a 'lock-down' of part of the premises or the entire building:

- Weapons being brandished.
- Dangerous dogs or animals.
- Bomb threats.
- Kidnapping.
- Structural safety issues, including weather related incidents and air pollution incidents.
- Other emergency situations.

We have a restricted area upon entry to the building, meaning that persons only permitted entry by an employee only would gain access to the individual rooms where children and employees reside.

In the extreme situation of there being a power cut these systems would permit entry however a senior employee would manually restrict access in this instance. We will obtain two manual locks to act as an override for such an occasion.

Senior employees would make a decision based upon any given situation whether to manually lock the front door if children and employees are safe within the building.

There are phones in every room where children and employees reside which can be used for any emergency situation. Additionally, there is a portable phone which can be taken out of the premises by a senior employee should a situation dictate. This phone is kept charged at all times and the phone numbers of parents and guardians are stored in this phone.

Passwords for the safety of children are taken from parents/guardians once a child starts placement, these are strictly adhered to should a person unknown arrive to collect a child. A child would never be passed to a person unknown without the absolute instruction and approval of the parent/guardian. A person unknown arriving is to remain in the foyer where access is restricted.

Should any situation dictate then the senior person in charge would make a decision to call or message parents with any given message as each individual circumstance presents itself.

Our emergency assembly point is out on the car park and children and employees would congregate to this location should an emergency inside the nursery present itself.

### **Partial Lockdown**

It is important to note that senior employee would fully inform employees whether there is a partial or a full lockdown of the building. In a partial lockdown the outside doors would be locked and children and employees restricted egress from the building. Windows would also be locked on such an occasion.

### **Full lockdown**

In the event of a full lockdown:

- All children/employees stay in their room or move to the nearest room.
- Office employees are to remain in their office.
- External doors locked.
- Doors locked (where employees with key is present).
- Windows locked, blinds drawn, internal door windows covered (so an intruder cannot see in).
- Children/employees sit quietly out of sight and where possible in a location that would protect them from gunfire (bullets go through glass, brick, wood and metal).
- Consider locations behind substantial brickwork or heavy reinforced walls).
- Lights, smartboards and computer monitors turned off.
- Mobile phones turned off (or at the least turned onto silent so they cannot give away your position).
- A register taken of all pupils/employees in each room/office.
- Communicate a register of children/employees to a pre-agreed central area.
- Employees are to await further instructions.

For each of the above-described events and/or any other emergency then the procedure would generally follow the same principles:

1. The employee member learning of an emergency situation should contact the senior employee at the time who would then either call through to each individual room to advise either to remain in the room and restrict access/egress of any person or to instruct to evacuate and assemble on the car park or in a safe room/area within the building.
2. The back corner of the building, both upstairs and down would generally be considered a safe place to assemble, dependent upon the individual circumstance at the time.
3. The fire alarm would generally be used if the senior employee determined that full evacuation should take place so as not to cause panic and to save time on calling through to each individual room however this would only take place if full evacuation would commence so as to prevent incorrect responses to a given situation.
4. The senior employee would make a decision whether to call 999 and if so, then instructions would be taken from the emergency services and the procedure would be fluid to allow for this instruction.

5. Roll calls will be taken at the assembly point and a decision made by the senior employee whether it is safe to return to the building or whether parents/guardians are to be informed to come and collect them from the assembly point.
6. If the nature of the emergency dictates then a safe alternative public building near-by would be sought and assembly would take place there.
7. The list of children present will be taken by each employee for their respective rooms to ensure that they have been accounted for.
8. A grab bag is available which is held by the senior employee and this will hold; the contact details of parent/guardians, a flashlight, high-visibility jackets, contact details of the local police station and fire station and a first aid kit. Master keys would also be taken out with the senior employee.
9. Under no circumstance is an employee to approach a person displaying violence and/or brandishing a weapon.
10. Upon the event of a chemical, air pollution or other similar incident then seals will be made to window and door frames.

In the event of a weapons attack then employees are to follow the principles observed by the government:

1. RUN
2. HIDE
3. TELL

RUN: to a place of safety

HIDE: It is better to hide than to confront

TELL: the police by calling 999

We will conduct 'table-top' training exercises on this procedure and practice each of the potential outcomes: partial lockdown, full lockdown and full evacuation.

## Lone Working

Since we cannot be with them in an emergency, (they would not be lone workers if we were) we must go as far as we can in helping employees to help themselves.

We will consider protection, consisting of two components: prevention and response. Prevention is achieved by embedding ways in which employees avoid difficult situations in the first place. Response is there when protection fails. While prevention may reduce the number of occasions where a lone worker will get into a situation which will result in their harm, 'reduce' is not the same as 'eliminate', so there will always be a need for response services.

Response with prevention in isolation are still insufficient; adding training and management will result in a culture of safe working, in other words – protection.

Prevention starts with a well thought out policy leading to sensible procedures which are developed in consultation with the lone working employees and their Managers.

Sooner or later prevention will fail and an employee will need a response; and it must be fast and effective.

Training binds prevention and response together. Training will cover:

- The application of policies and procedures.
- How to make best use of lone worker response devices.
- Awareness and how to avoid potentially dangerous situations.
- How to manage dangerous situations.
- The role of personal responsibility for personal safety.

Good management will balance the needs of the organisation against the needs of the individual. Management will protect the organisation in law with its reputation and effectiveness intact, while protecting the individual employees out on their own in the community.

We have a responsibility for protecting lone workers and the needs to consider many factors; among them:

- How best to achieve protection for both the organisation and lone workers without jeopardising the work they are employed to do.
- What can be done in-house and what can be outsourced?
- How initial and follow-up training will be delivered, whether in-house or outsourced.
- How lone workers will be motivated to always follow the procedures laid down for them, including use of lone worker response services.
- What reports will help manage the contract and how will they be delivered.
- Regular reviews with lone workers.

Prevention and response without training and management is not an effective policy because when it is most required to work it will not keep people safe.

Prevention + Response + Training + Management = Protection

When putting the policy and risk assessment together we will pay consideration to:

- The remoteness or isolation of workplace areas.
- Any problems of communication.
- The possibility of interference, such as violence or criminal activity from other persons.
- The nature of injury or damage to health and anticipated "worst case" scenario.
- Personal protective equipment required.
- Supervision and welfare.
- Portable first aid kits.
- Availability of a first aider.
- Means of summoning help.
- Means of raising an alarm.
- Firefighting equipment.

- Training and supervision.

## Machinery

Legislation lays down requirements for employers regarding the safety and safe use of all work equipment including machinery. Work equipment should not give rise to risks to health and safety, irrespective of its age or place of origin.

The following safety checklist should be adhered to:

- Only trained and authorised users must be allowed to operate machines.
- Training checklists should be used to ensure all the relevant points are covered.
- Machines must never be used without all proper guards in place and working correctly. Posters and signs should be used to remind workers of the need to use guards.
- Operators should check that all necessary guards are in place before starting any machine.
- Areas around machines should be clean, tidy and free of obstructions.
- Sufficient clear space should be provided to allow easy movement and reduce the risk of accidental interference from other works.
- Appropriate safety clothing should be worn when operating machines.
- A sufficient standard of lighting must be provided around machines. In particular, 'flicker' must be prevented as this can cause problems when working with moving parts.
- A clear system of signing must be implemented for defective machines in order to prevent unauthorised use.
- Defects must be remedied promptly.

## Mail Procedure

Postal devices are not timed devices and only operate when being opened. Suspicious signs in a letter or parcel would be:

- Incorrectly addressed with no return address.
- Come from an unknown source or have unusual postmarks Have irregular shapes.
- Be unusually heavy for the size of envelope or package Be unusually heavy at one end.
- Possibly have an unusual smell.
- Be discoloured/stained or have an oily/greasy appearance Feel oily or greasy to the touch.
- Possibly have an oily residue on the surface.

If an item is discovered that is thought to be suspicious the following threat assessment should be made to avoid un-necessary calls to the emergency services:

- Check to whom the item is addressed. Is he/she high profile?.
- Check with the addressee if they are expecting an item and where should it have come from.

- If possible check the return address or company by telephone to check if the item originated from them.
- If possible check with the senders what the item is and any associated hazards.
- If still suspicious then the police should be contacted and the Emergency Procedures followed.
- If a letter/parcel is opened and any strange powder etc. found, the “opener” and others in the room should not leave the room but call for help on the telephone (or shout). This avoids the risk of others becoming contaminated.
- The chance of receiving such a device at Balfour Junior School is minimal but we cannot overlook such things and must always be on our guard.

## Manual Handling

Statistics show that manual handling is one of the most common causes of absence through injury in the workplace. More than one third of lost time accidents are caused in this way. These injuries may often have long-term effects. We intend to reduce the risk of manual handling injuries and to provide guidance on the measures that are to be taken to ensure safe lifting and carrying in our workplace.

We will ensure that operations which involve manual handling are eliminated, so far as is reasonable. Measures to achieve this include ergonomic design of our workplace and activities and the provision of automated or mechanical aids such as trolleys, chutes and conveyors.

An assessment of manual handling activities will be carried out by competent persons. Risks which are identified will be reduced to the lowest level reasonable. The following factors will be considered during the assessment.

Bending and stooping to lift a load significantly increases the risk of back injury. Items will ideally be lifted from no lower than knee height to no higher than shoulder height. Outside this range, lifting capacity is reduced and the risk of injury is increased. Where items are required to be lifted from above shoulder height, a stand or suitable means of access will be provided. Items which are pushed or pulled should be as near to waist level as possible. Pushing is preferable particularly where the back can rest against a fixed object to give leverage.

Carrying distances will be minimised, especially if the task is regularly repeated. Repetitive tasks will be avoided wherever possible. Tasks which involve lifting and carrying will be designed in such a way as to allow for sufficient rest breaks to avoid fatigue. We will avoid tasks which require twisting the body wherever possible.

The load is to be kept as near as possible to the body trunk to reduce strain and should not be of such size as to obscure vision. An indication of the weight of the load and the centre of gravity will be provided where appropriate.

Unstable loads are to be handled with caution. The change in centre of gravity is likely to result in overbalancing. We will ensure that there is a secure handhold, using gloves where necessary to protect against sharp edges or splinters.

Consideration will be given to age, body weight and physical fitness. Regard will be given to personal limitation; employees must not attempt to handle loads that are beyond their individual capability. Assistance is to be sought where this is necessary.

Persons with genuine physical or clinical reasons for avoiding lifting will be made allowance for, as will pregnant women, who will not be required to undertake hazardous lifting or carrying tasks.

Sufficient knowledge and understanding of the work is an important factor in reducing the risk of injury. Individuals undertaking lifting or carrying will be given suitable instruction, training and information to undertake the task with minimum risk.

There will be adequate space to enable the activity to be conducted in safety and the transportation route will be free from obstruction. Lighting, heating and weather conditions will be considered. Floors and other working surfaces will be in a safe condition and adequate ventilation will be provided, particularly where there is no natural ventilation.

Use of personal protective equipment may be necessary whilst carrying out manual handling activities. If the use of equipment restricts safe and easy movement, this is to be reported. Constant interruptions from other employees is to be avoided, as this can reduce the concentration of an individual.

We will ensure that:

- Manual handling assessments are carried out where relevant and records are kept.
- Employees are properly supervised.
- Adequate information and training is provided to persons carrying out manual handling activities.
- Any injuries or incidents relating to manual handling are investigated, with remedial action taken.
- Employees adhere to safe systems of work.
- Safety arrangements for manual handling operations are regularly monitored and reviewed.
- Employees undertaking manual handling activities are suitably screened for reasons of health and safety, before undertaking the work.
- Special arrangements are made, where necessary, for individuals with health conditions which could be adversely affected by manual handling operations.

Employees are to ensure that:

- They report (in confidence) any personal conditions which may be detrimentally affected by the manual handling activity.
- They comply with instruction and training which is provided in safe manual handling activities.
- Their own health and safety is not put at risk when carrying out manual handling activities.
- They use equipment which has been provided to minimise manual handling activities.
- Any problems relating to the activity are reported to a responsible person.

Suitable information and training is provided to persons who are required to carry out manual handling activities. Training needs will be identified and reviewed by a responsible person. Refresher training will also be given at reasonable intervals.

Employees will be informed of approximate weights of loads that are handled and objects which have eccentric weight distribution.

Poor lifting and carrying techniques can result in discomfort and increase the risk of injury. In extreme circumstances, these injuries can have permanent effects. These risks can be reduced by adopting the following simple precautions:

- Ensuring that formalised systems of work which have been designed for the work activity are complied with.
- Making full and proper use of aids to lifting and carrying, such as trolleys, chutes and access equipment.
- Storing heavy items between shoulder and hip height. Where possible only storing small, light items above shoulder or below knee height.
- Using the legs and knees to bend and lift, not stooping or bending the back.
- Avoiding tasks which require stretching or twisting.
- Ensuring that regular rest breaks are taken where manual handling activities are repetitive or to prevent the onset of fatigue.
- Ensuring that there are no sharp, hot or cold edges which could cause injury.
- Ensuring that walkways are free from obstructions.
- Making full and proper use of personal protective equipment.

Employees are to report any problems or concerns associated with manual handling operations to their Manager.

Personnel are not to lift, drag, push or carry heavy or awkward loads unless training has been undertaken and risk assessments carried out.

Health and safety information and advice are available on all aspects of health, safety and welfare from the safety adviser.

## Medication

We have a duty to ensure that any medication we dispense and store does not compromise the health and safety of our employees and others.

We do this by:

- Ensuring that the dispensing of medication is adequately controlled and in accordance with legislation.
- Ensuring that we develop and implement control measures for the safe use and storage of medication.

- Ensuring that only trained employees are to administer medication; employees are not to administer drugs or medicines unless they have been trained and authorised to do so.
- Completing risk assessments.
- Providing, recording and reviewing training to employees.
- Ensuring that medication is suitably stored in line with the GP's or Manufacturer's instructions.
- Ensuring that medication is securely stored in a lockable cupboard to prevent unauthorised employees accessing it.
- Not leaving medication unattended.
- Maintaining records of all medication received, administered, and leaving the premises.
- Implementing a medication plan to record medication including those self-administering and the level of dosage required for the individual to receive.
- Ensuring that all employees are aware of the procedures for spills and disposal.

From time to time we are asked to administer drugs to children who, although fit to attend school, need to complete a course of medication e.g. antibiotics. The academy would not normally administer any medication with the exception of medication that forms part of a care plan prior agreed by parent and the SENCO. In the event that the school needs to administer medicine the following procedure is followed:

- The parent not the child contacts the school office and puts the request in writing, filling in the school form and signing it.
- The parent, not the child, brings the medicine to school and hands it to the secretary to keep in the lockable First Aid Cabinet in the office. The parent also collects the medicine, not the child.
- The parent ensures that a label indicating the name, class and dosage is firmly fixed to the original bottle/packaging.
- Employee who administers any form of medication should fill in the appropriate form. The time and date should be recorded and signed by two members of employee
- With the exception of inhalers, epi-pens and piriton (see below) all drugs will be kept in the school office
- Asthma inhalers, epi-pens and piriton are kept in teacher's classroom medical box, the box is then stored in the classroom cupboard. These items are clearly labelled.

### **Anaphylaxis**

Anaphylaxis (also known as anaphylactic shock) is a severe, potentially fatal, allergic reaction. It is the body's immune system over-reacting to the presence of a foreign object (such as food or a substance). The whole body is affected usually within minutes of contact with an allergen; however it may occur hours later. There is a sudden drop of blood pressure and narrowing of the airways.

Anaphylaxis can be triggered by a wide range of foods and other agents. The most common include peanuts, nuts, sesame seeds, fish, shellfish, dairy products, eggs, strawberries, wasp or bee stings, natural latex (rubber), and some drugs.

Symptoms can vary from a mild skin reaction to a life-threatening condition, they include:

- Swollen face, lips, tongue and throat.
- Itching or a strange metallic taste in the mouth Sore, red and itchy eye's
- Drop in blood pressure and narrowing of the airways Wheezing and difficulty with breathing and talking Changes in heart rate.
- Sudden feeling of anxiety, apprehension or panic Itchy skin or nettle rash.
- Faintness, collapse or unconsciousness due to very low blood pressure Abdominal cramps, nausea, vomiting or diarrhoea.
- Swelling to a larger area than the sting site Fever, it is anticipated than we would have been informed by the parents should a child potentially be at risk and all appropriate employees been informed in the usual way. However, it is possible that an allergic reaction may occur to someone for the first time.
- If someone becomes severely ill or collapses soon after an insect bite, eating or taking medication it should always be treated as a medical emergency. It can be fatal unless immediate treatment is available. CALL AN AMBULANCE.
- If a preventative injection is held by the school this should administered, as directed as soon as a serious reaction is suspected and an ambulance should be called and the school first aider summoned.
- If there is no improvement within 5 – 10 minutes a further injection may be administered.
- If the casualty stops breathing or their heart stops cardiopulmonary resuscitation should be performed if possible.
- The parents must be notified as soon as possible as, even where an immediate improvement occurs; hospitalisation may still be required.

### **Epilepsy**

It is anticipated than we would have been informed by the parents should a child potentially be at risk and all appropriate employees been informed in the usual way. Members of employee will be trained to administer appropriate medication for particular children.

Epilepsy takes several forms and ranges from the child entering a trance like state for a short time (a petite mal) to a complete seizure/fit (a Grande mal).

Epileptic trances can occur at any time and usually take the form of the child's eyes having a faraway look and them not responding to their surroundings, voices etc. Where this happens they should be left alone (supervised) and a first aider called.

Where a full seizure/fit takes place the child should be laid down and made comfortable. All chairs, desks etc. should be moved away from them so they cannot hurt themselves and a check should be made to ensure that their airway is not obstructed by their tongue. Again a first aider should be called immediately.

In either case, the parents should be advised as soon as possible.

### **Blood Spillage**

In incidents where a child suffer an injury involving open wounds (including minor cuts/scratches etc.) protective gloves are available in first aid kits or from the office and these must be worn at all times when treating the wound.

Where blood needs to be cleaned off furniture, floors etc. then appropriate cleaners are available and must be used. Protective gloves should be worn as appropriate.

Should an individual come into direct contact with blood then this must be washed off thoroughly as soon as possible.

### **Bites**

If a child or adult is bitten by another person, they should ensure that they have had a recent tetanus injection.

## Method Statements

It is our intention to prevent injuries and ill health to employees and others affected by our activities. To do this we recognise that we must adopt safe systems of work. Therefore, assessments will be carried out to identify risks. Based on these, safe systems of work will be prepared and used. The safe systems of work to be used will be communicated to employees and Clients and/or Principal Contractors using written Method Statements.

Heads of faculty or area must ensure that safe working procedures are developed through:

- Assessing the tasks.
- Identifying the hazards.
- Defining a safe method.
- Implementing the system.
- Monitoring the system.

Once developed, safe working procedures must be promulgated to protect all personnel working within their area of responsibility from dangers to their health and safety. They are also to familiarise themselves with laid-down procedures and ensure that personnel under their control are fully conversant with these procedures.

Where work is subcontracted, we will not allow the work to commence until we have received and approved a method statement from the subcontractor.

Each method statement will include, but will not be limited to, the following information:

- The name of site.
- The name of the Client, Principal Contractor and any subcontractors.
- The location of the work.
- The details of work, including work sequence.
- Any special controls to be used.
- Supervisory arrangements.
- Competence of those carrying out the work.
- Emergency procedures.
- First aid arrangements.
- Special personal protective equipment to be used.

- The list of plant, equipment and authorised users.
- The method of agreeing variations from an original method statement, where necessary.
- The signature of the person preparing the method statement and the date.

We are responsible for obtaining and approving subcontractors' Method Statements.

We are responsible for bringing any significant findings of method statements to the attention of the persons concerned and for ensuring that procedures described in method statements are followed.

All employees and subcontractors are required to follow the method statements for the work they are carrying out.

## Minibus

We recognise that the use of transport for the purposes of our activities exposes the driver, passengers and pedestrians to hazards that require specific controls.

It is our policy to:

- Ensure that all transport used, is supplied by a competent contractor.
- Carefully vet all contracted transport providers on a regular basis.
- Maintain the minibus in a safe condition.
- Ensure the minibus and its drivers are adequately insured.
- Train all drivers of the minibus in driver safety awareness procedures.

Employees might be able to drive a minibus with up to sixteen passenger seats using their current car driving license if there is no payment from or on behalf of the passengers (it is not for 'hire or reward').

Employees can drive a minibus within the UK if the following conditions apply:

- They are 21 or older.
- They had their driving license for at least 2 years.
- They meet the 'Group 2' medical standards if they are over 70, they must check with their GP if they are not sure they meet the standards.
- They are driving on a voluntary basis and the minibus is used for social purposes by a non-commercial body.
- The maximum weight of the minibus is not more than 3.5 tonnes - or 4.25 tonnes including specialist equipment for disabled passengers, for example a wheelchair ramp.
- They are not towing a trailer.

## Monitoring

We have in place active monitoring systems to ensure any statutory duties applicable to us are complied with and to ensure our standards are being achieved. Monitoring activities will help us identify any issues that need attention.

It is important that any monitoring activity reports accurately reflect the conditions apparent at the time of the review.

The monitoring forms listed are available to view, print and modify from Guardian, however this is only a select few of the documents available:

- Access & Egress Workplace Checklist
- Annual Business Review and Health Check
- Display Screen Equipment Management Checklist
- First Aid Kit Checklist
- Hazardous Substance Checklist
- Kitchen Inspection Checklist
- Maintenance Activities Checklist
- Occupational Health & Safety Checklist

### Monitoring Events

The following monitoring events have been established to help ensure we are achieving compliance with any legislation applicable to us. We will also utilise the monitoring checks sheets to confirm we are achieving our intended standards and that employees are adhering to our rules, policies and procedures.

| Appointment                                                                       | Activity                                                                            | Frequency           |
|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|---------------------|
| The Head Teacher, the Deputy Head Teacher, the Business Manager and the Caretaker | Business Review and Health Check                                                    | At least annually   |
| The Caretaker and Teachers                                                        | Review -<br>Fire and Office Assessments<br>Equipment Assessments<br>Training Matrix | At least annually   |
| The Caretaker and Teachers                                                        | Display Screen Equipment Assessment<br>Hazardous Substance Assessment               | At least two-yearly |
| The Business Manager and the Caretaker                                            | General Inspection – All Areas                                                      | At least quarterly  |
| The Business Manager and the Caretaker                                            | Upkeep of Fire Log                                                                  | Weekly              |

## Near Miss

We have a procedure in place to provide a method for reporting 'near miss' incidents. The investigation of such incidents can help to implement procedures or control measures which will prevent a recurrence of the incident and therefore prevent potential accidents.

Often the difference between a 'near miss' and an accident resulting in injury is minimal a slight difference in timing, location or personnel.

A 'near miss' is an unplanned event that did not result in injury, illness, damage or product loss but had the potential to do so.

An 'accident' is an unplanned uncontrolled event that has led to injury, illness, damage or some other loss.

All employees are to report 'near miss' incidents as soon as possible following the incident.

The 'near miss' form is to be used to report the incident. As much detail as possible is to be provided to ensure a thorough investigation can be carried out. When completed the form is to be returned to the Head Teacher.

We will collate the forms and carry out any required investigations. Completed forms will be retained for a minimum period of three years.

## Noise

Where noise cannot be controlled at source, all personnel must be protected from high noise levels as required by the Noise at Work Regulations.

## New and Expectant Mothers

We have a duty to protect new and expectant mothers from hazards that may be present. We will carry out risk assessments for each employee who is either pregnant or has recently become a new mother. We will continually review the risk assessments after 3 months or sooner if necessary to manage new risks that may be present.

To protect the health, safety and welfare of our employees, we will assess the risks that we pose on the employee and decide on the reasonable control measures.

We will:

- Consider any substances that they may be exposed to.
- Assess the set-up of their work area.
- Assess their manual handling.
- Look at their welfare arrangements.
- Look at their work activities.

Regular reviews are required. If it has been identified from a risk assessment that work activities could adversely affect a person's health, we will offer alternative work for them to do and if this is not possible we will suspend them from work on paid leave.

## Non-Hazardous Waste

We have a duty of care to ensure that any waste which we produce is handled, stored and managed safely in accordance with specific legislation. We will ensure that any waste which we produce other than hazardous is removed from our premises by a licensed waste carrier. To ensure that we are compliant with legislation we will ask from the waste carrier for an annual note as the waste will be regularly removed and it also shows the enforcement officer from either the Local Authority or the Environment Agency that our waste is being removed legally; these will be kept for two years minimum.

We will ensure that the waste we produce is not placed in domestic bins, litter bins and at household waste recycling centres unless we have a waste carrier's licence and pay a charge for the removal of our waste and we will request for a waste transfer note to prove that our waste disposal is compliant.

We will monitor and assess our waste and ensure that we are not overfilling bins. We will train all employees and inform them on where the waste goes and how to manage it. Under no circumstances is an employee climb into a bin or a skip to flatten the waste. If an employee identifies that the bin is full they are to report this.

## Occupational Road Safety

Health and safety law applies to work activities on the road in the same way as it does to all work activities and employers need to manage the risks to drivers as part of their health and safety arrangements. We follow a 'Plan, Do, Check, Act' approach to achieving work-related road safety.

Plan - This is how we manage health and safety in our organisation and plan to make it happen in practice by:

- Assess the risks from work-related road safety.
- Produce a health and safety policy.
- Make sure there is top-level commitment to work-related road safety.
- Clearly set out everyone's roles and responsibilities for work-related road safety. Those responsible will have enough authority to exert influence and be able to communicate effectively to drivers and others.

Do - Prioritise and control the risks we will consult with our employees and provide training and information.

- Make sure departments with different responsibilities for work-related road safety co-operate with each other.
- Make sure we have adequate systems to allow us to manage work-related road safety effectively.

- Make sure we involve our workers or their representatives in decisions. This is a good way of communicating with everyone about health and safety issues.
- We will provide training and instruction where necessary.

Check – Measure how we are doing.

- Monitor performance to ensure our work-related road safety policy is effective and has been implemented.
- Encourage our employees to report all work-related road incidents or near misses.

Act – Review our performance and learn from our experience.

- We will collect enough information to allow us to make informed decisions about the effectiveness of our existing policy and the need for changes, for example targeting those more exposed to risk.
- Regularly revisit our health and safety policy to see if it needs updating.

The nature of our work requires selected employees to use our vehicles. Only employees who have been granted our permission to drive company vehicles may do so. Before we authorise use, employees must provide us with their driving licence to help confirm driver competence. Employees must only drive the category of vehicle for which they hold a current valid licence. We will select the most suitable vehicles for tasks to be performed. Vehicles are classed as work equipment and will therefore be inspected and maintained at periodic intervals to ensure their roadworthiness and safety. We will follow manufacturer's recommendations for inspection, servicing and maintenance tasks. Other mandatory tests such as the Department of Transport MOT will be arranged at the frequencies stipulated.

In the interest of safety, employees are requested to keep us informed of any road traffic offences for which they have been convicted. Driving licences will be reviewed at least, on a six-monthly basis.

Drivers are responsible for conducting a pre-use check of the vehicle and for identification and reporting of faults (company vehicles/leased). Where necessary training will be provided for conducting vehicle pre-use checks.

Drivers must:

- Only use the vehicle if they have our authorisation to do so.
- Read our risk assessment for driving activities and comply with any control measures we have introduced in the interest of safety.
- Have a current valid insurance certificate covering business use (own vehicle).
- Have a current valid MOT certificate (own vehicle – if relevant).
- Check the vehicle before use.
- Act responsibly and abide by the Highway Code.
- Only use our vehicles for authorised journeys.
- Use the vehicle for its intended purpose only.
- Ensure all loads are safely secured.
- Take additional care in inclement weather conditions.

- Inform us if they are ill or taking prescription drugs that may have a detrimental effect on their driving ability, i.e. causing drowsiness.
- Focus their attention whilst driving.

Drivers must not:

- Use a vehicle if faults deem it unsafe for use.
- Under any circumstances drive vehicles if they are suffering the effects of alcohol or drugs.
- Overload any vehicle.
- Smoke in our vehicles.
- Carry unauthorised passengers in our vehicles.
- Adjust a satellite navigation aid whilst driving; or
- Partake in an activity distracting their attention from driving.

It is illegal to drive if either:

- They are unfit to do so because they are on legal or illegal drugs.
- They have certain levels of illegal drugs in their blood. (Even if they have not affected their driving).

Obviously, all drugs that are illegal are banned always, not just when driving. Legal drugs are prescription only medicines, or over-the-counter medicines. However, in certain quantities some prescription drugs that are perfectly legal to take can make it against the law to drive. Taking these drugs without a prescription is prohibited and would be treated the same way as taking illegal drugs. If drivers are taking them and are not sure if they should drive, they are instructed to talk to their doctor, pharmacist or healthcare professional or refer to the patient information leaflet, regarding the effects on driving.

If a driver is convicted of drug driving, the punishment includes:

- A minimum 1-year driving ban.
- An unlimited fine.
- Up to six months in prison.
- A criminal record.

Driving licenses will also show that they have been convicted for drug driving. This will last for 11 years whilst the penalty for causing death by dangerous driving under the influence of drugs is a prison sentence of up to 14 years.

A conviction for drug driving also means:

- Car insurance costs will increase significantly.
- Persons will see the conviction on the driver's license.
- Trouble travelling to countries like the USA.

Satellite navigation aids may be used in vehicles but are not to be adjusted whilst moving or in traffic. The device is to be programmed before starting a journey, alternatively pulled over to a safe place to adjust.

Drivers are instructed to concentrate on driving and avoid distractions. Answering and sending telephone calls, sending text messages, accessing the internet, etc. are all distractions and in certain circumstances could amount to an offence of driving without care and attention or even dangerous driving.

It is a criminal offence to use a hand-held mobile telephone or similar device while driving. The relevant regulations permit the use of hand-held mobile telephones while driving only in an emergency.

Any mobile telephone that is or is to be held at any time while in use is a hand-held telephone. The use of an earpiece does not make a telephone hands free. To be hands free the telephone must be fixed or in a cradle. (Two-way radios are not hand-held instruments and are exempt from the regulations.)

If the telephone or equipment is hands free it is permitted to press buttons to send and receive messages. However, even the use of hands-free telephones can be dangerous. Whenever possible drivers are to wait until the vehicle is stationary and in a safe place before using a hands-free telephone.

Driver fatigue is a major cause of accidents and can cause fatalities. If drivers are tired, they must park up, rest and recuperate. On long journeys they must take at least a 15-minute break for every two hours of driving.

It is our policy that all employees are to drive within speed limits and road restrictions. Therefore, we will not compensate employees for any speeding fines. Employees that are convicted of speeding fines whilst driving on company business may be subject to discipline.

In the event of a breakdown or an accident; drivers must act promptly to avoid further harm especially if they are on a fast-moving road, i.e. a dual carriageway or motorway. They are to:

- Assess the situation and decide what action is required.
- If the vehicle is at the roadside not to stay in the vehicle.
- Wear high visibility vests and move away from the vehicle and other traffic.
- Call the insurance/breakdown service helpline for assistance and be prepared to give them details such as:
  - Vehicle registration.
  - Location.
  - Nature of the incident.
- If anyone is injured, then the emergency services are to be called.
- Wait in a safe place until help arrives; only help others if it is safe to do so.

In the event of an accident drivers must take details of other vehicles/drivers involved and record what happened. This should be done as soon as possible.

## Office Safety

The office areas do not contain the same hazards as the external areas but there are issues to address to ensure everyone's safety working in the office. Generally, office areas are a lower risk compared to other areas. Nevertheless, they still pose a risk of injury or ill-health to persons using and accessing the office space. An office risk assessment has been completed and it will be communicated to employees.

The assessment addresses issues such as:

- Safe access.
- Manual handling.
- Display screen equipment.
- Fire and electrical safety.
- Chemicals.
- Temperature, lighting and ventilation.
- Welfare facilities.
- Stress.
- Trips and falls.

Employees are responsible for ensuring that walkways are free from obstructions and that trailing cables are not creating trip hazards.

The office space has been designed to enable employees to work comfortably. People who have concerns over the office area are to report it accordingly.

## Outdoor Activities and Trips

We recognise that outdoor activities and trips expose people to hazards, which are not present during normal activities and require specific controls. Outdoor activities and trips may also be residential and therefore we recognise that suitable accommodation should be used.

All proposals for trips and visits must be cleared by the head teacher who will obtain Governing Body/Council approval if required.

- No child will be allowed out of school on a visit without express permission of the parent or guardian.
- All trips and visits must be adequately employed and that employing agreed with the head teacher – a minimum ratio of 1 adult to 10 children at KS2.
- Before giving permission for a trip to take place the head teacher will ensure the trip is well planned (including where appropriate a visit by the teacher to ensure suitability) educationally justifiable, adequately employed, suitably insured, financially sound and followed up. A proposal form, for trips is available in the office and must be completed before a trip is approved. At Balfour Junior School the Evolve approval procedure is used.

- When trips continue after school hours, arrangements must be made whereby parents can be contacted in case of accident or delay.
- Employee must take emergency contact forms for each pupil on the trip Pupils must be returned to school and not dropped off anywhere else.
- Where more pupils wish to participate on a trip than are able to go, choice of pupil will be made by lot.
- Appropriate risk assessments must be completed.
- The member of employee in charge must ensure that all planning aspects are complete e.g. parents notified of arrival at destination, fan-outs arranged (if appropriate), adequate first aid available etc.

All personnel that arrange or actively participate in school visits or out-of-school activities must follow the procedures outlined in the separate document held in each faculty or area entitled 'Procedure for school visits and out-of-school activities'.

It is our policy to:

- Ensure that all trips will be thoroughly planned and the locations vetted by employees or other agencies.
- Ensure that permission is obtained for the trips from the relevant persons and that they are kept fully informed where applicable.
- Ensure that the relevant ratios are maintained at a safe level.
- Ensure that all accommodation is suitable for the purposes of the trips.
- Carry out generic, site specific and on-going risk assessments as appropriate.
- Ensure any third party used has been thoroughly vetted and hold the appropriate qualifications.

## Permits to Work

We have identified that certain high-risk activities require additional controls to ensure that dangerous situations are avoided. For any such high-risk activity a Permit to Work must be obtained where the activity will take place. It is the responsibility of the person engaging contractors to work on the premises to advise the contractor about types of work for which a Permit to Work is required.

A Permit to Work is required for the following:

- Hot Work.
- Confined Space Entry.
- Electrical Work.
- Overhead Work.

Persons engaged in any of the above are not permitted to commence work until they are in possession of a signed permit appropriate to the type of work.

A Hot Work Permit is required for the following:

- Oxy-acetylene or Oxy-propane cutting.

- All types of welding.
- Brazing/soldering.
- Propane or butane gas/aerosol torches.
- Any grinding equipment in areas where highly flammable liquids or vapours may be present.
- Use of electrically powered hammers, drills, saws and lights and pneumatic drills/hammers where highly flammable liquids or vapours may be present.
- Any other operation producing heat, sparks or flames where there is a risk of fire or explosion.

A confined space entry permit is required for work in any vat, tower, tank, flue, pipe, duct, pit or similar place, open or closed, where there is likely to be risk of:

- A dangerous or toxic liquid, gas, fume, vapour, dust.
- A deficiency of oxygen.
- A fire or explosion.

All work on electrical installations is subject to control by a Permit to Work, irrespective of the voltage concerned. All work is to be carried out by:

- A professional, qualified electrical engineer.
- A contractor approved by the National Inspection Council for Electrical Installation Contracting (NICEIC).
- A member of the Electrical Contractors Association (ECA).

An Overhead Work Permit is required for the following:

- Roof access, roof work or work on a fragile roof.
- Window cleaning above the ground floor.
- Any construction or maintenance work where there is a risk of injury from falling.
- Working above plant, processes, persons or vehicles.

## Personal Protective Equipment

Personal Protective Equipment (PPE) is a term used to describe a wide range of equipment including clothing, footwear, protective glasses, hearing protection etc. We understand that PPE should only be used as a means of protection in conjunction with, or once all other control measures have been exhausted.

PPE required for our activities and tasks are identified as a result of conducting risk assessments. We will ensure that any PPE provided is of the appropriate BS/EN quality standard. For PPE to be effective, it must fit correctly and be compatible with other items of PPE, this we will check when items are issued.

We will provide PPE free of charge. We may request that employees sign for the receipt of any equipment. Employees have a duty to act responsibly, to wear and take care of any equipment issued to them and for ensuring the protection offered remains effective.

Personal Protective Equipment is to be worn:

- When the control measures of a risk assessment or safe system of work identify there is a requirement.
- Where signage indicates that there is a requirement for using PPE.
- If an employee considers a hazard is present and PPE offers satisfactory protection.

If there is a need to wear Respiratory Protective Equipment (RPE) for the protection of health, we will ensure it fits correctly. Where necessary we will arrange a face fit test by a competent person to ensure optimal protection.

We are responsible for ensuring that employees use or wear PPE correctly when required to do so.

Failure to wear even the most basic PPE can result with injuries or illness, it is therefore important that employees comply with our procedures; failure to do so will be considered as a serious breach of our rules and may result with disciplinary action being taken.

Guide for Personal Protective Equipment

| Task                    | Foot protection | High Visibility Clothing | Hearing Protection | Eye Protection | Apron | Gloves/ Gauntlets | Remarks |
|-------------------------|-----------------|--------------------------|--------------------|----------------|-------|-------------------|---------|
| General Work            | ✓               | ✓                        | -                  | -              | -     | -                 |         |
| Moving Batteries        | ✓               | ✓                        | -                  | ✓              | ✓     | ✓                 |         |
| Operating Plant         | ✓               | ✓                        | -                  | -              | -     | -                 |         |
| Stripping Engines       | ✓               | ✓                        | -                  | ✓              | -     | ✓                 |         |
| Use of Electric Grinder | ✓               | ✓                        | ✓                  | ✓              | -     | ✓                 |         |

**Note:** Please note this is a guide and employees are to follow details provided by appropriate risk assessments.

PPE remains the property of the company and must be returned if employment ends.

If there is a problem with Personal Protective Equipment (PPE)  
Employees are to inform us immediately

# Physical Education, Games, Gymnasium, Clothing & General

Detailed safety regulations regarding all aspects of PE (“Safety in Physical Education” issued by the British Association of Advisers & Lecturers) are kept in the head teacher’s office and must be read by all teachers of PE and games. The following notes give an indication of the main points of the safety policy.

## **Gymnasium**

- No activity is permitted in the gym without the direct supervision by a teacher. The floor is to be kept clean and dry at all times.
- Only rubber soled footwear is allowed or bare feet.
- Equipment must be regularly checked by employee and pupils must be taught how to use it safely, how to handle it and to be aware of spacing with other equipment in the gym.
- Pupils must not wear any item that may harm themselves or others e.g. watches, earrings, jewellery etc.
- Under no circumstances will children be allowed to wear any jewellery for swimming. If any item of jewellery cannot be removed then child will not be allowed to take part in the swimming lesson.

## **Clothing**

- Children should have a complete change of clothing comprising shorts/skirt, T-shirt, socks, plimsolls and other athletic clothing which do not restrict movement or allow for excessive loss of heat. Unsuitable clothing must not be worn.
- Long hair must be tied back to allow clear vision.
- Children are not allowed to work in stocking feet. Where barefoot work is not possible children should wear plimsolls or other soft-soled footwear which will not damage the floor but provide adequate grip.
- Jewellery must not be worn.

## **General**

- Teachers must ensure all children behave with regard to the safety of others
- Children should not be taken outside for games when conditions are in any way dangerous (e.g. too wet, very hard ground etc).
- Teachers must be aware of any medical condition that may affect a child’s safety  
Children must not wear any kind of hair spray or mousse or bring these into school.

In the event of an accident occurring in a P.E. or games lesson, the teacher **MUST REMAIN WITH THE CLASS**. He/she must send, if possible, two children to contact the nearest appropriate adult who will render assistance. Accident guidelines should then be followed.

P.E. is an integral part of the National Curriculum. Unruly or rowdy behaviour are as out of place in a P.E. lesson as they would be, for instance, in a mathematics lesson. The atmosphere

should be quiet, orderly and in every way conducive to good teaching and good safety standards.

## Playground and Playing Field

### CONTROL OF CONTRACTORS/VISITORS

- The playing field is out of bounds whenever it is being cut or sprayed by the grounds men and children may only use the field with the express permission of a member of employee.
- Employee using the field who have dangerous objects pointed out to them (e.g. broken glass) must remove anything likely to cause an accident and safely dispose of it.
- Children are not allowed to play in any of the areas used by cars.
- No one should ride a bike on school premises without express permission No child is allowed on the roof of the school under any circumstances.
- The throwing of sticks and stones is forbidden.
- In cold weather children are not allowed to make slides in the school.
- Roller skates, skateboards, scooters etc. are not to be used in the school grounds.
- The responsibility for maintaining these rules rest with the whole employee, in particular those on duty.

## Pressure Systems

Pressure systems have the potential to cause significant injury or damage to property in the event of an unexpected release of stored energy because of system or component failure. The correct installation, maintenance, examination, testing and use of pressure systems is vital.

It is our policy to:

- Ensure that pressure systems are installed by a competent person.
- Install new pressure systems in positions which would minimise injury and damage in the event of unexpected releases of stored energy.
- Establish safe operating limits of pressure systems prior to use and ensure that they are clearly marked on the system.
- Have a competent person draw up a written scheme of examination for systems where steam or fluid is stored, including its pipe work, at above 0.5 bar.
- Ensure that a competent person carries out all such maintenance, thorough examinations and tests as prescribed in the written scheme of examination.
- Ensure that all systems not subject to a written scheme of examination are maintained in accordance with the manufacturer's recommendations.
- Carry out without undue delay any repairs identified by any reports on the condition of the systems or from any fault reporting system.
- Provide operators with adequate and suitable instruction on the safe operation of pressure systems and any emergency procedures.
- Retain all relevant records i.e. manufacturer's safety information, written schemes, examinations reports, modifications and examination postponements at the location of the pressure system to which it refers.

The Pressure Systems Safety Regulations deal with the risks created by a release of stored energy should a pressure system fail and detail the measures that must be taken to prevent failures and reduce risks.

The Pressure Systems Safety Regulations apply to all plant/systems that contain a relevant fluid. A relevant fluid is defined as:

- Steam.
- Any fluid or mixture of fluids which is at a pressure greater than 0.5 bar above atmospheric pressure, and which fluid or mixture of fluids is -
- A gas, or
- A liquid which would have a vapour pressure greater than 0.5 bar above atmospheric pressure when in equilibrium with its vapour at either the actual temperature of the liquid or 17.5° C; or
- A gas dissolved under pressure in a solvent contained in a porous substance at ambient temperature and which could be released from the solvent without the application of heat.

Certain small vessels, where the product of the internal volume multiplied by the pressure of the vessel is less than 250 bar litres are exempt from some parts of the regulations.

The Pressure Systems Safety Regulations require users to:

- Establish the safe operating limits of the plant.
- Have a suitable written scheme drawn up or certified by a competent person for the examination at appropriate intervals as advised by a competent person.
- Arrange to have examinations carried out by a competent person at the intervals set down in the scheme.
- Provide adequate operating instructions (including emergency instructions) to any person operating it.
- Ensure the pressure system is maintained in good repair.
- Keep adequate records of the most recent examination and any manufacturer's records supplied with the new plant.

The regulations distinguish between systems that are essentially fixed in a permanent location (installed) and systems that are normally and frequently moved from place to place (mobile).

For installed systems, the user is responsible for ensuring that the above items are carried out. In the case of mobile systems, the owner is responsible.

Regulation 7 prohibits the use of systems unless the user of an installed system or the owner of a mobile system has determined safe operating limits (SOL's). SOL's for small simple systems are basically the upper limits of pressure and temperature at which the plant was designed to be operated safely. The competent person will review and reassess the SOL's when the plant is examined. SOL's must be reassessed when the plant or part of it is repaired or modified.

The typical contents of a written scheme of examination include:

- The identification number of the item of plant or equipment.
- Those parts to be examined.
- The nature of the examination required.
- Any necessary preparatory work to enable the item to be examined safely.
- Specify what examination is necessary before the system is first used, where appropriate.
- The maximum interval between one examination and the next.
- The critical parts of the system which if modified or repaired should be examined by a competent person before the system is used again.
- The name of the competent person certifying the written scheme of examination.
- The date of certification.

Examples of pressurised systems likely to require a written scheme of examination are:

- A compressed air receiver and associated pipework where the product of the pressure times the internal capacity of the receiver is greater than 250 bar litres.
- A pressure cooker and autoclave.
- A steam boiler, associated pipework and protective devices and steam heating devices.
- A portable hot water/steam cleaning unit.
- A fixed LPG storage system supplying fuel for heating.
- A vapour compression refrigeration system where the installed power exceeds 25kW.

Examples of pressurised systems unlikely to require a written scheme of examination are:

- An office hot water urn.
- A machine tool hydraulic system.
- A hand-held tool.
- Portable oxy-fuel gas welding sets.
- A compressed air receiver and associated pipework where the product of the pressure times the internal capacity of the receiver is less than 250 bar litres.
- A portable LPG cylinder.
- A tyre used on a vehicle.
- Any pipeline and its protective devices in which the pressure does not exceed 2 bars above atmospheric pressure.

The first examination under the written scheme for new plant will be carried out before the complete system is taken into use for the first time.

## Protecting the Public

We acknowledge and accept our duty to take all reasonable steps to ensure the health and safety of people who are not in our employment such as members of the public. When our work activities meet members of the public we will carry out risk assessments to assess the risks to them.

We will plan, provide and maintain suitable perimeters and barriers at locations where it is necessary to separate the public and others from the work, based on risk assessment principles.

We will ensure access is controlled, based on risk assessment principles.

We will ensure specific hazards and risks are controlled. We will discuss with the relevant parties and take appropriate precautions where there are selected groups or persons which need special attention such as:

- The disabled.
- Children.

Where reasonable, any occupied premises will be fully or partially evacuated. The decision on evacuation will be made at the planning stage based on:

- The nature of our work areas.
- Who will be around?
- The extent and nature of the works.
- The risks to occupants.
- The time to complete the works.
- The significance of any risks associated with the evacuation.
- The cost of the evacuation including the costs of alternative arrangements.

## Refusal to work on the grounds of health and safety

We have a commitment to health and safety, advising people of hazards, providing safety training and keeping the lines of communication open to encourage an atmosphere where people feel free to raise health and safety concerns at any time and provide the right to refuse work for health and safety reasons.

An employee may refuse to work or do work if he/she has reason to believe that:

- Any equipment, machine, device or thing they use or operate is likely to endanger themselves or another person.
- The physical condition of the workplace or environment in which they work or where work is likely to endanger them.
- Any equipment, machine, device or thing they operate or the physical condition of our workplace in which they work is in contravention and such contravention is likely to endanger themselves or another employee.

### **First Stage Refusal**

- Upon refusing to do unsafe work, the employee is to immediately report the circumstances of the refusal to their Direct Line Manager. The Line Manager is to inform the person in charge of health and safety.

- We will immediately investigate the report in the presence of the worker.
- During the investigation we will record as many details as possible regarding the refusal.
- The most senior person will only actively become involved if the refusal progresses to the second stage.

### **Second Stage Refusal**

- If the employee is dissatisfied with the results of the investigation and has reasonable grounds to believe that the circumstances are still such that the work is dangerous, then they may continue to refuse to work.
- Upon the continuance of the employee's refusal to work, we will request the involvement of the Head Teacher.
- The Head Teacher will investigate the work refusal in the presence of the Manager and the employee.
- Pending the investigation and the decision of the Head Teacher, the employee is to continue to remain at our workplace during their normal working hours unless the Head Teacher assigns the employee reasonable alternative work during those hours, or, if such an option is not practicable, the Head Teacher may give the employee other directions (which may include being sent home).
- No other employee is to be assigned to work that is being investigated unless that employee has been advised of the other employee's refusal and reasons for it and has signed a statement of being advised of the refusal.
- After the investigation, we will decide whether the machine, device, item or workplace is likely to endanger the employee or another person. This decision will be given in writing, as soon as practical.
- If we do not consider the refusal to be based on reasonable grounds, the employee is expected to return to work. If, however, the employee maintains that they have reasonable grounds for refusing such work, we may seek further advice from our Health & Safety Advisors. If, however, no reasonable grounds exist for such further refusal, the employee may be subject to disciplinary action.

If an employee has acted in compliance with the refusal to work procedure, its regulations or an order made under them, they (or any person acting on their behalf) may not, because the employee so acted:

- Dismiss or threaten to dismiss the employee.
- Discipline or threaten to discipline the employee.
- Impose any penalty on the employee.
- Intimidate or coerce an employee.

## Safeguarding Children and Young People

We have a duty of care to safeguard children and young people. A child or young person is anyone under the age of 18.

It is our policy to:

- Protect children and young people visiting; and
- Ensure that employees understand the overarching principles that guide our approach to safeguarding.

We aim to ensure that children and young people have a positive experience with us and that they do not experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe whilst in our care.

We recognise that the welfare of the child is paramount. We understand that there are four major types of abuse, these being:

- Physical.
- Sexual.
- Emotional and:
- Neglect.

Some children and young people may be particularly vulnerable because of past experiences.

We will put in place extra measures to safeguard children and young people who are disabled or from minority ethnic groups.

Everyone has the right to equal protection regardless of age, gender, disability, racial heritage, religious beliefs, sexual orientation, or identity.

To keep children safe whilst visiting we will:

- Recruit employees that have been vetted and have in place a valid up to date DBS certificate, which will be checked annually.
- Ensure that employees are informed about safeguarding arrangements and procedures.
- Ensure that we have whistleblowing procedures in place.
- Ensure that, where possible, no employee is left alone with a child or young person.
- Provide a safe physical environment for children and young people to be in.
- We will listen to and respect children and young people always.

Safeguarding is everyone's responsibility if an employee is worried about a child or young person they are instructed to report their concerns. Doing nothing is NOT an option. If they believe that someone is in immediate danger, they are instructed to call the police (999).

NSPCC types of Child Abuse

- Domestic
- Sexual
- Neglect
- Online
- Physical
- Emotional

- Child Sexual Exploitation
- Female genital mutilation (FGM)
- Bullying and Cyberbullying
- Child trafficking
- Grooming
- Harmful sexual behaviour

Child abuse is any action by another person, whether adult or child, that causes significant harm to a child. It can be physical, sexual or emotional, but can just as often be about a lack of love, care and attention. We know that neglect, whatever form it takes, can be just as damaging to a child as physical abuse.

## Safety Signs, Signals and Notices

Safety signs are a useful way of communicating health and safety information. The Health and Safety (Safety Signs & Signals) Regulations covers various means of communicating health and safety information including acoustic signals (e.g. fire alarms), hand signals and the marking of pipework containing dangerous substances.

The regulations apply to all places and activities where people are employed. They require us to provide specific safety signs whenever there is a risk that has not been avoided or controlled by other means (e.g. by engineering controls and safe systems of work). Where a safety sign would not help to reduce a risk, or where the risk is not significant, there is no need to provide a sign.

The regulations also require us to:

- The use of road traffic signs to regulate road traffic.
- Use signboards (except fire safety signs, see below) to comply with BS 5378: Parts 1 and 3:1980.
- Use fire safety signs to contain symbols and comply with BS 5499: Part 1:1990
- The marking of dangerous locations and obstacles (e.g. where people may fall from a height or where there is low headroom) with stripes in built-up zones. The stripes will be yellow and black or red and white and will be at an angle of approximately 45°.
- Stores and areas containing significant quantities of dangerous substances will be identified by the appropriate warning signs, except where the labels on the containers can be seen clearly from outside the store and except where areas are marked in accordance with the Dangerous Substances (Notification and Marking of Sites) Regulations.
- Signboards will be illuminated, where necessary.
- Maintain the safety signs that are provided by them.
- Explain unfamiliar signs to our employees and tell them what they need to do when they see a safety sign.

The Health and Safety (Safety Signs and Signals) Regulations, although they use similar symbols, do not apply to labels used in connection with the supply of substances, products and

equipment or the transport of dangerous goods, which is covered by other legislation.

| SIGNBOARDS COMPLYING WITH<br>THE HEALTH & SAFETY (SAFETY SIGNS & SIGNALS) REGULATIONS 1996 |                                                                                    |                                                                                                                                                                                |
|--------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Purpose                                                                                    | Shape & Colour                                                                     | Example                                                                                                                                                                        |
| Prohibition<br>Must not do                                                                 | Round<br><br>Black pictogram on white background with red edging and diagonal line |                                                                                             |
| Warning                                                                                    | Triangular<br><br>Black pictogram on a yellow background with black edging         |                                                                                            |
| Mandatory<br>Must do                                                                       | Round<br><br>White pictogram on a blue background                                  |                                                                                           |
| Safe Condition<br>Emergency escape or First aid                                            | Rectangular or square<br><br>White pictogram on a green background                 | <br> |
| Fire fighting                                                                              | Rectangular or square<br><br>White pictogram on a red background                   |                                                                                           |

# Science, Technology, Cookery

## **Science**

Whilst all items used in science and scientific experiments must be used with extreme care, some guidelines are appropriate for certain items commonly used in primary schools:

- BATTERIES must not be opened to investigate insides and must be kept away from mouths. Any leaking batteries should be wrapped in newspaper and disposed of. Store live batteries in an upright position without terminals touching.
- GLASS when broken should be disposed of as above.
- THERMOMETERS no longer have their own safety casing so extreme care must be taken when using them. They must not be waved around or used as swords/batons. Any breakages must be dealt with by an adult. Do not let children touch glass or mercury (mercury is rare these days). Advisable to wear plastic gloves for protection against mercury poisoning. Wrap breakages in plenty of newspaper and dispose of in an outside bin (under advice to the caretaker).
- CANDLES (lit) warrant extreme care and matches must be kept by class teacher for duration of the experiment. This kind of activity should be done as a class lesson and is not suitable for a parent helper.
- KETTLES AND HOT WATER should not be taken into the classroom until needed. How water is better in a safety flask and extreme caution taken when pouring hot water. This must be done by an adult. Emphasise to children they must not touch hot water, kettles etc. even when switched off. Position kettle away from children to cool. Hot water should not be carried around the classroom. Any accidentally scalded hands etc. should be run under cold water immediately and the help of the head teacher or first aider sought.
- WASTE MATERIALS protective gloves should be worn when collecting/sorting waste.
- FERTILISERS must be kept in a secure place. Handling may cause skin allergies so wear protective gloves.
- SOIL/PLANTS should be handled wearing protective gloves.
- CHEMICALS must be clearly labelled and kept out of the reach of children.

Any child not able to work in a serious and sensible manner during a chemistry lesson involving experiments should be removed from the activity immediately.

## **Cookery**

Children must be supervised at all times. They must not be allowed contact with the hot oven or hob and extreme caution must be taken when dealing with hot food. Emphasise to children they must not touch ovens or hobs even when switched off.

Any accidentally burned hands etc. should be run under cold water immediately and the help of the head teacher or first aider sought.

Any child not able to work in a serious and sensible manner during a cookery lesson should be removed from the activity immediately.

### Technology etc.

- Long hair must be tied back and loose clothing adjusted.
- It is not envisaged that at primary level any dangerous implements would be used by children but if any are used by the teacher they must be careful to keep these away from children and the dangers of such implements clearly explained. Safety goggles should be worn if appropriate.
- CRAFT KNIVES if a craft knife is being used then the child may draw the line but a teacher must use the knife to cut. SAFETY SCISSORS may be used by the children but they should be reminded regularly of the safe way to use such implements. Safety scissors should not be used as swords or batons.
- Any child not able to work in a serious and sensible manner during a technology lesson involving equipment should be removed from the activity immediately.

## Sharps

Sharps include, 'Stanley' knife blades, scissors, knives, protruding nails, machinery with cutting tools and broken glass. Incidents involving sharps can result in cuts, abrasions and amputations and can lead to the risk of infection. It is important to carefully handle and dispose of sharp instruments to avoid injury and to other employees.

To help prevent the likelihood of injury to employees and others equipment will only be used by those who have been trained in its use.

Employees have a duty to ensure that they carry out a visual inspection of their work area and any packaging before carrying out their work activity to make sure that there is no risk of suffering cuts or lacerations from protruding nails or staples for example.

In the event of a glass breakage, employees are instructed to sweep the glass from the floor into a dustpan or brush the glass off the worktop into a dustpan. Never to pick up the glass with their bare hands and avoid using sponges or dish cloths to pick up the glass to prevent another person from getting injured.

When disposing of broken glass employees are instructed to:

It will be carried on a tray or in a dustpan to the area that it will be disposed of.

Place the broken glass immediately in the correct container to prevent it lying around for other people to become injured.

Record the broken glass.

When moving unguarded sharps, they will not be carried around by hand and gloves will be worn, where required, to help prevent injury.

## Slips, Trips and Falls

Slips, trips and falls are the most common cause of injuries in a workplace. We have a duty to protect persons visiting our premises from the risk of slips and trips. We have assessed the risks for slips and trips and falls. To prevent the occurrence of slips, trips and falls all employees have a responsibility to maintain a safe working environment.

To fulfil our duties, we will:

- Instruct all employees to maintain good housekeeping standards, keeping walkways free from obstructions and trailing cables.
- Instruct all employees to report any hazards that would result in a slip, trip or fall.
- Instruct cleaning employees to remove any waste daily to prevent the accumulation of waste.
- Carry out daily checks to ensure that the flooring is in good condition and free from any trip hazards.
- Instruct all employees that when spillages occur employees are to clean up promptly and any wet floors, floor signage is to be displayed clearly, however, where floors which people are required to use are to be dried so far as is reasonable.
- Encourage employees to wear appropriate footwear.
- Review accidents or incidents that have been caused by a slip or trip.
- Provide sufficient lighting to allow employees and others to move around our premises safely.
- Fix leaks promptly that are causing floors to become wet.
- Complete the appropriate risk assessments.

Falls are often discussed along with slips and trips, but they are very often much more serious and potentially fatal. Falling from height is a common workplace accident that can be avoided by proper planning, assessments, training and supervision. Employees are to remember that what they might fall onto is also an important consideration when considering the potential risk of completing a task at height.

Before any work at height is undertaken it will be suitably assessed to either avoid doing it at all or to work out the best and safest way to complete it. This includes the use of ladders through to scaffolds and access equipment. You are encouraged to speak to our safety advisors when planning any height work or before engaging contractors to complete this work for us.

## Subcontractors

We are fully committed to ensuring the health, safety and welfare of any subcontractor visiting carrying out their work. To protect subcontractors so far as is reasonable it is our responsibility to make known to subcontractors any hazards that have been identified and may affect such persons. We will ensure that our control measures are communicated, understood and followed to prevent harm.

Where we have identified that certain activities are to be subcontracted we accept that we are responsible for ensuring that a subcontractor:

- Is competent to carry out the work for which they may be engaged.
- Is provided with all the information that they require to plan for the health, safety and welfare of their employees and anyone that could be affected by their work.
- Carries out any work in a manner that protects the health and safety of all who may be affected by the work.

To achieve the above, no subcontractor is permitted to commence work on our behalf until a 'Pre-Qualification Questionnaire' has been completed and approved and a signed

acknowledgement of agreement to the terms and conditions of the “Code of Practice for Contractors and Subcontractors” has been received. Copies of the subcontractor’s health and safety policy and Employer’s Liability and Public Liability insurance certificates must also be provided.

A subcontractor may not subcontract part of the work for which he has been engaged without written permission.

Subcontractors are responsible for providing risk assessments and method statements for the work for which they are engaged. Where work involves the use of hazardous substances, COSHH assessments are to be accompanied by suppliers’ safety data sheets and copies of any atmospheric monitoring carried out as required by any COSHH assessment are also to be supplied.

Subcontractors are responsible for providing evidence that persons working for them are suitably qualified and have received health and safety training.

When required to do so, subcontractors are to release their employees to attend inductions and toolbox talks. The subcontractor is also responsible for ensuring that all persons under their control are aware of the following:

- Fire procedures.
- First aid arrangements.
- Rules.
- Welfare arrangements.

Subcontractors are to ensure that all equipment used is fit for the intended purpose and in a good state of repair and that person’s that will use it have received suitable training. Where equipment is subject to statutory inspection, copies of the most recent examination certificates may be requested. This applies to equipment owned by the subcontractor and equipment obtained on hire.

We reserve the right to inspect equipment being used by subcontractors and will halt the use of equipment we consider unsafe, until the equipment is made safe.

Where a subcontractor will be using highly flammable liquids, liquefied petroleum gasses (LPG) or compressed gas cylinders they are responsible for providing safe storage for these when they are not in use.

Subcontractors are responsible for providing, maintaining and enforcing the use of any personal protective equipment needed by persons working for them. Where the use of specialist equipment the subcontractor is responsible for providing copies of training certificates for all persons that will use such equipment.

Unless agreed in writing beforehand, subcontractors are responsible for ensuring that persons working for them have access to suitable first aid arrangements.

Unless agreed in writing beforehand, subcontractors are responsible for deciding for the safe disposal of any waste arising from their work, in accordance with current legislative requirements.

We reserve the right to order off the premises any subcontractor:

- Not complying with the requirements of this Health and Safety Management System.
- Not complying with risk assessments and method statements.
- Not complying with our rules.
- Not wearing the required personal protective equipment.
- Working in a manner considered to put the health and safety of any person at risk.

All subcontractors engaged by us are to comply with the policies and arrangements.

We reserve the right to submit copies of subcontractors' documents to our external Health and Safety Advisors for evaluation.

## School Transport

For organised trips, the school will normally hire appropriate coaches, minibuses etc. However, there may be occasions e.g. sports teams, choir etc. where a small number of children are involved which makes the cost of hiring a coach prohibitive in relation to the event. In these circumstances, parents/employee may use their own cars to transport children and/or adults. The school will ensure that appropriate insurance cover is held by the driver and that appropriate child seats are available.

## Skin Infections and Hand Care

To reduce the risk of dermatitis, oil acne or skin cancer, always avoid unnecessary skin contact with oils and chemicals. Always wear gloves and protective clothing where necessary.

Use barrier creams before commencing work. These provide a barrier between the skin and harmful chemicals, oils and dirt.

Do not put oily or chemically soiled rags in pockets.

Always change clothing if it has become contaminated with chemicals, flammable liquids or oils.

## Smoking

Smoking is not permitted anywhere on the school premises.

# Training

Training is essential to help achieve competence. We intend to identify all training needs within and manage this accordingly. It is vital that employees receive suitable and sufficient training enabling them to work safely and avoid unnecessary risk.

At the time of induction and at periodic intervals thereafter we will consider the training needs of employees and organise appropriate training. We will provide the necessary time, funding and resources to accomplish any training needs that are deemed necessary.

All new starters will be subject to our induction process prior to starting work. The induction process is designed to help new employees understand our fundamental safety arrangements. This will involve welfare, fire and general safety awareness training. Additional training sessions on the key mandatory disciplines will be completed and recorded. Toolbox talks and specific job training for equipment and tasks will be assessed and completed. Shadowing and monitoring techniques will be used.

Following completion of initial induction training, a training needs evaluation will be conducted appropriate to the job and activities each person is likely to participate in. Training, instruction and supervision will then be organised to help safely integrate the employee into our workplace and activities.

To help us manage training, we will maintain records of training competencies. The records will be periodically reviewed to ensure competencies are achieved and maintained; this may involve refresher training for certain disciplines.

We will complete the training needs analysis and review this periodically. Some fundamental types of training are noted below to ensure a basic level of compliance and competence in key areas of our work.

Anyone undertaking training must themselves be 'competent' as defined in law, this means they are both experienced and qualified and aware of the legal requirements and best practice standards associated with the equipment or tasks being undertaken.

External certification from an accredited body is therefore going to provide the best training and defence in law, should we need to defend the training or competence of employees following an incident or accident.

Where training has been given by an employee with no qualifications but some experience, we are far less likely to be able to demonstrate competence to insurers or enforcement authorities.

We will decide what training can be undertaken 'in-house' and what requires external delivery.

## Use and Disposal of Solvents

We will ensure that the use and disposal of solvents is managed and maintained as required by law.

All employees will be trained and made aware of the correct use and storage of materials before using solvents. It is our responsibility to ensure that any employee using solvents are trained in their use.

We will ensure secure well-ventilated locations for the storage of such materials. It is the responsibility of the individual to use solvents only as instructed.

We will carry out a risk assessment of solvents that pose a risk to health and groundwater in the area they are to be used. This assessment will also consider if the process using the solvents will result in a loss that may present a pollution risk.

We will ensure that the amount of solvent purchased does not exceed the capacity of storage and will maintain records of how much solvent is purchased, when and from whom.

We will ensure the supplier provides an up-to-date material safety data sheet. This is to be read, understood and acted upon. The information provided concerning the safe use of the solvents will be used to prepare appropriate information to employees.

All relevant data sheets will be kept in a working file and available to all applicable employees.

Solvents will be delivered in appropriate, undamaged and clearly and properly labelled containers. All solvents will be stored in or on appropriate containers to avoid or contain any spillages or contamination.

We will conduct an annual solvent audit minimally. This will take account of how much solvent has been brought onto site, how much is currently on site and the amount of solvent used. This will allow the operator to detect any leaks. The solvents will be disposed of using a licenced waste carrier; the waste will then be disposed of at an appropriately permitted facility. A Consignment Note will be completed prior to dispatch of the load off site.

## Use of Air Conditioning Units

We have a responsibility to ensure that the air conditioning units do not release harmful emissions into the air.

Air conditioning units are an important mechanical aid in making the workplace more comfortable when working in hot conditions. They also reduce the likelihood of windows being left open overnight and less chance of compromising our security.

We have a duty to maintain our air conditioning units. Air conditioning units will be regularly cleaned and properly cleaned to ensure that they remain in a good working order. We will also

ensure that we regularly service and maintain our air conditioning units and/or refrigeration units.

Air conditioning units contain filters that purify the air reducing the likelihood of the spread of flu's and colds. However, we recognise that failure to maintain the equipment can cause viruses and bacteria to be circulated in the air leading to a cause of illness.

Many air conditioning units contain hydrofluorocarbons and they are a type of fluorinated greenhouse gas (F gas). We are responsible for ensuring that our leakage detection systems are inspected on an annual basis. We will maintain a checking routine to ensure that we meet our legal obligations.

We have a responsibility to prevent the leakage of F gases and if we identify a leakage of F gas we will ensure that we appoint a registered FGAS engineer.

## Visitors

The control of visitors and contractors is essential. We have in place a reliable system to prevent unauthorised persons entering.

It is vital that we know who is on our premises at any time for the safety of everyone, enabling us to confirm to the fire and rescue service that all persons have evacuated in an emergency such as a fire. Therefore, visitors will be asked to sign a register upon their arrival.

- It is the duty of all personnel within the school to ensure the health and safety of all visitors to the school.
- Visitors should not be allowed to enter work areas unaccompanied and, where protective clothing is issued for a specific area or task, the same level of protection is to be afforded to any visitor proceeding to that area.

All accidents are to be reported and details recorded. Investigations will be arranged where necessary to help prevent a repeat similar occurrence.

It is important that visitors and contractors park their vehicles responsibly. Vehicles are not to be parked making access difficult for emergency vehicles or others. No vehicle is to be left obstructing pedestrian routes, emergency exits, or other facilities designed to facilitate health, safety or fire arrangements.

We have a contracting vetting system in place and this is to be followed. Inductions will cover topics such as:

- Fire safety arrangements.
- First aid facilities.
- Welfare arrangements and facilities.
- Details of our policies and procedures relative to any work taking place.
- Any permit to work system in operation or required.
- Hazards.

Safety standards are to be reviewed regularly as and where contractors fail to maintain standards, suitable action will be taken to redress this.

Parents must collect pupils from the school office during the school day for medical/personal.

appointments. The time pupils are collected must be entered into the 'Signing out' book by parents and signed appropriately. Pupils returning to school after an appointment will be signed in by the office employee.

## Welfare and Working Environment

We aim to provide a safe working environment and to meet the welfare needs of all employees. To help us maintain the standards we strive to achieve, we expect employees to cooperate with us and follow our rules, policies and procedures.

Lighting is periodically assessed in our work areas to ensure the correct amount of natural light or illumination is available for working activities or moving around. Insufficient or too much lighting can have a detrimental effect on work, safety and health.

Emergency lighting is provided to facilitate the safe evacuation in the event of an incident occurring.

We understand it is important to maintain a reasonable working temperature and circulation of air. There are no set legal temperatures; however, guidance is available which sets out 'acceptable' lower limits of 16°C and 13°C, respectively. We will establish reasonable conditions and monitor as and when issues arise with thermometers.

We have considered the needs of employees and others and have provided a suitable quantity of toilets and washing facilities. Hot and cold running water is provided in sanitary conveniences along with suitable hand drying means.

It is important that employees take breaks, particularly if they are undertaking detailed and high concentration working periods. There are facilities to make hot and cold drinks. We request employees, in the interests of hygiene that this area is kept clean and tidy.

Sources for obtaining safe drinking water are provided. These will be identified at the time of induction for new employees.

The aim of the school is to maintain the buildings and outside area as a safe and friendly environment for all users, employee, pupils and parents. However, we all have a responsibility to ensure that this is the case.

- All areas should be kept clean and tidy.
- Cupboards and unoccupied rooms should be locked.
- Equipment and materials should be returned to storage after use.
- Employee and visitors should not leave bags/packages unattended where they cannot be vouched for.

- Do not wedge open external doors or windows.
- Ensure all visitors wear badges and are escorted if appropriate door codes must not be divulged.
- Any person on the site or in school who is not known should be challenged and directed to the school office.
- Any defect/hazard should be reported as soon as this is noticed.
- The caretaker will make a weekly check around the grounds.
- The head teacher (or appointed person) will make a monthly visual check inside the premises.
- P.E. APPARATUS will be inspected bi-annually.
- ELECTRICAL EQUIPMENT will be tested annually and marked accordingly. Any item without a current “sticker” MUST NOT BE USED.
- No electrical equipment may be brought into the school without the head teacher’s agreement.
- An asbestos register will be maintained in the school office and periodical checks made to ensure continuing safety.
- Regular maintenance/inspection of major heating and electrical installation will be made.
- All cleaning materials and other hazardous substances must be kept in a locked cupboard which is relocked after access. Any such items must be maintained under the control of an adult whilst in use and returned to locked storage immediately after use.
- Lone Worker – if you are alone in the building, ensure that you call out on a regular basis and that someone knows of your whereabouts. If you are leaving your year group area and you are leaving one person alone, ensure that you tell them you are leaving the premises.
- Never work at a height when alone; never use a ladder when alone. Always ensure that there is someone with you when you are working at a height.
- Manual Handling – trolleys are available for carrying large or heavy objects, and employees are encouraged to use these.
- The boiler cupboard and caretaker’s room will be kept locked when not in use.
- Smoking is not permitted on site. Anyone smoking should be challenged and asked to leave the school site.
- Dogs should not be allowed on site unless a guide dog.
- Hot drinks should not be taken to the classroom areas unless they are in a sealed container.
- Occupational Health and Stress – Employees should be aware of the ‘Care First’ service (advice, information and counselling service) which is recommended by Medway.

## Window Restrictors

Restrictors are fitted to prevent persons falling from windows.

It is our duty to ensure, so far as is reasonable, the health, safety and welfare at work of all employees. It is also our duty to conduct our undertaking in such a way as to ensure, so far as is reasonable, persons not in our employment who may be affected thereby are not

exposed to risks to their health and safety. The care and controls in respect to vulnerable persons is expected to be higher than for the general population.

We are required to undertake the fitting of restrictors which limit the opening to 100mm in windows fitted above ground floor (where they are within 800mm of internal floor level).

Risk assessments are required to be carried out on vulnerable persons and reasonable steps taken to protect them. It will be explained to all employees during induction and refresher training that people do fall from unprotected windows and that we have a duty to protect them from so doing.

## Work Equipment

The term work equipment is used to describe machines, tools, installations or equipment used for completing work whether owned or on loan/hire. The term is broad and applies to any work equipment we use.

All defects found in hand tools, power tools or any other equipment must be reported immediately to the head of faculty or area, who in turn will appraise the safety adviser of the details.

The equipment concerned is to be withdrawn from service, clearly marked and isolated in an area where it cannot be reissued for further use until repair has been effected.

We acknowledge our duties as stipulated in law and will satisfy these duties by adopting the following procedures:

A needs analysis will be conducted before acquiring any work equipment taking into consideration many aspects including the task the equipment is required to perform, where it is to be used, anticipated volume of work, operators training needs, safety etc.

Equipment will only be sourced from reputable dealers. Safety devices fitted such as emergency stop buttons, guards etc. will comply with current standards for like machinery.

A risk assessment will be conducted before use of any new work equipment commences. The outcome of the assessment will help determine if the equipment is safe for use or if additional control measures are required for user safety and for the safety of others.

Training will be provided for employees and anyone else authorised to use our work equipment. Training and supervision will continue until such a time when a user is deemed competent and supervision is no longer needed.

All training will be overseen and training records maintained.

All work equipment is subject to wear and the possible occurrence of faults, it is therefore necessary that we monitor and maintain equipment regularly. Manufacturer's recommendations will be followed for maintenance and inspection frequencies unless the

scope of our work dictates these need to be changed, we will if necessary introduce our own maintenance and inspection program and regime.

We will ensure any statutory inspections or examinations are completed on time.

We appreciate that preventative maintenance is better than equipment failure; consequently, we rely on the employees and users of our work equipment to follow the adopted maintenance and inspection regime we decide upon.

Some maintenance tasks will be beyond the capability of employees, this we understand and it is our responsibility to identify such tasks and to appoint suitable contractors to conduct or assist with tasks.

Contractors engaged by us to undertake work will also be vetted for training, competency and maintenance of their own work equipment.

We expect all work equipment users to conduct a before use check to confirm equipment is safe for use. If problems are identified these are to be reported to ensure a repair is arranged. All faulty or damaged equipment must not be used until a suitable repair has been completed. To help manage maintenance, inspection and repair of our equipment we will record all events and maintain documentation to support this. Any work conducted by contractors will be included.

Employees are not to use work equipment if:

- They have not received appropriate training.
- They are unfamiliar with the operation.
- The equipment is faulty, or they identify a fault.
- There is insufficient room around the equipment to work safely.
- Safety devices such as guards are not in place or are damaged.
- They require personal protective equipment and none is available.

## Work Related Stress

We have a responsibility for the health, safety and welfare of our employees and recognise that their well-being is important to its success. The prevention and effective management of stress is our responsibility.

We believe that all employees have the right to expect that their working conditions and relationships will be such that they do not result in prolonged stress symptoms.

We are committed to:

- Preventing, in so far as is reasonable, employee stress resulting from work practices, excessive workloads or interpersonal relationships.
- Where work-related stress does occur, taking steps to minimise the impact of this stress on individuals.

- Providing training and support to help employees understand and recognise the nature, causes and management of work-related stress and to prevent or minimise work-related stress.

We will continuously assess and monitor the work-related stress levels of our employees through:

- Formal and informal supervision of employees.
- Formal performance appraisal of employees.
- Formal and informal meetings and discussions with employees.
- Formal and informal performance conduct and absence management.
- Meetings and discussions with employees.
- Investigation of comments and complaints from employees.
- Investigation of accidents, injuries, diseases, dangerous occurrences and other incidents.

If the work-related stress levels of one or more employees appear to be rising, we will take appropriate action.

We will provide reasonable support to all employees who are absent from work due to work-related stress, to assist their return to work.

Employees have a responsibility for their own work-related stress levels and are instructed to try to help themselves and their colleagues wherever possible. Employees are encouraged to make suggestions for reducing work-related stress.

Employees should discuss any problems if it is a cause of stress.

Normally, employees are to try to resolve problems informally. If the result of an informal approach is unsatisfactory, employees can raise the issue formally. Employees are to accept opportunities for counselling etc. when this is recommended.

Recognising the symptoms of stress in others:

- Increases in overall sickness absence, particularly frequent short-term sickness absence.
- Poor work performance: less output, lower quality, poor decision-making.
- Changes in relationships at work: conflict between colleagues.
- Changes in employee attitude and behaviour: loss of motivation or commitment, poor timekeeping, working longer hours but with diminishing effectiveness.
- Lack of enthusiasm.
- High accident rates.

In themselves:

- Tiredness, aching muscles, disturbed sleep.
- Loss of appetite, indigestion, stomach problems.

- Loss of sexual drive.
- Dependence on alcohol or drugs, excessive smoking.
- Headaches.
- Inability to relax.
- A sense of being out of control.
- Difficulty retaining information.
- Poor concentration and indecisiveness.
- Worrying.
- Increased irritability.
- Increased incidence of frequent short-term sickness absence.
- Change in attitudes to work and colleagues.
- Feeling anxious or depressed.

Some of these symptoms may not be stress related but could indicate a more serious underlying condition.

## Work Related Violence

A violent incident is any incident in which a person is abused, threatened or assaulted in circumstances relating to work.

We consider that work-related violence is unacceptable. Our aim is to reduce it to the lowest reasonable level, the likelihood of a person being exposed to violence and aggression while at work.

We will identify all activities where there is the potential for work-related violence and will ensure that the risk assessments for these activities consider the hazards of violence and aggression. This will include activities involving direct contact with members of the public.

Where employees are exposed to risks of work-related violence, we will inform them of the findings of the relevant risk assessments and we will seek to reduce these risks to the lowest reasonable levels by implementing engineered and procedural control measures. Where we identify that training and instruction will help to reduce risks, employees will be provided with such training. This will include, but will not be limited to:

- How to identify potential incidents of violence before they happen.
- How to prevent incidents from developing.
- Appropriate behaviour for providing non-confrontational services.
- Actions to take in the event of a violent incident.

If employees feel that they are losing control of a situation or that the other person is becoming aggressive, they are instructed to try to withdraw and obtain assistance. The type of assistance provided will depend on the situation. If we consider that it is the best way to calm a situation, an aggressive person will be asked to leave the premises.

If it is believed that an aggressor is in possession of an offensive weapon, then the police will be called immediately (preferably unknown to the aggressor). Employees are instructed not to attempt to disarm an assailant unless personal injury is imminent. They are not to pick up an object to use as a weapon except in self-defence.

Safety is paramount and entirely outweighs the value of any money or property that could be stolen. Employees are not expected to foil a raid or to try to prevent theft, if doing so would put any person's life in danger.

Violence or the fear of violence from can seriously impact on working and home life and can cause depression and stress. Where the risk of violence has been identified employees are to follow the advice and instructions as required. Violence 'triggers' can very often be avoided with good training and preparation. If employees experience a violent incident, they are instructed to report it so other employees are made aware and changes can be made in the support offered.

All incidents involving work-related violence or aggression will be recorded. This applies to incidents where there are no injuries as well as to those where injuries occur.

The academy maintains an "open door" policy and encourages parents to see the class teacher or head whenever they feel necessary. However, it is expected that all visitors to the academy, whether child, parent, contractor etc. will behave in an orderly and polite manner.

Violence and aggressive behaviour towards employee will not be tolerated under any circumstances.

If a member of employee feels at all threatened then they should try to distance themselves from the individual. If the individual will not leave then the teacher should try to leave the room taking any children who are still there. If any member of employee feels another is in problems then they should send for help before making themselves known at the door. However, they should not put themselves into any danger.

Parents who are habitually aggressive will be barred from the academy premises (other than for open evenings etc.). There should be no hesitation in calling the police, if required.

The academy will support any teacher in taking appropriate action against any individual who threatens them.

Additional arrangements will be appended as they are developed out of risk assessments carried out in accordance with this policy.

## Working at Height

We recognise the dangers of working at height and acknowledge our duties. Employees are instructed to understand that working at height is one of the biggest causes of major injuries and fatalities every year. Therefore, wherever possible we will avoid the need to work at height and where we must, we will ensure it is properly risk assessed and follows a logical and prescribed hierarchical approach.

When using access equipment, such as ladders, crawling boards etc. the correct equipment is to be used for the job to be undertaken. Stepladders should always be supported by an assistant.

Always use correct routes of access. Do not use short cuts; they can result in serious accidents.

There are many hazards involved with working at height, most of which are simple to avoid, they involve:

- The correct use of steps, ladders and 'step up' stools.
- Not climbing on chairs or tables.
- Not overreaching when using equipment.

The 'hierarchical approach' is the step-by-step process of managing risk. In summary, this involves:

- Preventing falls by using safe and correct equipment.
- Reducing the distance and consequence of any potential fall.
- Providing good safe access to get to where a person needs to go.
- Checking the equipment, not ignoring defective or damaged kit.
- Not overloading or overreaching.
- Protecting the area below.
- Planning for emergencies or evacuations.

All employees required to work at height will undergo training applicable to the method selected for working at height and for the environment in which the work occurs. Training will be periodically repeated to help maintain skills and competence. Information relating to each task undertaken by us and along with a comprehensive list of associated hazards, general and common to the work location will be conveyed prior to the commencement of each activity.

We understand that we must do all that is necessary to prevent anyone falling. Employees and others required to work at height are to follow safe working practices. When working at height we will appoint a competent person to take charge, they will prepare a method statement and risk assessment for the work. Safety procedures are to be understood by all employees involved and be in place prior to starting any work.

Working at height assessments and controls are also required where there is a risk of falls at ground level. Before undertaking any significant work or activities in these areas, safety briefings are required and suitable controls will be in place.

Employees using a stepladder to carry out a work at height task are instructed to:

- Check for signs of obvious damage, such as big dents, loose rungs or fittings and if noted, not to use them.
- Check all four stepladder feet are in touch with the ground, rubber feet attached, and the steps are level.
- Only carry light materials and tools and DON'T overreach.



- Do not stand and work on the top three steps unless there is a suitable handhold. (Includes the top platform).
- Ensure any locking devices are engaged.
- Ask a colleague to steady the steps and pass items up or down.
- Not attempt the task if they are worried or uncertain.
- Try to position the stepladder to face the work activity and not side on. However, there may be times when space does not allow for this.
- Try to avoid work that imposes side loading.
- If unavoidable, they are to ensure that the steps are held by a colleague or consider waiting for others to assist them.
- Maintain three points of contact at the working position e.g. 2 feet and 1 hand or when both hands required, 2 feet and the body or belly or 2 feet and knees.
- When deciding if it is safe to use no hands on the ladder whether it is light work, whether it avoids side loading, whether it avoids overreaching, whether the stepladder can be tied and whether a handhold is still available to steady themselves before and after the task.

Using a step up stool:

- Employees are to ensure to wear sensible shoes, not heels or flip flops.
- Employees are instructed not to overreach or twist or stretch up to tip toes.
- Employees are instructed to be sure to ensure the step; stool is undamaged before use.



## Workplace Housekeeping

We will consider housekeeping issues on a day-to-day basis and all employees have a general responsibility to keep the work areas tidy and report hazards.

Effective housekeeping can eliminate some hazards and help get a job done safely and properly. Poor housekeeping can frequently contribute to accidents by hiding hazards that cause injuries. If the sight of paper, debris, clutter and spills is accepted as normal, then other more serious health and safety hazards may be taken for granted.

Housekeeping is not just cleanliness. It includes keeping work areas neat and orderly, maintaining corridors and floors free of slip and trip hazards and removing waste materials and other fire hazards. It also requires paying attention to important details such as the layout of the whole workplace, aisle marking, the adequacy of storage facilities and maintenance. Good housekeeping is also a basic part of accident and fire prevention.

Effective housekeeping is an on-going operation: it is not a hit-and-miss clean up done occasionally. Periodic "panic" clean ups are costly and ineffective in reducing accidents.

We will adopt a “clean as you go” policy. Poor housekeeping can be a cause of accidents, such as:

- Tripping over loose objects.
- Being hit by falling objects.
- Slipping on greasy, wet or dirty surfaces.
- Striking against projecting, poorly stacked items or misplaced material.
- Cutting, puncturing, or slashing the skin of hands or other parts of the body on projecting nails, wire or steel strapping.

To avoid these hazards, we will maintain order throughout a workday. Although this effort requires a great deal of management and planning, the benefits are many.

Effective housekeeping results in:

- Reduced handling to ease the flow of materials.
- Fewer tripping and slipping accidents in clutter-free and spill-free areas.
- Decreased fire hazards.
- Lower worker exposures to hazardous substances.
- Better control of tools and materials, including inventory and supplies.
- More efficient equipment clean-up and maintenance.
- Better hygienic conditions leading to improved health.
- More effective use of space.
- Reduced property damage by improving preventive maintenance.
- Less caretaker cleaning work.
- Improved morale.
- Improved productivity.

A good housekeeping program plans and manages the orderly storage and movement of materials from point of entry to exit. It includes a material flow plan to ensure minimal handling. The plan also ensures that areas are not used as storage areas by having employees move materials to and from areas as needed. Part of the plan includes investing in extra bins and more frequent disposal.

The costs of this investment will be offset by the elimination of repeated handling of the same material and more effective use of employees' time. Often, ineffective or insufficient storage planning results in materials being handled and stored in hazardous ways. Knowing the layout and the movement of materials throughout will help to plan procedures.

Worker training is an essential part of any good housekeeping program. Employees will be informed of how to work safely with the products they use. They also will be informed of how to protect other employees such as by posting signs (e.g., "Wet - Slippery Floor") and reporting any unusual conditions.

Housekeeping order is "maintained" not "achieved." Cleaning and organisation will be done regularly, not just at the end of the shift. Integrating housekeeping into jobs will help ensure

this is done. A good housekeeping program identifies and assigns responsibilities for the following:

- Day-to-day clean up.
- Waste disposal.
- Removal of unused materials.
- Inspection to ensure clean-up is complete.

Employees are instructed to not forget out-of-the-way places that would otherwise be overlooked. The orderly arrangement of operations, tools, equipment and supplies is an important part of a good housekeeping program.

The final addition to any housekeeping program is inspection. It is the only way to check for deficiencies in the program so that changes can be made.

Tidiness, cleanliness and efficiency are essential factors in the promotion of health and safety. Accidents can be prevented by following the guidelines listed below:

- Keep corridors and passageways unobstructed.
- Ensure shelves in storerooms are stacked neatly and not overloaded. Keep floors clean.
- Do not obstruct emergency exits.

## Young Persons

We recognise our responsibilities and we will carry out a specific risk assessment for young persons (those under 18), considering:

- Inexperience, lack of awareness of risks and immaturity of young people.
- The workplace and equipment.
- The nature and degree of exposure to harm.
- The organisation of processes and activities.
- Training and competence.

When employing a young person or accepting a work placement, we will:

- Decide to make an offer of employment to a person under the age of 18; we will contact our insurance company to ensure that our Employers' Liability Insurance policy covers us for this type of employment.
- Complete a risk assessment considering specific factors such as immaturity, inexperience and lack of awareness, medical conditions and physical and learning disabilities of the young person or child.
- Look back at our accident and ill health records as these often help to identify the less obvious hazards.
- Contact the local authority to apply for a work permit if the child is under compulsory school leaving age.
- Think about long-term health hazards, such as high noise levels or exposure to harmful substances, as well as more common site hazards.

We will consider whether:

- A young person or child should be undertaking the task.
- The work is beyond their physical or psychological capacity.
- The work involves exposure to harmful substances which may be toxic, carcinogenic, potentially causing heritable genetic damage or harm to an unborn child, or which in any other way might chronically affect human health.
- There is a risk from extreme cold or heat, noise or vibration.

When controlling risks, we will apply the principles below, if possible in the following order:

- Prevent access to the hazard, for example, by prohibiting access by the young person or child.
- Organise work to reduce exposure to the hazard, consider task rotation.
- Provide increased or full-time supervision for the young person or child.
- Issue personal protective equipment that is intended specifically for young people or children as adult equipment may not be a true fit and consequently be ineffective at controlling the risk.
- Explain welfare facilities, for example, first aid and washing facilities for the removal of contamination.

We will remember to prioritise and tackle the most important things first.

We will share the findings of the risk assessments with guardians where appropriate.

Where a person is under the minimum school leaving age, the findings of risk assessments will be brought to the attention of the child's parents or guardians and explained in full.

Training will include the basic induction training offered to all employees. In addition, we will identify and make the young person or child aware of the specific issues that might affect them. Emphasis will also be required on issues such as horseplay and practical jokes.

An introduction is required to the employee who will be supervising the young person or child. We will ensure that good communication is maintained with any young person or child and that, where necessary, any conversation about health matters are held in private and with a parent, guardian or other responsible adult.



## Chapter 4. Employees Rules

# Employee Rules

The following set of rules applies to all employees that work with us.

In the interests of health and safety it is important that employees cooperate with us and follow these rules.

Employees are responsible for the safety of themselves and that of others. We will ensure that rules have been communicated and are enforced.

**General work procedures and rules** - employees are to:

- Understand their responsibilities as an employee and comply with any rules and procedures that apply to them.
- Not use equipment until they have been provided with the necessary training and authority for use.
- Make full use of any guards and safety devices.
- Not operate any equipment if under the influence of drugs or alcohol.
- Not willingly cause damage to any work equipment.
- Use any personal protective equipment we provide and deem necessary for specific tasks.
- Use suitable footwear.
- Not endanger their own safety or the safety of others.
- Help achieve and maintain high standards of housekeeping.
- Not interfere with any safety arrangements or equipment we provide.
- Observe the total no smoking policy.
- Only use a mobile phone when it is safe to do so, employees are not permitted to use mobile phones when operating machinery.
- Not bring any personal electrical devices into work without permission.
- Report any faults or unsafe conditions.

**Personal health** - employees are to:

- Inform us of an injury, condition or illness that may affect their ability to conduct work safely or affect the safety of others.
- Inform us if they are taking prescribed drugs or medicines that may affect their performance at work.
- Report any incident, injury or ill health they believe has been caused at work.
- Inform us of any illness or condition that they believe could be affected further because of our work.
- Ensure any injuries or wounds receive appropriate attention.

**Fire safety** - employees are to:

- Be familiar with and follow our fire safety procedures.
- Co-operate with us and participate with fire safety drills.

- Not misuse or interfere with any portable firefighting equipment or any other fire safety devices.
- Not obstruct any escape routes or exits.

**Drugs and alcohol** - employees are to:

- Inform us if they have personal issues with drugs or alcohol.
- Not under any circumstances attend work if you are experiencing the effects of alcohol or illegal drugs.
- Not under any circumstances consume alcohol or use illegal drugs whilst at work.

### **Key Holders:**

When routinely unlocking and securing the building, or accessing the building out of hours, key holders are to consider their safety from the risk of violence, either from persons within the premises or following a break in, or where there could be a risk from live services, fire or damaged property.

Key holders are instructed not to attempt to enter the building alone if:

- There are signs of a break in – i.e. forced entry, broken locks or glass.
- The alarm is sounding – fire or intruder.
- They otherwise suspect there may be someone else in the premises.

The key holder is to delay entry until escorted by the police, service contractor or other employees. In all cases employees are to proceed with caution.



## Chapter 5. Advice and Information

### Health and Safety Advice

It is important that we can obtain advice, guidance and information regarding safety; a firm understanding of our duties and responsibilities will help us act accordingly and fulfil any statutory requirements we need to comply with.

Wirehouse Employer Services Limited provides us with competent health and safety advice and support. They are our nominated health and safety service provider. They are not responsible for the day-to-day management of health and safety that applies to us, employees have been nominated and duties assigned to ensure we meet any statutory requirements imposed on us.

Services available to authorised employees include the following:

- Wirehouse Employer Services online – Employees with authorisation and access can logon to the Wirehouse webpages. Information available includes documentation and guidance on key safety issues such as risk assessment. In addition, we can also gain access to an electronic copy of our Health and Safety Management System.
- 24-Hour Advice Line – We have arranged for 24-hour support using the Wirehouse Employer Services Health & Safety Advice Line. A safety consultant will handle your call and respond to your query.

Please note this service is restricted to authorised employees only.

The Health and Safety Executive offers advice, information and guidance. A variety of safety regulations are available and can be downloaded from their website.

Internet access:

| General Guidance                                                                                                                          |                                                                             |
|-------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| <a href="http://www.hse.gov.uk/">http://www.hse.gov.uk/</a>                                                                               | Use the search engine to locate guidance.                                   |
| <a href="http://www.hse.gov.uk/pubns/priced/hs_g65.pdf">http://www.hse.gov.uk/pubns/priced/hs_g65.pdf</a>                                 | General guidance on safety management systems.                              |
| <a href="http://www.hse.gov.uk/work-at-height/index.htm">http://www.hse.gov.uk/work-at-height/index.htm</a>                               | Pages of guidance on issues around working at height.                       |
| <a href="http://www.hse.gov.uk/work-at-height/using-ladders-safely.htm">http://www.hse.gov.uk/work-at-height/using-ladders-safely.htm</a> | Links to safe use of ladders and steps.                                     |
| <a href="http://www.hse.gov.uk/toolbox/electrical.htm">http://www.hse.gov.uk/toolbox/electrical.htm</a>                                   | Information on electrical safety.                                           |
| <a href="http://www.hse.gov.uk/pubns/indg368.pdf">http://www.hse.gov.uk/pubns/indg368.pdf</a>                                             | A brief guide on how to engage and manage contractors.                      |
| <a href="http://www.hse.gov.uk/pubns/manlinde.htm">http://www.hse.gov.uk/pubns/manlinde.htm</a>                                           | Industry Specific guidance on manual handling.                              |
| <a href="http://www.hse.gov.uk/legionnaires/workplace-risks.htm">http://www.hse.gov.uk/legionnaires/workplace-risks.htm</a>               | Legionella (water safety) issues explained.                                 |
| <a href="http://www.hse.gov.uk/pubns/indg214.pdf">http://www.hse.gov.uk/pubns/indg214.pdf</a>                                             | First aid requirements explained.                                           |
| <a href="http://www.hse.gov.uk/risk/controlling-risks.htm">http://www.hse.gov.uk/risk/controlling-risks.htm</a>                           | Risk assessment explained – links to HSE examples.                          |
| <a href="http://www.hse.gov.uk/work-equipment-machinery/power.htm">http://www.hse.gov.uk/work-equipment-machinery/power.htm</a>           | Guide to managing work equipment – including machinery and guarding issues. |

|                                                                                                                           |                                                                  |
|---------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| <a href="http://www.hse.gov.uk/office/">http://www.hse.gov.uk/office/</a>                                                 | Office safety issues (slips trips, display screen home working). |
| Industry Specific Guides                                                                                                  |                                                                  |
| <a href="http://www.hse.gov.uk/vibration/hav/vibrationcalc.htm">http://www.hse.gov.uk/vibration/hav/vibrationcalc.htm</a> | Vibration calculator tool                                        |



## Chapter 6. Forms

A variety of forms are available to view, print and modify from Guardian. We have listed the forms that we suggest you implement as part of this Health and Safety Management System below. Some of these forms are also attached.

- Construction Safety Templates
- Expert Guides
- Fire Safety Templates
- Food Safety Templates
- General Safety Templates
- Guidance Notes
- Individual Person's Risk Assessment
- Monitoring Forms
- Qualitative Risk Assessment
- Quantitative Risk Assessment
- Sample Policies
- Toolbox Talk Manuals
- Toolbox Talk Presentations
- Toolbox Talks
- Training Safety Templates

