

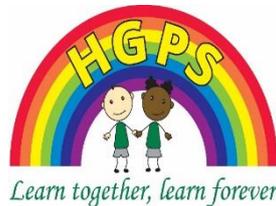


SERVICES TO PEOPLE

HEALTH & SAFETY POLICY

FOR

Hazel Grove Primary School



DATE POLICY AGREED AT COMMITTEE LEVEL: May 2020
DATE POLICY RATIFIED BY FULL GOVERNING BODY: July 2020
REVIEW DATE: May 2021

SIGNED: CHAIR OF GOVERNORS

SIGNED: HEAD TEACHER

**THIS POLICY IS TO BE USED IN CONJUNCTION WITH THE
HEALTH AND SAFETY INSPECTIONS GUIDANCE NOTES
AND APPENDICES.**

This template has been designed to complement and enhance existing Local Authority procedures and guidance in respect to health & safety. It does not supersede any specific health & safety policy.

Although the template has been produced with Educational Settings in mind, it serves as a generic template for a health & safety policy and should be adapted to meet your individual school's needs.

As a user of the health & safety policy you must familiarise yourself with the whole document upon receipt of it and raise any queries immediately with the Head Teacher.

STATEMENT OF INTENT

The school's Governing Board and Senior Management Team recognise and accept their responsibilities for health and safety both under civil and criminal law and also under the Services to People's directorate scheme of delegation for local management of schools.

As responsible employers and/or persons in control of premises, the requirement to provide, so far as is reasonably practicable, a safe and healthy working environment for all employees, visitors and pupils is acknowledged.

In doing so, the school will expect all staff, parents, pupils and visitors to abide by the requirements of this policy.

In compliance with the Health and Safety at Work etc. Act 1974, this schools Governing Board will ensure so far as is reasonably practicable that:

- The premises are maintained in a safe condition.
- Safe access to and egress from the premises is sustained.
- All plant and equipment is safe to use.
- Appropriate safe systems of work exist and are adhered to.
- Sufficient information, instruction, training and supervision are available and provided.

The Governing Board will ensure through the Senior Management Team that adequate resources are set aside from the total budget allocation for the policy statement to be properly implemented.

Consultation with employee representatives will be held as and when appropriate on all matters affecting the health and/or safety of employees concerned.

This policy statement together with the organisational structure and the following arrangements and procedures will be reviewed annually.

Name: Anna Roche

Name: Dave Hulley

Signature:

Signature:

Date: May 2020

Date: May 2020

Head Teacher

Chair of Governors

1.0 ORGANISATION AND RESPONSIBILITIES

School level duties and responsibilities have been assigned to staff and governors as detailed below.

Responsibilities of the Governing Board

The Governing Board are responsible for health and safety matters at a local level including but not restricted to:

- Ensuring adherence to the local authority health and safety policy, procedures and standards.
- Formulating a health and safety statement detailing the responsibilities for ensuring health and safety within the establishment.
- Reviewing the establishment's health and safety policy annually and implementing new arrangements where necessary.
- Monitoring, reviewing and evaluating the school's health and safety performance.
- Providing appropriate resources within the establishment's budget to meet statutory requirements and the local authority health and safety policy, procedures and standards.
- Receiving from the Head Teacher or other nominated member of staff reports on health and safety matters and reporting to (the local authority, or other body as necessary), any hazards which the establishment is unable to rectify from its own budget.
- Seeking specialist advice on health and safety which the establishment may not feel competent to deal with.
- Promoting a positive health and safety culture and high standards of health and safety within the establishment via the nomination of a named health and safety governor.
- Ensuring that when awarding contracts health and safety is included in specifications and contract conditions and takes account of local authority policy and procedures.

NOMINATED GOVERNOR

NAME: Mrs Heather Etheridge

Responsibilities of the Head Teacher

Overall responsibility for the day to day management of health and safety in accordance with the [Local Authority's health and safety policy and procedures] / [governing board's health and safety policy and procedures] rests with the Head Teacher.

As manager of the establishment and of all the activities carried on within it, the Head will advise Governors of the areas of health and safety concern which may need to be addressed by the allocation of funds.

The Head Teacher has responsibility for:

- Co-operating with the Local Authority and governing body to enable health and safety policy and procedures to be implemented and complied with.
- The day to day management of the school in line with the governing board's policy and procedure.
- Ensuring effective health and safety management arrangements are in place for carrying out regular inspections and risk assessments, implementing actions and submitting inspection reports to the governing board and Local Authority where necessary.
- Communicating the policy and other appropriate health and safety information to all relevant people including contractors.
- Carrying out health and safety investigations.
- Ensuring all staff are competent to carry out their roles and are provided with adequate information, instruction and training.
- Ensuring consultation arrangements are in place for staff and their trade union representatives (where appointed) and recognising the right of trade unions in the workplace to require a health and safety committee to be set up.
- Reporting to the Local Authority any hazards which cannot be rectified within the establishment's budget.
- Ensuring that the premises, plant and equipment are maintained in a serviceable condition.
- Monitoring purchasing and contracting procedures to ensure compliance with local authority policy.

HEAD TEACHER

NAME: Anna Roche

The Head Teacher may choose to delegate certain tasks to other members of staff. It is clearly understood by everyone concerned that the delegation of certain duties will not relieve the Head Teacher from the overall day to day responsibilities for health and safety within the establishment.

The task of overseeing health and safety on the site has been delegated by the

Head to:

ROLE Site Manager

NAME: Mr. Simon Martin

Within departments this task is further delegated to the relevant Head of Faculty/Department/Subject Co-ordinator/Subject Leader.

ROLE Deputy Head

NAME: Mrs Gerry Rose

ROLE Assistant Head

NAME: Mrs Paula Llanwarne

Responsibilities of other Teaching Staff/Non-Teaching Staff holding posts of special responsibility

- Apply the school's health and safety policy to their own department or area of work and be directly responsible to the Head Teacher for the application of the health and safety procedures and arrangements.
- Maintain or have access to an up to date library of relevant published health and safety guidance from sources including CLEAPSS, AfPE etc., and ensure that all subordinate staff are aware of and make use of such guidance.
- Ensure regular health and safety risk assessments are undertaken for the activities for which they are responsible and that control measures are implemented.
- Ensure that appropriate safe working procedures are brought to the attention of all staff under their control.
- Resolve health, safety and welfare problems members of staff refer to them, and inform the Head/individual with delegated authority of any problems to which they cannot achieve a satisfactory solution within the resources available to them.
- Carry out regular inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe and record these inspections where required.
- Ensure, as far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own health and safety.
- Ensure that all accidents (including near misses) occurring within their department are promptly reported and investigated using the appropriate forms etc.
- Arrange for the repair, replacement or removal of any item of furniture or equipment which has been identified as unsafe.

Responsibilities of Employees

Under the Health and Safety at work etc. Act 1974 all employees have general health and safety responsibilities. Staff must be aware that they are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions.

All employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work.
- Comply with the school's health and safety policy and procedures at all times.
- Report all accidents and incidents in line with the reporting procedure.
- Co-operate with school management on all matters relating to health and safety.
- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health, safety and welfare.
- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their Line Manager.
- Report immediately to their Line Manager any shortcomings in the arrangements for health and safety.
- Ensure that they only use equipment or machinery that they are competent/have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

2.0 POLICY REVIEW

The Head Teacher/individual with delegated responsibility for health and safety will undertake the necessary arrangements for procedures to be examined and workplaces to be inspected to ensure that precautions remain suitable and sufficient by conducting a whole school Annual Risk Assessment and Safety Review. Feedback from this process will be referred to the Governing Board.

Governors are required to take steps to ensure that they are kept informed of Stockport Metropolitan Borough Council's advice and guidance on health and safety matters.

It is recommended that health and safety is a regular, termly item on the agenda of either a full meeting of the governing/senior management body or an appropriate sub-committee of governors (e.g. premises, resources etc.).

Establishments will need to review and amend where necessary their health and safety policy. It is recommended that a review be carried out annually.

Once completed the policy should be communicated to all staff (teaching and support staff) and be linked to the induction of all new staff.

3.0 SCHOOL HEALTH & SAFETY COMMITTEES

SCHOOL GOVERNANCE ARRANGEMENTS

Within the overall governance arrangements in schools governing boards have a health and safety governor with one of the Governing Board Committees having an oversight of on-going health and safety issues which are then reported in their minutes to the full governing board once per term.

Any inspections, audits or incidents, policy or practice changes should also be reported and signed off by the Chair of Governors and Head Teacher as an evidential audit trail which can be used by the school if any incident should occur.

INVOLVEMENT OF SCHOOL STAFF

It is good practice to involve school based staff in order to ensure the efficient management of health and safety throughout school.

It is a minimum requirement that Head Teachers consult with elected health and safety representatives but the Health and Safety Executive (HSE) would advise that it is good practice, particularly in larger primaries and secondary schools, that a Health and Safety Committee be established. Should two or more union appointed health and safety representatives request this be done in writing then the school would have no option but to establish one within a period of three months.

The following advice is based on the guidance from the HSE on Committees and we would advise schools to follow this when they are establishing their Committees.

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All Health and Safety matters are delegated to the Resources and Finance committee at Hazel Grove Primary.

Good practice

Consider standing items such as:

- statistics on accident records, ill health, sickness absence;
- accident investigations and subsequent action;
- inspections of the workplace by enforcing authorities, management or employee health and safety representatives;

- risk assessments;
- health and safety training;
- emergency procedures; and
- changes in the workplace affecting the health, safety and welfare of employees.
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If discussing accidents, the aim is to stop them happening again, not to give blame. Governors should:

- look at the facts in an impartial way;
- consider what precautions might be taken;
- recommend appropriate actions;
- monitor progress with implementing the health and safety interventions.

Good practice

- Think about minor incidents - when considering statistics on accident and injury records, examine information about minor injuries and incidents;
- Address strategic issues - to be effective, health and safety committees should address strategic issues.

It is good practice to provide both health and safety representatives appointed by trade unions and those elected by your employees the same resources, although you are only required to do this for union-appointed representatives.

Employee health and safety representatives need to have:

- time to prepare for meetings as management representatives would;
- access to the same information for the purposes of the discussion at the meetings; and
- training that is reasonable in the circumstances to allow them to perform their role, which includes attending health and safety committee meetings for union-appointed representatives. Training for representatives can help them to contribute equally to the committee's aims and purpose and they should not suffer a loss of pay when they attend meetings or carry out other activities on behalf of their health and safety role

4.0 ARRANGEMENTS

The following list of arrangements covers the key elements of a Health and Safety policy. Please add any others that you feel should be part of this document and/or delete those that do not apply to you.

- Appendix 1 - Accident Reporting Procedures**
- Appendix 2 - Air Conditioning Equipment**
- Appendix 3 - Asbestos**
- Appendix 4 - Catering Equipment and Catering Ventilation**
- Appendix 5 - Contractors**
- Appendix 6 - Display Screen Equipment**
- Appendix 7 - Drainage**
- Appendix 8 - Electrical Installations**
- Appendix 9 - Fire Evacuation and other Emergency Arrangements**
- Appendix 10 - Fire Prevention, Testing of Equipment**
- Appendix 11 - First Aid and Medication**
- Appendix 12 - Flammable and Hazardous Substances**
- Appendix 13 - Fume Cupboards**
- Appendix 14 - Gas Installations**
- Appendix 15 - Gates and Barriers**
- Appendix 16 - Health and Safety Information and Training**
- Appendix 17 - Health and Safety Monitoring and Inspections**
- Appendix 18 - Heating and Ventilation Systems**
- Appendix 19 - Hearing Loop Systems**

- Appendix 20 - Insurance Inspections (Thorough Examinations)**
- Appendix 21 - Kilns**
- Appendix 22 - Legionella**
- Appendix 23 - Lettings/Shared Use of Premises**
- Appendix 24 - Lifting and Handling**
- Appendix 25 - Lifting Equipment and Hoists**
- Appendix 26 - Lightning Conductors**
- Appendix 27 - Lone Working**
- Appendix 28 - Minibuses**
- Appendix 29 - Offsite Visits**
- Appendix 30 - Playground Equipment**
- Appendix 31 - Premises Work Equipment**
- Appendix 32 - Risk Assessments**
- Appendix 33 - Sewage Pumping Stations**
- Appendix 34 - Stage Equipment**
- Appendix 35 - Steel Chimneys**
- Appendix 36 - Stress/Wellbeing**
- Appendix 37 - Swimming Pools and Hydro Pools**
- Appendix 38 - Tree Surveys**
- Appendix 39 - Vehicles**
- Appendix 40 - Work Experience**
- Appendix 41 - Work at Height**

5.0 APPENDICES

APPENDIX 1

ACCIDENT REPORTING PROCEDURES

In accordance with the Local Authorities accident/incident reporting procedure employees must report accidents, violent incidents, dangerous occurrences, and near misses on the relevant forms.

Copies of these forms are available via the school office.

- A local accident books [located in a locked cupboard] is used to record all minor incidents to pupils; any more significant incidents must also be reported to the Local Authority.
- School accident reports will be monitored for trends and a report made to the Governors, as necessary.
- The Head Teacher, or their nominee, will investigate accidents and take remedial steps to avoid similar instances recurring. Faulty equipment, systems of work etc. must be reported and attended to as soon as possible.

Reporting to the Health and Safety Executive (HSE)

Incidents involving a fatality or major injury will be reported immediately to the Authority's Occupational Safety and Health Team on 0161 474 3056 and the Health and Safety Executive (HSE) on 0845 300 9923 or on-line at <http://www.hse.gov.uk/riddor/>.

Incidents resulting in the following must be reported to the HSE within 15 days of the incident occurring.

- A pupil or other non-employee being taken to hospital and the accident arising as the result of a curriculum activity, the condition of the premises/equipment, lack of supervision etc.
- Employee absence, as the result of a work related accident, for periods of 7 days or more (including Weekends and holidays).

Any incident notified to the HSE must also be reported to the Occupational Safety and Health Team.

APPENDIX 2

AIR CONDITIONING EQUIPMENT – not applicable

Air conditioning equipment in most circumstances will comprise of relatively small package units, unless a particular school has a requirement for a major cooling load, in a situation like this a central refrigeration plant may be needed.

In the case of individual units, service and maintenance should be carried out as per manufacturer's instructions, but is usually 6 monthly and annually.

The maintenance will check all their component parts such as filters, compressors, condensers, evaporators, chillers, and refrigerant leakage etc.

Therefore, the system as a whole should be maintained on an annual or biannual basis in accordance with the Standard Maintenance Specification HVCA SFG 20, and manufacturer's recommendations.

As of the 4th of January 2011, all air conditioning systems over 12 kW combined cooling capacity requires an ACI (Air Conditioning Inspection). New systems over 12 kW installed after January 2008 must be inspected within 5 years of being put into service.

A service report should be left on site following each visit

ASBESTOS

The Authority's guidance on Managing Asbestos in Schools and other Educational Establishment's will be followed.

The asbestos register is held in [the school office] and will be made available to all staff and visiting contractors prior to **any** work commencing on the fabric of the building or fixed equipment.

The Establishment's Asbestos Authorising Officers are [Simon Martin and Cathy Wilks] and refresher training is undertaken.

The authorising officers shall ensure:

- The asbestos log is maintained and that any changes are recorded and notified to the Authority.
- **All** work on the fabric of the building or fixed equipment is entered in the permission to work log and signed by those undertaking the work.
- An annual visual inspection of asbestos containing materials on site is conducted and recorded in the asbestos log.

Please note that even drilling a hole or pushing a drawing pin into asbestos containing materials may result in the release of fibres into the air. **Under no circumstances must staff drill or affix anything to walls without first obtaining approval from an Asbestos Authorising Officer.**

Any damage to materials known or suspected to contain asbestos should be reported to [Simon Martin & Anna Roche] who will contact the Authority for guidance.

Any contractor who is suspected to be carrying out unauthorised work on the fabric of the building should be reported to [Simon Martin & Anna Roche].

CATERING EQUIPMENT and CATERING VENTILATION

Gas catering equipment must be inspected annually and is regulated by the Gas Safety (installations and Use) Regulation 1998.

Catering Extraction systems are also regulated by The Gas Safety (Installation and Use) Regulation 1998.

The annual servicing to a school's kitchen extraction system should be inspected and tested by a competent engineer and will include where appropriate, CO2 and CO emission testing.

Testing is required to be in accordance also with HSE Catering Information Sheet 23 (rev1).

The service should also include the cleaning of the filters, fans and canopies in accordance with HVCA Ventilation Hygiene Guide to Good Practice.

Contractors employed in this work must be Gas Safe Certified.

A service report should be left on site following each visit [the school office].

A catering equipment and ventilation contract is in place with Carillion and inspections undertaken [annually] by them.

Any defects will be reported immediately to the Carillion Help Desk Tel:0161 217 6999

CONTRACTORS

All contractors used by the school shall ensure compliance with relevant health and safety legislation, guidance and good practice.

All contractors must report to [school office] where they will be asked to sign the visitors book and wear an identification badge. Contractors will be issued with guidance on fire procedures, local management arrangements and vehicle movement restrictions.

[Simon Martin] is responsible for monitoring areas where the contractor's work may directly affect staff and pupils and for keeping records of all contractor work.

School Managed Projects

Where the school undertakes projects direct the governing body would be considered the 'client' and therefore have additional statutory obligations.

These are managed by [Simon Martin and Anna Roche] who will ensure that landlords consent has been obtained and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought. This would include whether CDM¹ regulations will apply.

[Simon Martin] will undertake appropriate competency checks prior to engaging a contractor to ensure health and safety regulations are adhered to.

Contractors will be asked to provide risk assessments and method statements specific to the site and works to be undertaken. The school, contractor(s) and any subcontractor(s) involved will agree the risk assessment and safe systems of work to be used prior to works commencing on site. It is recommended that the Contractors Site Manager has CRB clearance.

¹ CDM refers to the Construction (Design and Management) Regulations 2007 and apply to any building, demolition, maintenance or refurbishment work.

Such projects are notifiable to the HSE where the work exceeds 30 days or involves more than 500 person days of work. In addition two specific and specialist roles of CDM Co-ordinator and Principal Contractor must be appointed.

In such instances it is recommended that an agent be used to work on the schools behalf.

DISPLAY SCREEN EQUIPMENT (DSE)

All staff who habitually use computers as a significant part of their normal work (significant is taken to be continuous/near continuous spells of an hour at a time) e.g. admin staff, bursars etc. shall have a DSE assessment carried out by their Line Manager.

Those staff identified as DSE users shall be entitled to an eyesight test for DSE use every 2 years by a qualified optician (and corrective glasses if required specifically for DSE use).

Advice on the use of DSE is available via Office Online.

DRAINAGE

Drainage system inspection and maintenance should be carried out annually, using a planned preventative maintenance service which should be tailored to schools individual needs.

Contractors should be suitably qualified and comply with:
NRSWA 1991
Confined Space Regulations

Planned maintenance will avoid the inconvenience and embarrassment of blockages, unpleasant odours or health hazards through clearing of drains, sewers and associated pipework.

All components of the system should be inspected and jetted including gulley's, pits and chambers.

A simple schematic drawing of the system should be provided with details of any issues and recommendations, if required, simple further investigation can be achieved via CCTV monitoring and follow up reporting.

A service report should be left on site following each visit [the school office].

A drainage system and monitoring contract is in place with Burgess Water and inspections undertaken [annually] by them.

Any defects will be reported immediately to [Mark Burgess Tel: 07527 441773].

<p>ELECTRICAL INSTALLATIONS</p>
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The IEE Wiring Regulations 17th Edition and the BS 7671-2008 Code of Practice recommends that the fixed electrical installation of a school is inspected on a five-yearly cycle.

The depth and complexity of the testing at a school will depend upon the age and condition of the installation.

Electrical test and inspection of the fixed wiring and fixed appliances must be undertaken by qualified and competent engineers.

This should include a full Fixed Wiring Inspection Report which will highlight and prioritise any remedial works required to the electrical system.

The engineers report should explain the priority of the remedial work and the classification given to the remedial work.

The contractor undertaking this inspection and testing must be fully approved and a member of NICEIC (National Inspection Council for the Electrical Contracting Industry).

A fixed wiring inspection report should be left on site following each visit the school office

A fixed electrical installation contract is in place with Carillion and inspections undertaken on a five-yearly cycle by them.

Any defects will be reported immediately to Simon Martin who will contact Carillion.

FIRE EVACUATION AND OTHER EMERGENCY ARRANGEMENTS

The Head Teacher is responsible for ensuring the fire risk assessment is undertaken and implemented following Local Authority guidance. The fire risk assessment is located in [the fire log book] and reviewed on an annual basis.

Fire Instructions

These documents are made available to all staff and included in the establishment's induction process.

An outline of evacuation procedures are made available to all contractors/visitors and are posted throughout the site.

Emergency exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.

EMERGENCY PROCEDURES

Fire and Evacuation

Fire and emergency evacuation procedures are detailed and a summary posted in each classroom.

These procedures will be reviewed at least annually.

Emergency contact and key holder details are maintained by Simon Martin and updated following any changes.

Personal Emergency Evacuation Forms (PEEP'S) are completed to assist in the evacuation of a person with a disability and are maintained by Anna Roche and updated following any changes.

Fire Drills

- Fire drills will be undertaken termly and a record kept in the fire log book.

Fire Fighting

- The safe evacuation of persons is an absolute priority. Staff may only attempt to deal with small fires, **if it is safe to do so without putting themselves at risk**, using portable fire fighting equipment.

- Ensure the alarm is raised BEFORE attempting to tackle a fire.
[Staff should be made aware of the type and location of portable fire fighting equipment and receive basic instruction in its correct use].
- **Details of service isolation points** (i.e. gas – the cellar, water – the cellar and outside under the manhole and electricity – the cellar)
- **Details of chemicals and flammable substances on site.** An inventory of these will be kept by [Simon Martin and Cathy Wilks] as appropriate, for consultation.

<p>FIRE PREVENTION, TESTING OF EQUIPMENT</p>

TESTING OF THE FIRE ALARM SYSTEM

Fire alarm call points will be tested weekly in rotation by Simon Martin and a record kept in the fire log book. This test will occur on Fridays.

Any defects on the system will be reported immediately to the alarm contractor/electrical engineer Safe and Secure Solutions Tel; 07753 350769 .

A fire alarm maintenance contract is in place with Safe and Secure Solutions Tel; 07753 350769 and the system tested 6 monthly by them.

INSPECTION OF FIRE FIGHTING EQUIPMENT

Safe and Secure Solutions undertakes an annual maintenance service of all fire fighting equipment.

[Simon Martin] completes weekly checks that all fire fighting equipment is available for use and operational and for any evidence of tampering.

Defective equipment or extinguishers that need recharging should be taken out of service and reported direct to Safe and Secure Solutions Tel; 07753 350769.

EMERGENCY LIGHTING SYSTEMS

These systems will be checked for operation monthly in house by Simon Martin and **6 monthly** by Carillion Tel 0161 217 6999.

Test records are located in the site's fire log book.

MEANS OF ESCAPE

Simon Martin completes daily checks for any obstructions on exit routes and ensures all final exit doors are operational and available for use.

FIRST AID AND MEDICATION

FIRST AID BOXES ARE LOCATED AT THE FOLLOWING POINTS:

[Deputy Office KS1, Staff room, Resources room (KS1), Chill Zone room, SEND office, art store, admin office, Nursery and kitchen)]

Jeanette Marsland is responsible for regularly checking that the contents of first aid boxes are complete and replenished as necessary. A check should be made at least termly. Portable first aid bags are allocated to all first aid staff when outside or on duty.

All Learning Support staff are available to provide first aid:-

TRAINED TO FIRST AID AT WORK LEVEL (18 hours):

(nobody)

TRAINED TO EMERGENCY AID LEVEL (6 hours):

[Anna Roche, Julie Barnett, Gerry Rose, Ellie Burgess Jenny Dipnall, Vicki Gorman, Debbie Smith, Calum Sykes, Katie Harrison, Hazel Kenyon, Sarah Whelan, Milissa Brooks, Fiona Stansfield, Sophie Brooks, Jasmin Pickford, Ellie Ratcliffe, Kate Muzhaqi, Amanda Cox]

TRAINED TO EYFS STANDARD (PAEDIATRIC FIRST AID, 12 hours):

[Julie Brassington, Jeanette Marsland, Tracey Newton, Sheila Molyneaux, Karen Millward, Sarah Eckersley, Jodi Clayton, Philippa Kerr, Kela Likaj]

The Deputy Head Teacher will ensure that first aiders have a current certificate and that new persons are trained should first aiders leave.

Jeanette Marsland will check that any vehicles are properly equipped with first aid boxes before they are used.

Transport to hospital: If the first aider or Head Teacher considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents and/or guardians will also be informed. No casualty should be allowed to travel to hospital unaccompanied and an accompanying adult will be designated in situations where the parents and/or guardians cannot be contacted.

The school will follow the procedure for completion of incident/accident records in accordance with Local Authority guidance.

Stepping Hill Hospital Tel:0161 483 1010

School Nurse Liz Donegan at Hazelgrove Clinic Tel: Tel:0161 426 9300

Administration of Medicines

All medication will be administered to pupils in accordance with the Authority's Managing Medicines in Schools and Early Years Settings guidance.

The only medication kept and administered within school are those prescribed specifically for a pupil at the request of the parent/guardian and with the consent of the Head Teacher.

Records of administration will be kept by [Carole Wackett, Lorraine Turnbull, Clare Longden].

No member of staff should administer any medicines unless a request form has been completed by the parent/guardian.

All medications kept in school are securely stored [in the main office] with access strictly controlled.

Where children need to have access to emergency medication i.e. asthma inhalers, epi-pen etc., it will be kept in [classrooms], and clearly labelled.

Health Care Plans

Health care plans are in place for those pupils with complex medical needs e.g. chronic or on-going medical conditions (e.g. diabetes, epilepsy, anaphylaxis etc.). These plans are reviewed annually by [Jen Thirlaway and Elizabeth Donegan] and written precautions/ procedures made available to staff.

Staff undergo specific training related to health conditions of pupils and administration of medicines (e.g. diabetes, epilepsy, anaphylaxis etc.) by a health professional as appropriate.

Training records are kept in [the Headteacher's office CPD file].

FLAMMABLE AND HAZARDOUS SUBSTANCES

Every attempt will be made to avoid, or choose the least harmful of, substances which fall under the ***Control of Substances Hazardous to Health Regulations 2002*** (the COSHH Regulations).

Within curriculum areas (in particular Science and Design Technology) then Heads of Department are responsible for COSHH and ensuring that an up to date inventory and model risk assessments contained in the relevant national publications (CLEAPSS, Association for Science Education's "Topics in Safety" etc.) are in place.

In all other areas the establishments nominated person(s) responsible for substances hazardous to health are [Simon Martin & Anna Roche].

They shall ensure:

- An inventory of all hazardous substances used on site is compiled and regularly reviewed.
- Material safety data sheets are obtained from the relevant supplier for all such materials.
- Risk assessments are conducted for the use of hazardous substances (where generic risk assessments are available e.g. for products purchased these are adapted to suit specific use of material on site).
- All chemicals are appropriately and securely stored out of the reach of children.
- All chemicals are kept in their original packaging and labelled (no decanting into unmarked containers).
- Suitable personal protective equipment (PPE) has been identified and is available for use.

PPE is to be provided free of charge where the need is identified as part of the risk assessment.

RADIOACTIVE SOURCES

The school follows CLEAPSS guidance L93 in Managing Ionising radiations and radioactive sources.

- CLEAPSS provide the Radiation Protection Adviser (RPA) service for the Local Authority.

- The member of staff in charge of radioactive sources (RPS) is Simon Martin and is responsible for ensuring all records pertaining to radioactive sources are maintained.

FUME CUPBOARDS – not applicable

The Control of Substances Hazardous to Health (COSHH) Regulations 1999 requires that local exhaust ventilation systems are maintained in efficient working order and in good repair through examination and testing.

Fume cupboards fall within this requirement therefore an annual inspection is required by a qualified engineer.

The inspection should include amongst other things:

- Fan velocity readings
- Inspection of fans, motors, drives and bearings to ascertain if they are operating correctly
- Checking the spray/water wash system in the fume cupboard and ductwork if fitted
- Checking the condition of services and controls including alarms
- Checking the fire damper and release mechanism
- Checking fan impellers for wear and corrosion
- Checking the condition of flexible connections
- Checking the stability and condition of the discharge stack
- Inspecting the condition of extract ducting and joints
- Checking the need for cleaning inside ductwork through access ports if fitted

Following the inspection, a report including recommendations should be provided to the school and needs to be kept for at least five years [the school office].

A fume cupboard inspection contract is in place with [insert name] and undertaken [annually] by them.

Any defects will be reported immediately to [insert name and telephone number].

GAS INSTALLATIONS

Gas Leak Detection Systems

Gas leak detection is the process of identifying potentially hazardous gas leaks by means of various sensors. These sensors usually employ an audible alarm to alert people when a dangerous gas has been detected.

Gas installations and servicing/maintenance should only be undertaken by GAS SAFETY registered competent persons. The Gas Safety Scheme, overseen by the HSE, replaced the CORGI Register on the 1st April 2009. The Gas Safety (Installation and Use) Regulations 1998 outline the legislative requirements in relation to gas safety.

Gas Soundness Test

In accordance with BS EN 15001-2:2008 and EN 15001-2:2008 (E) The frequency of Gas Soundness Inspections shall be based on an estimate of criticality (potential degradation), and in conformity with National regulations. An inspection should be carried out at least every five years.

A schools first scheduled inspection should be carried out within 12 months of commissioning and should be conducted by a competent Gas Safe registered person.

Following the inspection a report including recommendations should be provided to the school and needs to be kept for at least five years [the school office].

A gas inspection contract is in place with Carillion Tel: 0161 217 6999] and undertaken [every 5 years] by them.

Any defects will be reported immediately to [Carillion Help Desk Tel: 0161 217 6999].

GATES AND BARRIERS

Fatal accidents have occurred within the Greater Manchester region and in Stockport, and SMBC recommends that all schools have their gates, barriers and fencing inspected by a suitably qualified, competent and insured engineer.

Inspection of a schools gates, barriers and fencing should be carried out on an annual basis.

If any dangerous gates or fences are found then prohibition notices will be issued accordingly.

Following the inspection a report including findings, recommendations and photographs as required should be provided to the school [school office].

A gate and barrier inspection contract is in place with [Safe and Secure Solutions Ltd] and undertaken [annually] by them.

Any defects will be reported immediately to [Craig Bonsall Tel: 07753 350769].

HEALTH AND SAFETY INFORMATION & TRAINING

Consultation

[School health and safety committees includes the Site Manager, Health and Safety governor and Headteacher and meetings are held annually in March
The [Resources and Finance committee] meets [termly] to discuss health, safety and welfare issues affecting staff, pupils or visitors. Action points from meetings are brought forward for review by school management.

The teaching Trade Unions appointed Safety Representative on the staff is tbc where safety representatives are present

Communication of Information

Detailed information on how to comply with the Authority's health and safety policy is available on Office Online.

The Health and Safety Law poster is displayed in [Staff room and lower KS1 office (current art store)].

The Occupational Safety and Health Team, Tel: 0161 474 3056 provide competent health and safety advice for Community, Special and Voluntary Controlled schools.

Health and Safety Training

Health and safety induction training will be provided and documented for all new employees by [Anna Roche].

The Head Teacher is responsible for ensuring that all staff are provided with adequate information, instruction and training and identifying the health and safety training needs of staff.

All employees will be provided with:

- Induction training in the requirements of this policy;
- Update training in response to any significant change;
- Training in specific skills needed for certain activities, (e.g. use of hazardous substances, work at height etc.);
- Refresher training where required.

Training records are held by [Cathy Wilks] who is responsible for co-ordinating health and safety training needs and for including details in the training and development plan. This includes a system for ensuring that refresher training (for example in first aid) is undertaken within the prescribed time limits.

The Head Teacher will be responsible for assessing the effectiveness of training received.

Each member of staff is also responsible for drawing to the Head Teacher's/Line Manager's attention their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.

HEALTH AND SAFETY MONITORING AND INSPECTIONS

A general inspection of the site will be conducted termly and be undertaken/co-ordinated by [Simon Martin].

Monitoring inspections of individual departments will be carried out by Heads of Department or nominated staff. Records of such monitoring will be kept by [Anna Roche)

The person(s) undertaking such inspections will complete a report in writing and submit this to the Head Teacher. Responsibility for following up items detailed in the safety inspection report will rest with [Anna Roche].

A named governor [Heather Etheridge] will be involved/undertake an audit/inspection on an annual basis and report back to both the relevant sub-committee and full governing board meetings. This governor through monitoring will also cover management systems in addition to inspecting the premises.

Advice and a sample health & safety audit checklist can be found on Office Online.

Inspections will be conducted jointly with the establishment's health and safety representative(s) if possible.

HEATING AND VENTILATION SYSTEMS

Heating Boilers (Gas)

In line with the Gas Safety (in use) Regulations 1998, gas heating boilers and water heaters have to be serviced, tested and maintained annually.

This service will include:

- Cleaning of the boiler heating surfaces
- Servicing of the gas burner
- Gas tightness testing of local gas pipework to the boiler
- Combustion and efficiency testing of the boiler

Following the service a report including combustion efficiency details and a gas safe certificate must be issued, together with any recommendations [school office

A gas inspection contract is in place with [Carillion) and undertaken [annually] by them.

Any defects will be reported immediately to [Carillion Tel: 0161 217 6999)

Heating Control Systems

Heating controls will vary from complex integrated systems such as Building Management Systems (BMS) to standard time switch controls.

Heating control systems should be inspected and maintained annually to ensure full efficiency and optimum fuel use of the installation.

Building Management Systems (BMS) are complex integrated systems involving outstations and central units whose operation relies on computer interactive management. An annual maintenance service regime by a competent engineer will include checking and calibrating all sensors, valve response checks to ensure the system is operating effectively, and a report on any issues or recommendations to improve the efficiency of the system.

Following the inspection a report including recommendations should be provided to the school (school office].

A heating control inspection contract is in place with [Carillion Tel: 0161 217 6999] and undertaken [annually] by them.

Any defects will be reported immediately to [insert name and telephone number].

Ventilation Systems- not applicable

Ventilation systems can range from simple extract fan systems to fully heated recirculation systems. Systems should be serviced and maintained 6 monthly and annually depending on the system type and complexity.

The checks on the basic components include:

Cleaning and servicing of the following:

- Grilles
- Fans
- Heating coils
- Duct work

Also

- Calibration and testing of controls
- Air flow monitoring if changes have occurred

Following the inspection a report including recommendations should be provided to the school [school office].

A ventilation system inspection contract is in place with (n/a) and undertaken [6-monthly/annually] by them.

Any defects will be reported immediately to the (n/a)

HEARING LOOP SYSTEMS not applicable

To comply fully with the Equalities Act and to meet **BS 7594** the code of practice for AFILS (audio frequency induction loop systems) and **EN60118-4** when correctly installed, Induction Loop and Infra Red Systems need to be maintained correctly.

Arrangements should be made for a competent engineer to:

- Annual test all components of the installed system
- Calibrate equipment and amplifiers where necessary
- Carry out visual inspection of all components

Following the inspection a report including recommendations should be provided to the school [school office].

A hearing loop system inspection contract is not in place with [insert name] and undertaken [annually] by them. This is not applicable but in the event of need would be actioned by the headteacher.

Any defects would be reported immediately to [not applicable]

INSURANCE INSPECTIONS (THOROUGH EXAMINATIONS)

Certain items of equipment will be subject to an inspection by competent persons known as thorough examinations, for example for insurance issues i.e. Lifts, Pressure Vessels (autoclaves), and Kilns etc.

The Authority usually arranges for these inspections and schools will be provided with a report which will detail any defects or observations to action.

Thorough Examinations can only be carried out by Competent Persons.

Schools should employ competent contractors to carry out service and maintenance of such items.

Reports should then be passed to a competent contractor to either action the report issues or provide quotations accordingly.

Reports are kept in [school office].

KILNS – not applicable

School kilns should have an annual service and maintenance regime carried out by qualified service engineers to ensure they are functioning safely.

A service should include:

- the testing of all safety devices
- electrical properties of the equipment
- fume and heat extraction
- ventilation
- functionality and calibration of the controlling equipment

Kilns are subject to inspection by a competent person (Thorough Examination/ Insurance Inspection).

Following the inspection a report including recommendations should be provided to the school [not applicable].

A kiln inspection contract is in place with [not applicable] and undertaken [n/a] by them.

Any defects will be reported immediately to [n/a].

<p>LEGIONELLA</p>

The school complies with Local Authority advice on the potential risks from legionella.

The Duty Holder is [Carillion – Paul Edgeworth].

The Responsible Person is [Graham Hall Carillion Help Desk 0161 217 6999].

Both persons have been suitably trained for the positions being held.

Training was undertaken by School Support Service and qualification will be awarded on 10th March 2017 to Anna Roche and Simon Martin

A water risk assessment of the school has been completed by [Carillion] and Simon Martin is responsible for ensuring that operational controls are being conducted and recorded in the water log book.

Carillion and Simon Martin will be responsible for undertaking basic operational controls in lieu of a water risk assessment being conducted by [Carillion].

This will include:

- Identifying and flushing rarely used outlets on a weekly basis and after school holiday periods.
- Conducting necessary water temperature checks (monthly).
- Disinfecting/descaling showers or other areas where water droplets are formed (quarterly).

LETTINGS/SHARED USE OF PREMISES

Lettings are managed by [Cathy Wilks] following Local Authority guidance.

[Detail any specific restrictions on use of equipment, staffing requirements, first aid provision, fire and emergency arrangements, emergency lighting, public entertainment license etc.].

LIFTING AND HANDLING

Generic risk assessments for regular manual handling operations are undertaken and staff are provided with information on safe moving and handling techniques.

Staff should ensure they are not lifting heavy items and equipment unless they have received training and/or equipment in order to do so safely.

All manual handling activities which present a significant risk to the health and safety of staff will be reported to Simon Martin and where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees who must follow the instruction given when carrying out the task.

Paediatric Moving and Handling – Not applicable at this time

All staff who move and handle pupils have received appropriate training (both in general moving and handling people techniques and specific training on any lifting equipment, hoists, slings etc. they are required to use).

All moving and handling of pupils has been risk assessed and recorded by a competent member of staff.

Equipment for moving and handling people is subject to inspection on a 6 monthly basis by a competent contractor.

Following the inspection a report including recommendations should be provided to the school [school office].

An equipment inspection contract is in place with Simple Servicing Works 01772 780986 and undertaken annually by them.

Any defects will be reported immediately to 01772 780986

LIFTING EQUIPMENT AND HOISTS

Lift and hoist service and maintenance is subject to, and is carried out in accordance with LOLER (Lifting Operations and Lifting Equipment) Regulations 1998.

These Regulations (often abbreviated to LOLER) place duties on people and companies who own, operate or have control over lifting equipment. This includes all businesses and organisations whose employees use lifting equipment, whether owned by them or not. In most cases, lifting equipment is also work equipment so the Provision and Use of Work Equipment Regulations (PUWER) will also apply (including inspection and maintenance). All lifting operations involving lifting equipment must be properly planned by a competent person, appropriately supervised and carried out in a safe manner.

LOLER also requires that all equipment used for lifting is fit for purpose, appropriate for the task, suitably marked and, in many cases, subject to statutory periodic 'thorough examination'. Records must be kept of all thorough examinations [school office].and any defects found must be reported to both the person responsible for the equipment and the relevant enforcing authority Simon Martin and Simple Servicing Works 01772 780986

Thorough examinations must be carried out by competent persons.

N.B. The Lift Regulations also apply to vertical escalators in some circumstances.

An equipment inspection contract is in place with Simple Servicing Works and undertaken 6 monthly for hoists and annually for beds by them.

LIGHTNING CONDUCTORS

In line with the Code of Practice, BS EN62305-3 Protection Against Lightning, lightning conductor systems should have an annual Electrical Resistance Test and Visual Inspection of all conductor tapes, connections and joints to check the integrity of the protection system using a member of The Association of Technical Lightning and Access Specialists (ATLAS).

A full report should be provided on completion of the inspection and will include all readings, condition of components and any defects/non conformities or repairs required [school office].

A lightning conductor system inspection contract is in place with Santon Lightning and Protection Services 0161 351 7323 and undertaken annually by them.

Any defects will be reported immediately to Santon Lightning and Protection Services 0161 351 7323.

LONE WORKING

Staff are encouraged not to work alone in school. Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary.

Work involving potentially significant risks (for example work at height) **should not** be undertaken whilst working alone.

Where lone working cannot be avoided staff should:

- Obtain the Head Teacher's/Senior Member of staff's permission and notify him/her on each occasion when lone working will occur.
- Ensure they do not put themselves or others at risk. Refer to Local Authority guidance.
- Ensure they have means to summon help in an emergency e.g. access to a telephone or mobile telephone etc.
- When working off site (e.g. when visiting homes) notify a colleague of their whereabouts and the estimated time of return. Staff undertaking home visits to obtain as much background information as possible about the child/family being visited.
- Key holders attending empty premises where there has been an incident or suspected crime should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so.
Key holders is Simon Martin and David Wilson
- Report any incidents or situations where they may have felt uncomfortable.

MINIBUSES not applicable

[not applicable] maintains a list of nominated drivers who have received training in order to drive a minibus and conducts an annual check of their driving licence.

²

All minibus drivers should receive training to maintain safe standards of operation and be re-assessed at 5 yearly intervals.

[not applicable] is responsible for undertaking regular checks on the vehicles and the schools operation of minibuses and follows Local Authority guidance.

² All drivers must hold a full Category B (car) licence; non-employees must have held this for at least two years. Employees who first obtained a Category B (car) licence after 1 January 1997 must additionally obtain Category D or D1 by passing a medical and the Passenger Carrying Vehicle (PCV) theory and practical driving tests. This also applies to all drivers with pre-1997 licences if they intend to drive a minibus abroad.

OFFSITE VISITS

All offsite visits and journeys will be planned following guidance contained in the Local Authority guidance manual.

The Authority's Co-ordinator of Off-Site Visits must be notified of all level 3 and 4 visits. In general such visits/journeys involve hazardous and/or adventurous activities, on a daily basis, to remote or demanding geographical areas or residential visits. Forms can be downloaded from Office Online and an 'Off-site Visits Approval Form' should be submitted to the Co-ordinator of Off-site Visits.

Each establishment should designate a member of staff as the Educational Visits Co-ordinator (EVC). The EVC will advise in the planning and management of all off-site visits. The EVC will support visit leaders, the Head Teacher and governors by ensuring that the Local Authority's guidelines for leading off-site visits are followed.

The member of staff planning the trip will submit all relevant paperwork and risk assessments relating to the trip to the school's EVC(s) [Gerry Rose] who will check the documentation and planning of the trip and if acceptable initially approve the visit before referring to [Anna Roche]

PLAYGROUND EQUIPMENT

It is recommended that playground equipment is inspected on an annual basis by a competent engineer.

Following the inspection a report including recommendations should be provided to the school [displayed on the equipment].

An equipment inspection contract is in place with [Sportsafe] and undertaken [annually] by them.

Any defects will be reported immediately to [Sportsafe 01206 795265].

PREMISES AND WORK EQUIPMENT

Statutory Inspections

Regular inspection and testing of school equipment is conducted by appropriate contractors according to recommended timescales. Records of such monitoring will be kept in/by [school office: Cathy Wilks].

Simon Martin is responsible for identifying all plant and equipment in an equipment register and ensuring that any training or instruction needs, personal protective equipment requirements are identified and relevant risk assessments conducted.

Equipment restricted to those users who are authorised/have received specific training is [labelled accordingly].

All staff are required to report to [Simon Martin] any problems found with plant/equipment. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair/disposal.

Curriculum Areas

Heads of Department are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

Electrical Safety

All staff should monitor the condition of plugs, cables and electrical equipment and conduct a quick visual inspection prior to use.

All portable items of electrical equipment will be subject to PAT (portable appliance testing) annually, conducted by [Bradbell Tel 0161 882 9444] / using a proper earth-bonding and insulation test set].

Personal items of equipment (electrical or mechanical) should not be brought into the school without prior authorisation and be subjected to the same tests as school equipment.

Major fixed wiring circuits will be checked at least once every five years.

External Play Equipment

The external play equipment will only be used when supervised, equipment will be checked daily before use for any apparent defects, and [Calum Sykes] will conduct a formal termly inspection of the equipment. PE and Play equipment is subject to an annual inspection by Sportsafe.

RISK ASSESSMENTS

General Risk Assessments

The school risk assessments (for all activities, teaching and non teaching, premises and one off activities) will be co-ordinated by [Gerry rose] following Local Authority guidance and are approved by the Head Teacher.

These risk assessments are available for all staff to view and are held centrally in [the school office and on the staff drive.].

Risk assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest. Staff are made aware of any changes to risk assessments relating to their work.

Individual Risk Assessments

Specific risk assessments relating to individuals, e.g. staff member or young person/pupil are held on that person's file and will be undertaken by Jen Thirlaway, Sendco, Anna Roche Headteacher.

It is the responsibility of staff to inform their Line Manager of any medical condition (including pregnancy) which may impact upon their work. Such risk assessments will be reviewed on a regular basis.

Curriculum Activities

Risk assessments for curriculum activities will be carried out by [relevant teachers] using the relevant codes of practice and model risk assessments developed by national bodies.

Whenever a new course is adopted or developed all activities are checked against the model risk assessments and significant findings incorporated into texts in daily use [scheme of work] / [lesson plan] / [syllabus] etc.

All Local Authority schools have a subscription to CLEAPSS and in science and DT their publications can be used as sources of model risk assessment.

SEWAGE PUMPING STATION not applicable

Sewage pumping stations should have an annual inspection by a qualified engineer to ensure the pumps, pipework, filters, pressure vessels and the chamber itself are operating effectively.

Persons/contractors used to carry out this work must be fully qualified to work in confined spaces and all forms of hygiene/environmental control.

A full report should be provided to the school detailing any remedial work required [insert location].

A sewage pump system inspection contract is in place with [insert name] and undertaken [annually] by them.

Any defects will be reported immediately to [insert name and telephone number].

STAGE EQUIPMENT – not applicable

The inspection and testing of stage lighting equipment is subject to 'Safe Work of Equipment Regulations 1998'.

An annual test is required to test and inspect the electrical and mechanical aspects of equipment used in school productions.

In the event of any items being identified as unsafe, these will be taken out of service immediately and the school informed.

A full report should be provided to the school with test results, system condition and repairs required [school office].

A stage equipment inspection contract is in place with [insert name] and undertaken [annually] by them.

Any defects will be reported immediately to [insert name and telephone number].

STEEL CHIMNEYS not applicable

Structural free standing steel chimneys should undergo an annual maintenance inspection to ensure their safe operation because of the height and the nature of their construction.

All inspections are in line with HSE guidelines GS53.

A full report should be provided to the school on the condition of the chimney which will contain ultrasonic material thickness readings and photographs, together with any recommendations [insert location].

A steel chimney inspection contract is in place with [insert name] and undertaken [annually] by them.

Any defects will be reported immediately to [insert name and telephone number].

STRESS/WELLBEING

The school and governing board are committed to promoting high levels of health and well being and recognise the importance of identifying and reducing workplace stressors through risk assessment, in line with the HSE and Local Authority management standards.

[The schools wellbeing co-ordinator is Deputy Head teacher - Gerry Rose].

SWIMMING POOLS AND HYDRO POOLS not applicable

The Head Teacher will ensure that the pool is managed in accordance with the Local Authority school swimming guidance.

A risk assessment has been carried out by [insert name]. Normal Operating Procedures (NOP) and Emergency Action Plans (EAP) are available from [identify location] and are available to any groups hiring the facility.

Lettings agreements are managed by [insert name] who will ensure that a lettings agreement has been completed, risk assessments for the activity have been undertaken by the hirer and returned to the school and that the hirer knows and understands the NOP and EAP.

Pool plant operations and water testing is carried out by [insert name], who holds [insert qualification; for example an ISRM National Pool Carers Certificate], and who will ensure that the water quality meets the standards identified by the Pool Water Treatment Advisory Body (PWTAG). [Insert name] will ensure that bacterial testing is carried out and where necessary, carry out any remedial actions.

All staff are to ensure that they are familiar with the NOP and EAP for the swimming pool, check that rescue equipment is available and that the swimming pool is secured to prevent unauthorised access when not supervised.

[At primary level the Head Teacher will ensure that teachers expected to undertake swimming teaching activities will have completed swimming teaching as part of their Initial Teacher Education (ITE) and have experience and confidence which is appropriate for the level of swimming instruction].

[NB For pools deeper than 1.2M staff must have also completed appropriate specialist qualifications].

[At secondary level the Head of PE will ensure all staff expected to undertake swimming teaching hold the appropriate NGB award in addition to their teaching qualification in accordance with AfPE guidance].

[Insert name] will ensure provision is made for lifesaving, first aid and resuscitation cover appropriate to the type of swimming sessions.

TREE SURVEYS

It is recommended that surveys of trees on school land should be carried out every 2 years by a specialist contractor.

Tree work is usually identified in Priorities 1, 2 and 3. Priority 1 being the most urgent work and should be carried out within the next 3 months or at the earliest opportunity

Ideally priority 2 work should be carried out at the same time however by definition this work is not as urgent as the priority 1 work and could be left for twelve months when it can be reviewed on the next inspection as could all priority 3 works

All work is carried out to B.S.3998 Recommendations for tree work.

Both method statements and risk assessments should be made available.

All waste should be carried and disposed of under a waste transfer note as covered in the Environmental Protection Act 1990.

A full report should be provided with the location and condition of all trees on [school office].

A tree inspection contract is in place with [Safe and Secure Solutions 07753 350769] and undertaken [bi-annually] by them.

Any defects will be reported immediately to [Craig Bonsall 07753 350769].

VEHICLES ON SITE

Vehicular access to the school is restricted to occasional visitors only and only to unload resources eg for a school performance and not for general use by parents/guardians when bringing children to school or collecting them.

The access from the road shall be kept clear for emergency vehicles.

The vehicle access gate must not normally be used for pedestrian access. If an event is being held outside of normal school activities for which this is the sole access, then all due care must be taken to ensure the safety of those passing through this entrance.

[Vehicles are never allowed on site at the same time as children and parents are on the playground.]

WORK EXPERIENCE

The school has a separate work experience policy which is currently being updated. Anna Roche is responsible for managing and co-ordinating work related learning within the school following Local Authority guidance and in accordance with the Quality Standard for Work Experience.

The school retains a duty of care for all students undertaking work experience and must ensure the placement is appropriate, therefore:

- All students are briefed before taking part in work experience on supervision arrangements and health and safety responsibilities.
- All placements (including private placements) are subject to pre-placement checks. No work experience placement will go ahead if deemed unsuitable.
- Pre-placement health and safety assessments must be carried out by competent people³ and supporting documentation completed.
- Where work placements form part of the vocational qualification offered by a FE college then the college is responsible for ensuring equivalent placement checks are conducted.
- Every student will receive a placement job description highlighting tasks to be undertaken and any necessary health and safety information which is passed onto the parent/guardian.
- Arrangements will be in place to visit/monitor students during the placement.
- Emergency contact arrangements are in place (including out of school hours provision) in order that a member of school staff can be contacted should an incident occur.
- All incidents involving students on work placement activities will be reported to the placement organiser at the earliest possible opportunity.

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³ In order to be deemed competent an individual should hold a suitable nationally accredited/recognised qualification(s). E.g. IOSH (The Institute of Occupational Safety and Health) Managing Safely qualification, Health and Safety for Work-placement Personnel course or HSS8 (Formerly ENTO Unit D) Review Health and Safety Procedures in Workplaces. In addition to having occupational competence, knowledge and understanding in relation to sector specific placements. Particularly in high risk placements such as construction, agriculture, equestrian etc.

WORK AT HEIGHT

Working at height can present a significant risk, where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees authorised to work at height.

When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff must not climb onto chairs etc.

The establishments nominated person(s) responsible for work at height is [Simon Martin].

The nominated person(s) shall ensure:

- All work at height is properly planned and organised;
- The use of access equipment is restricted to authorised users;
- All those involved in work at height are trained and competent to do so;
- The risks from working at height are assessed and appropriate equipment selected;
- A register of access equipment is recorded and all equipment is regularly inspected and maintained;
- Any risks from fragile surfaces are properly controlled.

[Staff are not to use ladders during the school day or without another adult being present. Pupils are never to use ladders.].