



Health, Safety & Wellbeing Guidance Children's Services Department

EGGINTON PRIMARY SCHOOL HEALTH & SAFETY POLICY 2023

Review Date	Changes Required	Name & Position

"All policies and other documentation provided to the client by Derbyshire County Council remain exclusively the property of the Council. The client is entitled to retain and use these items only for so long as its contract with the Council subsists. Upon the contract's termination, all such items shall cease to be used by the client, with immediate effect, and shall be promptly returned to the Council. In the event of breach by the client of this agreement, the Council reserves all legal rights and remedies".

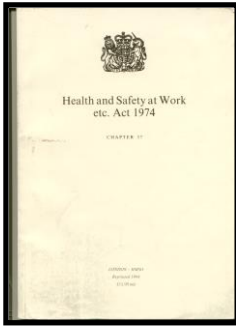
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INTRODUCTION



Section 2 (3) of the Health and Safety at Work Act 1974 requires every employer of 5 people or more to produce a "written statement of his general policy with respect to health and safety at work of his employees and the organisation and arrangements for the time being in force for carrying out the policy and to bring the statement and any revision of it to the notice of all his employees". This policy statement must be revised "as often as may be appropriate". This means that a health and safety policy statement must be a "living" document which changes as the organisation changes.

To produce a single document which would be acceptable and cover all Children's Service establishments, including schools, Children Centres, Area Offices, Adult Education Centres etc., would be impractical, so the LA has decided to write a policy statement which outlines the management structure of the Authority and the general requirements.

The responsibility for producing a Health and Safety Policy for each individual establishment has been delegated to the establishment management team. In a school, this means the Board of Governors, Headteachers plus other members of the School Management. Every school will be expected to produce a policy, irrespective of the number of employees. In other establishments it will be the responsibility of the manager and management team.

STRUCTURE OF THE HEALTH AND SAFETY POLICY

What makes up a Safety Policy?

The Safety Policy is made up of three broad parts: -

1. ***A general statement of intent*** which sets out the aims and objectives of the establishment in terms of Health and Safety.
2. ***The organisation for implementing the policy***, including specific responsibilities allocated to individuals. Each member of staff in your organisation has some degree of responsibility for health and safety. The Health and Safety Policy should detail each staff member's responsibilities by job title and by name and will show how these knit together into a structure capable of efficiently managing Health and Safety.
3. ***The arrangements for carrying out the specific functions***. These are likely to take the form of written procedures and should include provision by which the policy will be monitored to establish its effectiveness.



STATEMENT OF GENERAL POLICY ON HEALTH, SAFETY AND WELFARE

Statement of Intent

The school's Governing Body and Headteacher recognise and accept their responsibilities both under civil and criminal law and also under schemes of delegation for local management of schools. As responsible employers and/or persons in control of premises, the requirements to provide a safe and healthy working environment for all employees is acknowledged.

The school is committed to ensuring that risk assessments are undertaken, control measures implemented, and systems of work are constantly monitored and reviewed.

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

- The premises are maintained in a safe condition.
- Safe access to and egress from the premises is maintained.
- All plant and equipment is safe to use.
- Appropriate safe systems of work exist and are maintained.
- Sufficient information, instruction, training and supervision is available and provided to ensure staff are competent to fulfil their role in a safe manner.
- Arrangements exist for safe use, handling and storage of articles and substances at work.
- A healthy working environment is maintained including adequate welfare facilities.

In addition to the above commitment, the Governing Body also recognises its obligation to non-employees. Where it is reasonably foreseeable that pupils, members of the public, contractors etc are or may be affected by the school activities being carried out on or within the school boundaries or otherwise, the Governor Body will make the necessary information, instruction, training and supervision available to ensure the safety of those affected. As an education provider which must set standards by example for its pupils, this commitment is seen as especially important.

The Governing Body will ensure through the Headteacher that adequate resources are set aside from the total budget allocation for the expressed aims of the policy statement to be properly implemented.

The Governing Body is committed to this policy and all staff are required to comply as a condition of employment. They are encouraged to assist in the Governing Body's commitment to the continuous improvement in our health and safety performance. For the policy to be effectively implemented the school must have the full co-operation of employees and others who use the premises.

Employees are reminded of the own duties:

- To take care of their own safety and that of others.

- To co-operate with the Governing Body and the Headteacher so that they may carry out their own responsibilities successfully.
- To comply with all relevant, codes of practice and standards as necessary, and point out any shortcomings in these to management.

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

A copy of this statement has been provided to every member of staff. This policy statement and the accompanying organisation and arrangements will be revised as and when necessary.

This policy statement together with the organisational structure and the following arrangements and procedures has been approved by the schools Governing Body.

Name: Jason Cunningham

Name: Andy Farrow

Sign: 

Sign: 

Headteacher

Chair of Governors

Date: September 2023

Date: September 2023

Responsibilities of Governing Bodies

Governing Bodies are responsible for ensuring that health and safety is maintained within their school. In order to do this, they must ensure that certain key elements are in place within the school. The responsibilities of Governing Bodies outlined below fall principally into the areas of monitoring of performance, ensuring health and safety matters are adequately resourced and ensuring that those staff who have specific health and safety responsibilities are aware of and undertake those responsibilities.

In particular the Governing Body should ensure that: -

- The school has a health and safety policy which is implemented within the school and that the effectiveness of this policy is monitored. The Governors should formally approve this policy.
- Health and safety is effectively managed in the school through appropriate management systems including risk assessments, inspections, communication systems, guidance, review and monitoring.
- The school considers health and safety as an on-going priority and ensures that health and safety obligations are included in school development plans.
- Health and safety responsibilities are allocated to appropriate staff within the school's organisational structure.
- When decisions on staffing levels are being considered that the health and safety implications of such decisions are fully considered.
- Adequate resources for health and safety are identified.
- They seek health and safety advice from Children's Services Health and Safety Section as necessary and that this advice is acted upon as far as is reasonably practicable.
- There is an appropriate forum for discussing health and safety issues, taking decisions and ensuring action is carried out. This could be full Governors' meetings or a sub-committee of the Governors where health and safety is a standing agenda item.
- They receive an annual report on the school's health and safety performance from the Headteacher to include, for example, the findings of risk assessments, any problems the Headteacher feels need referring to the Governors, accident statistics, any changes in working practice and any budgetary implications (this is not an exhaustive list).
- They receive on a regular basis any guidance issued by the Authority and take appropriate action as necessary.
- They review annually the health and safety performance of the school and set targets for achievement for the next year.
- All the County guidance on school journeys and adventure activities and licensing where appropriate is complied with.

NB: THE GOVERNORS OF VOLUNTARY AIDED AND FOUNDATION SCHOOLS ARE THE EMPLOYERS AND THEREFORE LIABLE FOR THE EMPLOYER'S RESPONSIBILITIES AS OUTLINED IN THE HEALTH AND SAFETY AT WORK ETC ACT 1974 AND THE MANAGEMENT OF HEALTH AND SAFETY AT WORK REGULATIONS 1999 AND OTHER SAFETY REGULATIONS MADE UNDER THE REMIT OF THE HEALTH AND SAFETY AT WORK ETC ACT 1974.

Responsibilities of the Headteacher

The Headteacher is ultimately responsible for the day-to-day implementation of health and safety in their school. This includes ensuring there are arrangements in place for the safe use of the school after hours for lettings and other events.

In order to effectively discharge this responsibility, the Headteacher should ensure that: -

- A school health and safety policy is developed with the Governing Body in line with the Children's Services health and safety policy and guidance and that this policy is fully implemented and monitored within their school.
- The policy is brought to the attention of all employees and is periodically reviewed.
- Their knowledge of health and safety issues is kept up to date.
- Individuals within the school staff are allocated appropriate duties in terms of health and safety management and that these are recorded in the school health and safety policy document.
- Staff are made aware of the health and safety guidance, and any guidance issued by the Children's Services which is relevant to their work.
- An annual report on health and safety is prepared and presented to the Governors.
- Inspections of the school are carried out as per Children's Services guidance and that appropriate action is taken to deal with the findings of these inspections.
- The school has a relevant number of people trained to carry out risk assessment.
- Risk assessments of all significant risks are carried out and that the findings of these risk assessments are communicated to all those who may be affected by the risk.
- Following risk assessment, an action plan is drawn up to ensure the identified risk reduction measures are followed up.
- Adequate resources are made available to ensure that the school meets its statutory obligations as far as is reasonably practicable.
- Staff training needs in terms of health and safety are identified and that staff receive adequate health and safety training where required. This should include ensuring that all staff (including supply, part-time and temporary staff, staff undergoing teaching training and students on work experience) receive as a basic minimum induction training on their first day in school.
- An appropriate hazard reporting system is set up and that there is a follow-up procedure to ensure actions have been taken.
- All equipment (both personal protective equipment and general equipment, eg tools, goggles, gloves, ladders etc) required to ensure health and safety, is provided and is suitable for the task for which it is intended and that it can be adequately and safely stored.
- Systems exist to ensure equipment is checked and where it is found to be faulty that it is taken out of use until repaired/disposed of.
- Safe systems of work are adopted and are documented.
- All goods purchased comply with the relevant safety standards and where there are health and safety implications for their use that these are considered prior to purchase and appropriate systems of work and risk assessments are put in place.
- Appropriate emergency procedures, eg fire drills, fire alarm testing, etc, are carried out in accordance with Children's Services guidance and that the results are recorded and where appropriate acted upon.

- Where contractors are appointed to work on the site that all appropriate health and safety documents (eg safety policy/risk assessments) have been seen by the school. That all risks presented by the contractor's work have been assessed and appropriate controls put into place and that the contractor has been made aware of any risks that there may be to their health and safety from working on the site.
- That there are systems in place to ensure that all necessary permits to work are completed for work by contractors.
- All parts of the premises and plant that the Governors are responsible for the repair and/or purchase of are regularly inspected and maintained in safe order. That any unsafe items which are the responsibility of the Authority are reported to them in the appropriate form.
- Where a situation presents an imminent risk of serious personal injury that action is taken to minimise that risk as far as is reasonably practicable irrespective of who is ultimately responsible for dealing with it under the LMS scheme.
- Appropriate first aid provision is ensured and maintained.
- Where the premises are used or let after hours that all appropriate health and safety considerations eg access, lighting, emergency escapes, access to a phone, access to first aid facilities, have been considered and the necessary actions have been put in place. That all the necessary insurance is in place and that a lettings agreement has been signed.
- Any health and safety guidance received from Children's Services is made available to the Governing Body so that appropriate action may be taken as necessary.
- There is appropriate liaison and consultation with Trade Union representatives.

School Health and Safety Co-ordinator (Headteacher)

The school health and safety co-ordinator has the following responsibilities:

- To co-ordinate and manage the annual risk assessment process for the school.
- To co-ordinate the general workplace inspections and performance monitoring process.
- To make provision for the inspection and maintenance of work equipment throughout the school.
- To manage the keeping of all health and safety records including management of the building fabric and building services in liaison with County Property division and other contractors.
- To recognise situations or activities which are potentially hazardous to the health and safety of staff, pupils and visitors
- To ensure that staff are adequately instructed in safety and welfare matters about their specific workplace and the school generally.
- Carry out any other functions devolved to them by the Governing Body.

Teaching/non-teaching staff holding positions of special responsibility

They have the following responsibilities:

- Apply the school's health and safety policy to their own area of work and to be directly responsible to the Headteacher for the application of the health and safety procedures and arrangements.
- Carry out regular health and safety risk assessments of the activities for which they are responsible.

- Ensure that all staff under their control are familiar with the health and safety code of practice, if issued, for their area of work.
- Resolve health, safety and welfare problems members of staff refer to them or refer to the Headteacher 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 so far as is reasonably practicable, 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.
- Investigate accidents that occur within their areas of responsibility.

Class teachers

Class teachers are expected to:

- Exercise effective supervision of their pupils, to know the procedures for fire, first aid and other emergencies and to carry them out.
- Follow particular health and safety measures to be adopted in their own teaching areas as laid down in the relevant guidance, if issued and to ensure that they are applied.
- Point out any shortcomings in health and safety arrangements relevant to their area of work to the Headteacher.
- Give clear oral and written instructions and warnings to pupils when necessary.
- Follow safe working procedures, be aware of all risk assessments and appropriate control measure relevant to their area of work and teaching.
- Require the use of protective clothing and guards where necessary.
- Make recommendations to their Headteacher or Head of Department on health and safety equipment and on additions or necessary improvements to plant, tools, equipment or machinery.
- Integrate all relevant aspects of safety into the teaching process and, where necessary, give special lessons on health and safety in line with National Curriculum requirements for safety education.
- Avoid introducing personal items of equipment (electrical or mechanical) into the school without prior permission.
- Report all accidents, defects and dangerous occurrences to the Headteacher.
- Set a good personal example.

All Employees

All employees have health and safety responsibilities as outlined by the Health and Safety at Work etc Act 1974 and the Management of Health and Safety at Work Regulations 1999.

The health and safety responsibilities of employees are as follows. Whilst at work all employees will: -

- Make themselves familiar with and conform to the schools/department health and safety policy.

- Be aware of and comply with all schools/department health and safety guidance and instructions, safe systems of work and risk assessments, including control measures relevant to their area of work.
- Point out any shortcomings in the schools/department arrangements for health and safety (guidance, instruction, safe systems of work and risk assessments) to the Headteacher as appropriate.
- Report all hazards and incidents occurring during the course of their work to the Headteacher. In addition to this, where the hazard is such that it represents an imminent risk of serious injury, the employee must take all steps within their control to make the situation safe.
- Use appropriate safety equipment and personal protective equipment/clothing which is provided by the employer and ensure that it is used by persons under their charge where appropriate.
- Co-operate with management in any situation related to health and safety, for example, the introduction of new procedures, initiatives or requirements.
- Co-operate with any investigations related to health and safety, eg. accident investigations.
- Ensure that all persons for whom they have responsibility obey safety rules and safe systems of work.
- Not use equipment which they have not been trained to use.
- Take reasonable care for their own health and safety and that of other persons who may be affected by their acts or omissions.
- Report all accidents however minor or near misses.
- Not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare.

School Health and Safety Representatives

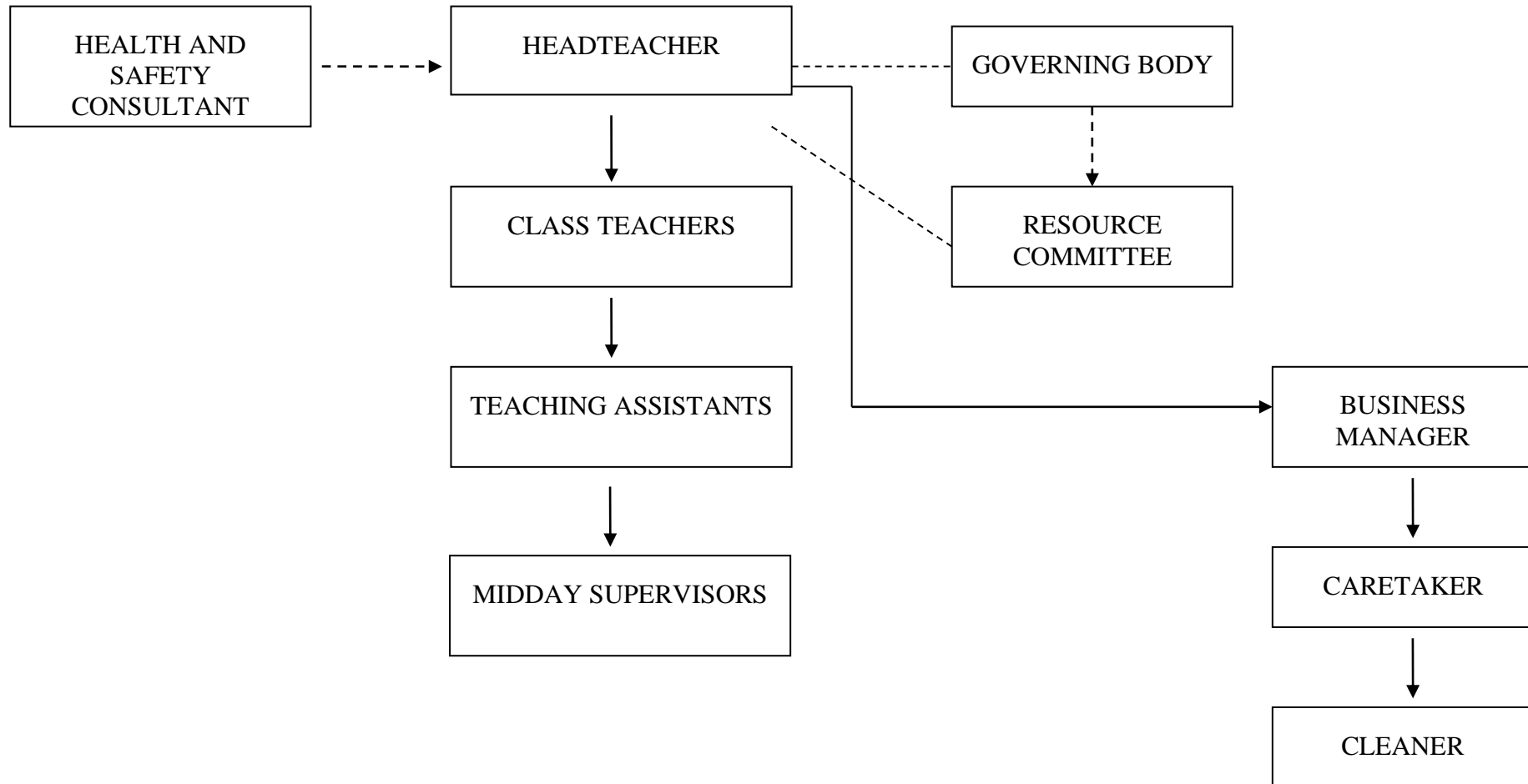
The Governing Body recognises the role of Health and Safety Representatives appointed by a recognised trade union. Health and Safety Representatives will be allowed to investigate accidents and potential hazards, pursue employee complains and carry out school inspections within directed time but, wherever practicable, outside teaching hours. They will also be consulted on health and safety matters affecting all staff. They are also entitled to certain information, eg. about accidents and to paid time off to train for and carry out their health and safety functions. However, they are not part of the management structure and do not carry out duties on behalf of the Headteacher or Governing Body.

Pupils

Pupils, allowing for their age and aptitude, are expected to:

- Exercise personal responsibility for the health and safety of themselves and others.
- Observe standards of dress consistent with safety and/ or hygiene.
- Observe all the health and safety rules of the school and in particular the instructions of staff given in an emergency.
- Use and not wilfully misuse, neglect or interfere with things provided for their health and safety.

Organisational Responsibility for Health and Safety



Arrangements for Health and Safety

The “arrangements for” list is as follows: -

Accident/Incident Reporting

All accidents and incidents in Egginton Primary School will be reported and recorded in line with the Local Authority accident reporting guidance. At Egginton Primary School, all staff will report all accidents to the Headteacher/Business Manager who will ensure that they are recorded in line with this guidance and who will be fully familiar with it.

Accident Investigation

Accidents will be investigated and by the headteacher and, where necessary, senior health and safety advisors at the LA.

Administration of Medicines

Arrangements for administering or none administering of medicines will follow LA guidelines. Our school will administer both prescription and non-prescription medicines. Our procedure is explained clearly in our Administration of Medicines Policy.

Asbestos

The school has an asbestos survey and register of the areas where asbestos is known to be present and a trained duty holder. The guidance will deal with how exposure to asbestos is to be prevented. The asbestos file is in the red box.

Communication

Any health and safety concerns should be reported to the school office or Headteacher in the first instance.

Consultation with Staff

Health and safety will be an agenda item at all staff meetings and further training arranged where necessary.

Contractors

Contractors undertaking work on their site must be competent, adequately insured, and are able to carry out their activities in a way which poses no threat of injury to anybody in the vicinity including pupils, staff, visitors or to a lesser extent, trespassers. Work is usually commissioned through the LA.

COSHH

The caretaker maintains a list of COSHH assessments and is responsible for safe storage of relevant items in the cleaning cupboard. These relate to cleaning materials.

Disaster Plans

Disaster recovery plans are agreed by the Governing Body and updated at regular intervals by the Headteacher.

Display Screen Equipment

Arrangements for the safe use of Display Screen Equipment (DSE) follows LA guidance. Using a computer is not generally thought of as being one of the most hazardous activities to engage in, yet health and safety risks do exist for both adults and children. Computers should not be seen as toys but as items of electrical equipment to be treated with respect.

Educational School Visits

The Headteacher is the Educational Visits Coordinator and ensures appropriate forms and risk assessments are recorded before a visit. Stringent management systems ensure of staff and pupils are not put at risk. (See Educational Visits Policy)

Fire

Fire procedures, to include:

- The Headteacher is the duty holder
- Fire Risk Assessment details are held in the office
- The fire evacuation procedures correspond with blue procedure notices and state who will contact the emergency services
- Testing of the fire alarm (including the recording of the tests) is carried out by the caretaker and the LA
- Termly fire evacuation drills are recorded in the red folder
- Inspection and service of firefighting equipment is carried out by the LA.

First Aid

First Aid procedures, to include:

- Our paediatric first aider is Kathy Belton
- All other teaching and non-teaching staff are also trained first aiders (training completed September 2021)
- Location of first aid box – school office and in each classroom
- Who is responsible for maintaining the contents of the first aid box – School Business Manager (SBM)
 - The SBM will contact the emergency services if required
 - Procedures for notifying parents – SBM will telephone

IN ALL INSTANCES, WHERE THERE IS A SPILLAGE OF BODY FLUIDS, DISPOSABLE PLASTIC GLOVES MUST BE WORN. THESE AND ALL USED MATERIALS MUST BE PLACED IN THE FIRST AID DISPOSAL BIN LOCATED IN THE STAFF ROOM.

1. GENERAL

Minor cuts and grazes should be dealt with by members of staff who are available. In the cases of more serious injuries, e.g.: a blow to the head. The child's parent will be contacted.

All treatment given must be entered in the First Aid Illness/Treatment logbook. This is kept in the "Forms" section in the filing cabinet situated in the office.

All serious injuries (including suspected fractures or possible concussion) must be entered on the DCC Injuries/Dangerous occurrences Accident Report Form. This is kept in the "Forms" section in the filing cabinet situated in the office.

Housekeeping/Storage

Class teachers must ensure all items are stored safely and the maintenance of access to routes – cloakrooms must be kept tidy so items are not a trip hazard and do not prevent safe and rapid emergency evacuation.

Inspection of the Premises

All staff carry out visual checks on a daily basis. Headteacher carries out more detailed weekly checks of the school premises and notifies staff of any actions that need to be taken.

Manual Handling

The Manual Handling Regulations establish a clear hierarchy of measures for dealing with risk from manual handling, these are:

- Avoid hazardous manual handling operations so far as is reasonably practicable;
- Assess any hazardous manual handling operations that cannot be avoided; and
- Reduce the risk of injury so far as is reasonably practicable.

So far as is reasonably practicable avoid hazardous manual handling tasks or assess those manual handling tasks that cannot be avoided, so to reduce the risk of injury to their staff to the lowest level reasonably practicable.

Mechanical/Electrical

PAT testing is carried out annually. New equipment is tested at the next inspection.

Monitoring Auditing

The policy is reviewed annually or if there are significant changes notified by the LA. An annual audit is carried out in the summer term and an action plan produced for governors.

Records of the testing and inspection of equipment and maintenance work carried out are maintained as part of the health and safety management system documentation. These are monitored by the Headteacher.

The following list is a guide to the equipment and practices for which records are kept:

Health and Safety Plan Monitoring Schedule

Annual Checks

Item	Check By	Comments
Risk Assessments	Headteacher	Ongoing, rolling programme
Policy and Management Plan	Headteacher	
COSHH	Caretaker	
Review of Procedures	Headteacher	
Risk Assessments	Headteacher	
Manual Handling of Risk Assessments	Headteacher	
Accident Reports	Headteacher/ SBM	
Cleaning Staff Procedures	Headteacher	
Record Fire Appliance Test	Option 1	
Record PE Equipment Check	Option 1	
Check Completion of PAT Testing	Headteacher/ SBM	
Whole Staff Training- Refreshers	Headteacher	
Non-Accidental Injury Reports	Headteacher	
Asbestos	Headteacher	
Legionella	Option 1	
Fire detection and alarm	Option 1	

Weekly Checks

Item	Check By	Comments
Playground, Walls, Fences, Gates and Seats	All staff visual check	Health & Safety is a standing item in weekly staff meeting

Daily Checks (by observation, discussion etc)

Item	Check By	Comments
PE Safety	All staff	
Communication of Health and Safety concerns to all staff	Headteacher	
Playground	Headteacher	

Termly Checks

Item	Check By	Comments
Health and Safety Report by Headteacher at Governors' meetings	FGB and Resource Committee	Standing item in HT half termly report to FGB
Premises Inspection	Headteacher	
Fire Log	Headteacher	
Accident Reports	Headteacher/ SBM	
Fire Evacuation	Headteacher	
Visual Check of Electrical Equipment	Staff/IT technician	

Premises Security	Headteacher/ Caretaker	
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Out of School Activities

The school follows Local Authority guidance for all types of out of school activities e.g. adult to pupil ratios, transport etc. Risk assessments are completed before every trip & checked by the Head teacher. A visits folder is in the school office.

Playground Safety

All staff responsible for safe supervision of pupils on the playground during break and lunchtime periods. Headteacher to monitor.

Risk Assessments

The school has a risk assessment folder, located in the school office. Risk assessments are updated as part of an ongoing rolling programme.

Road Safety

Pupils are taught about road safety in the curriculum. When taking the pupils near roads, risk assessments are completed. High visibility jackets are worn and there is a high ratio of adults to pupils. Children in Year 5 & 6 undertake cycling proficiency/Bikeability on a bi-annual basis.

Security

Security arrangements exist in order to prevent, where possible, unauthorised access to the premises. Visitors enter through a secure entry system and sign in at the school office where they are issued a visitor's badge. Staff must ensure doors are closed to prevent unwanted visitors.

Training

Training needs are identified through the annual audit. Records of training received will be kept in Health and Safety folder in the Headteacher's office.

Waste Management

Bins are stored securely until collection day. The caretaker ensures that they are positioned correctly, ready for collection

Wildlife Areas

When pupils use the school wildlife area and garden, the staff-pupil ratios is adequate and pupils are monitored carefully. The garden is maintained by staff, pupils and volunteers. Plants that can cause harm such as nettles and plants with thorns are cut back and removed.