



# **THE ARRETON & OAKFIELD FEDERATION**

## **HEALTH & SAFETY POLICY**

**COMMITTEE: Resources**

**DATE AGREED: NOVEMBER 2019**

**REVIEW DATE: AUTUMN TERM 2020**

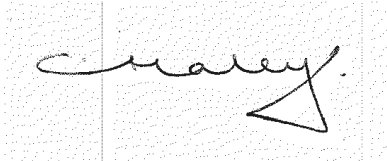
## Policy Statement

This policy covers staff, pupils, visitors and other users of the premises. It aims to show how the Governors and Executive Head Teacher discharge their duties under the Health and Safety at Work etc Act 1974.

The Management Teams across the Federation and the Governing Body are committed to ensuring the Health and Safety of everybody involved in the school. We aim to:

- Ensure that all reasonable steps are taken to ensure the health, safety and welfare of users of the premises and all participants in school trips.
- Establish and maintain safe working procedures for staff and pupils.
- To provide and maintain safe school buildings and safe equipment for use in school
- Develop safety awareness, by appropriate training if necessary, amongst staff, pupils and others who help in school.
- Communicate and implement effective procedures for use in the event of fire and other emergencies.
- Investigate accidents and take steps to prevent a re-occurrence.

Signed



**Executive Head Teacher**

Dated...10.11.19.....

Signed



**Chair of Governors**

Date...10.11.19.....

## Roles and Responsibilities

The **Governing Body** has ultimate control of the school. They will:

- Decide policy.
- Give strategic guidance.
- Monitor and review health and safety issues.
- Ensure adequate resources for health and safety are available.
- Take steps to ensure plant, equipment and systems of work are safe.
- Ensure that the school provides adequate training, information, instruction, induction and supervision to enable everyone in the school to be safe.
- Maintain the premises in a condition that is safe and without significant risk.
- Provide a working environment that is safe and healthy.
- Provide adequate welfare facilities for staff and pupils.
- In their critical friend role, maintain an interest in all the health and safety matters.
- Review and monitor the effectiveness of this policy.

The **Executive Head Teacher** is responsible for the day to day running of the school. They will:

- Promote a positive, open health and safety culture in school
- Report to Governors on key health and safety issues
- Seek advice from other organisations or professionals, such as the Health and Safety Executive (HSE), safety advisers etc. as and when necessary
- Ensure that all staff co-operate with the policy
- Devise and implement safety procedures
- Ensure that risk assessments are reviewed on an annual basis
- Ensure relevant staff have access to appropriate training
- Meet with the Health & Safety officer on a regular basis to ensure any building/grounds issues are dealt with in a timely manner

The **Health & Safety Officer** within the school will support the Executive Head Teacher in their role. They will:

- Ensure risk assessments are accurate, suitable and reviewed annually
- Deal with any hazardous practices, equipment or building issues and report to the Executive Head Teacher if they remain unresolved
- Provide guidance and support to staff on health and safety issues
- Carry out a health and safety induction for all staff and keep records of that induction
- Keep up to date with new developments in Health and Safety issues for schools
- Carry out investigations into accidents and produce reports / statements for any civil or criminal action which may arise
- Ensure any contractors on site are competent in health and safety matters
- Ensure that any work that has health and safety implications is prioritised
- Report any concerns regarding unresolved hazards in school to the senior management team immediately
- Ensure that all work under their control is undertaken in a safe manner
- Carry out a weekly check of the grounds and building to spot any disrepair or other hazards such as broken glass etc. in the play areas
- Ensure that all cleaning staff are aware of safe working practices, especially regarding reporting of hazards, the use of hazardous substances and manual handling
- Carry out a weekly test of the fire alarm
- Ensure all contractors are 'inducted' and shown the relevant risk assessments, asbestos records and are made aware of any fragile roofs or other hazards in the areas where they will be working

# The Arreton & Oakfield Federation Health and Safety Policy 2019

## All School Staff will:

- Read the Health and Safety Policy
- Comply with the School's health and safety arrangements
- Take reasonable care of their own and other people's health and safety
- Leave the classroom / playground / office in a reasonably tidy and safe condition
- Follow safety instructions when using equipment
- Supervise pupils and advise them on how to use equipment safely
- Report practices, equipment or physical conditions that may be hazardous to their line manager and/or the appropriate member of staff (using the Report a Fault on Every)
- Follow the accident reporting procedure
- Contribute to and highlight any gaps in the school's risk assessments

In accordance with the school rules and procedures on discipline, **Pupils** will:

- Follow safety and hygiene rules intended to protect the health and safety of themselves and others
- Follow safety instructions of teaching and support staff, especially in an emergency

The **Health & Safety Team (Isle of Wight Council)** Will:

- provide advice and guidance to help schools fulfil their health and safety responsibilities
- answer queries from staff on health and safety issues
- visit where necessary to give advice on all aspects of new and existing health and safety policies and procedures
- collect information on accidents and incidents to report to HSE where necessary
- advise on and facilitate (when possible) staff safety training
- draft and/or advise on policies, procedures and guidance for health and safety
- interpret and advise on new legislation impacting on the working environment
- attend meetings to advise on occupational safety issues
- undertake an annual health and safety audit

## Arrangements

### Administration of Medicines

- Medication is only administered to pupils when the parental consent form has been completed
- The medicine will be administered by one nominated member of staff for each pupil and appropriate records kept
- Medicines are only administered during school time when they have been prescribed by a child's GP or other relevant medical professional
- Medicines are kept in a locked cupboard in the school office
- The only exceptions to this are asthma medication and 'epipens' (following discussion with parents) which may be kept in appropriate locations, out of the reach of other pupils, as appropriate
- The doses administered during the school day are to be kept to the minimum, e. g. a course of antibiotics requiring four doses a day - only one dose (lunchtime) will normally need to be administered at school

### Accident Reporting

- Accidents will be reported using the federation processes and where required reported to the local authority (LA)

### Asbestos

- All staff have been made aware of the location of any asbestos in school

## The Arreton & Oakfield Federation Health and Safety Policy 2019

- All contractors must sign to say they have seen the register before starting work on site

### **Control of Hazardous Substances**

- The use of hazardous substances in school will be kept to a minimum
- The Health and Safety Officer will complete a COSHH assessment for all hazardous substances used on site
- The associated procedures and control measures will be funded and enforced
- The abuse of alcohol, drugs and smoking is a safety hazard and if there is any suspicion that a member of staff or visitor is under the influence of either of these, then this must be reported to the Executive Headteacher or Head of School who will take the appropriate disciplinary action
- Smoking within the school site is prohibited and signs are posted at entrances

### **Display Screen Equipment**

- For members of staff with 'desk based jobs' the Council's procedure for carrying out workstation self assessments on an annual basis will be followed
- For members of staff provided with portable devices (e.g. laptops, tablets) staff will be issued with the current Council guidance on their use

### **Educational Visits**

- All off site trips will be subject to risk assessment and the advice of the Hampshire Council's Educational Visits Adviser will be closely followed
- Teaching staff and where appropriate admin staff will complete EVOLVE and appropriate risk assessments and all required documentation linked to school trips

### **Electrical Testing**

- All items of portable electrical equipment in school are inspected and checked annually

### **Employee Health and Wellbeing**

- The Federation Employee Assistance Programme (EAP) support the school and staff are referred as outlined in the Federation's Absence Management Policy

### **Fire Safety & Evacuation of the Building (including bomb threats)**

- Fire exits have appropriate signage
- Plans showing exit routes are displayed by the door of each classroom
- A fire drill is practised and documented once a term by the health and safety officer
- Evacuation times and any issues which arise are reported to the Governors
- Fire extinguishers are checked annually by the assigned contractor
- A separate fire safety policy and risk assessment has been produced

### **First Aid Provision**

- The school has carried out a first aid risk assessment to ascertain the required number of first aiders and the location / number of first aid kits
- Portable first aid kits are taken on educational visits
- If the risk assessment dictates that it is necessary, a qualified first aider will be present on the trip

### **Food Technology**

- Cooking equipment including ovens and hobs will only be used if fire precautions and appropriate risk assessments are in place
- Staff must be satisfied that the tasks undertaken are appropriate for the pupils concerned
- Close supervision will be appropriate for riskier parts of the cooking process, i.e. taking food in or out of hot ovens

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### Legionella

- **WSM** contractors provides advice and has assisted with the preparation of the school's Legionella risk assessments and also sample water as per the risk assessment

### Lifts & Hoists

- All passenger lifts and hoists for disabled pupils are inspected by a competent engineer on a six monthly basis

### Lone Working

- It is recognised that staff may at some point be required to work outside normal working hours. If this is necessary then staff must either ensure there is another person in the building with them or they must use the 'lone working' procedure described below:
  1. Always inform a family member of your expected time of arrival at home
  2. Inform your family member of your line managers contact number
  3. Always inform your family member if you are going to be later back than expected
  4. Always have your mobile phone on you

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**REMEMBER** to prevent an **ALARM** being raised, **ALWAYS** have your mobile phone on you and inform people if you are going to be later than expected

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### Manual Handling

- Staff must only lift equipment and furniture within their own individual capability
- Manual handling training will be provided for appropriate members of staff including, if necessary, include how to lift pupils safely

### Playground Equipment

- Playground equipment and it's use is supervised during all breaks during the school day
- If the equipment is used during lesson time supervision is maintained
- A decision is made, recorded and enforced if inclement weather (damp / icy) means that equipment becomes unsafe to use on a particular day

### Playground Supervision

- Appropriate levels of supervision will be maintained in playgrounds as described in the playground risk assessment

### Pregnant Members of Staff

- The Federation's procedures for pregnant members of staff will be followed, including carrying out a 'Pregnancy Risk Assessment', which is continually updated

### Risk Assessment

- The school maintains a comprehensive set of risk assessments that cover curriculum based activities in school; school visits and the running of the school building and grounds
- They are all available on the school staff drive to inspect and refer to as necessary
- The management team will take steps to ensure that appropriate staff are aware of the risk assessments appropriate to their role and will monitor compliance with control measures specified in the risk assessments
- All risk assessments are reviewed on an annual basis (except risk assessments for school trips which should be reviewed each time the trip takes place)

## The Arreton & Oakfield Federation Health and Safety Policy 2019

### **Slips Trips and Falls on the Level**

- The potential for slips trips and falls in school has been risk assessed and appropriate controls have been put in place
- This includes working procedures for mopping floors, absorbent floor mats near entrances and regular hazard spotting inspections

### **Snow and Ice**

- A plan has been produced outlining the main pedestrian routes that the site staff will strive to keep open during snowy and icy conditions
- If it becomes impossible to keep these routes clear the Executive head teacher is informed immediately and this information contributes to any decision to close the school

### **Stress at Work**

- Proactive - the templates for Stress Risk Assessment are used in order to identify how levels of stress (caused by work) amongst staff can be reduced
- Reactive – individuals who are identified to be suffering from excessive levels of stress (caused by work or personal issues) are supported in accordance with the school's welfare policies and, if necessary, by accessing the Employee Assistance Programme.

### **Supervision of Pupils**

- Sensible, safe behaviour will be promoted to pupils by all members of staff
- Dangerous or risky behaviour displayed by pupils will be addressed and dealt within the school rules
- Pupils will only be allowed into or stay in classrooms under adult supervision
- Appropriate supervision of cloakrooms and toilet access will be in place at busy times

### **Training**

- Health and Safety Training Needs are assessed as part of the training needs annual review
- Training needs may also be identified as part of a risk assessment process

### **Transport**

- All employees who drive their car for work purposes, and this includes employees who attend the occasional day away from their workplace e.g. a course must have the appropriate insurance and MOT in place
- When staff transport children they must be accompanied by another adult
- Two adults must transport children

### **Violence and aggression at work / Lone Working**

- A risk assessment has been carried out for violence at work and lone working - separate policies and procedures are in place

### **Working at Height**

- Working at heights risk assessments have been completed for the school
- Appropriate record keeping and safe systems of work are kept in the working at heights file.
- All site/caretaking staff who undertake working at heights have been on a half day training course.
- Teaching and other staff who assist in putting up displays in school have been given appropriate in-house training and advised that they must:
  - Use appropriate access equipment - step ladders, kick stools etc.
  - Wear flat shoes whilst putting up displays
  - Not climb on furniture to put up displays