

Health & Safety Policy

Policy Originator	Katherine Johnston
Governor Responsible	Mrs Frances Booker
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Signed	
	Frances Baket

PART 1. STATEMENT OF INTENT

The Governing Body of the Federation of St. Peter-in-Chains RC Infant & St Gildas' Catholic Junior School will strive to achieve the highest standards of health, safety and welfare consistent with their responsibilities under the Health and Safety at Work etc Act 1974 and other statutory and Common Law duties.

This Statement sets out how these duties will be conducted and includes a description of the establishment's organisation and its arrangements for dealing with different areas of risk. Details of how these areas of risk will be addressed are given in the arrangements section.

This policy will be brought to the attention of, and issued to, all members of staff.

This policy statement and the accompanying organisation and arrangements will be reviewed on an annual basis.

PART 2. ORGANISATION

At school level duties and responsibilities have been assigned to Staff and Governors as laid out below.

The Federation of St. Peter-in-Chains RC Infant & St Gildas' Catholic Junior School buy into Judicium's Health & Safety Support Service [judiciumeducation.co.uk] it is designed to support schools, firstly, in ensuring a safe working and learning environment, secondly, in complying with the legal requirements imposed on them as employers under the various Health & Safety laws and regulations.

Responsibilities of the Governing Body and Health & Safety/Premises Committee

The Governing Body is responsible for all health and safety matters, including:

- Formulating a Health and Safety Statement detailing the responsibilities for ensuring health and safety within the establishment;
- Reviewing the establishments Health and Safety Policy and performance annually;
- Regularly reviewing health and safety arrangements and implementing new arrangements where necessary;
- Providing appropriate resources within the establishment's budget for the implementation of the attached arrangements;
- Receiving from the Head teacher reports on health and safety matters and reporting to (Haringey 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 H&S culture and high standards of health and safety within the establishment.

Responsibilities of the Head teacher and School Business Manager:

Overall responsibility for the day to day management of health and safety in the school rests with the Head teacher, who may delegate specific responsibilities to the School Business Manager (see list below).

The Head teacher 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 and School Business Manager have responsibility for:

- Communicating the policy to all relevant parties;
- Ensuring there is an adequate system in place for undertaking risk assessments;
- The implementation and monitoring of the establishments health and safety arrangements which form part of this policy;
- Ensuring all staff are provided with adequate information, instruction and training on health and safety issues;
- Ensuring that the establishment has emergency procedures in place.
- Reporting to Haringey LA any hazards which cannot be rectified within the establishment's budget;
- Ensuring there is no misuse of plant, equipment etc.;
- Ensuring that the premises, plant and equipment are maintained in a serviceable condition;
- The provision of appropriate health and safety information to governors;
- Ensuring consultation arrangements are in place for staff and their trade union representatives (where appointed).

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.

Responsibilities of other teaching staff / non-teaching staff holding posts of special responsibility (e.g. Deputy Head, Site Team, staff & Health and Safety committee members):

- Apply the school's Health and Safety Policy to their own 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 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, or refer to the Head teacher or School Business Manager 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, 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) are promptly reported and investigated using the appropriate forms / medical tracker.
- 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 Act etc 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 of the establishment 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 to use or have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

PART 3. ARRANGEMENTS

Appendix 1 - Fire Evacuation and other Emergency

Arrangements

Appendix 2 - Fire Prevention, Testing of Equipment

Appendix 3 - First Aid and Medication

Appendix 4 - Accident Reporting Procedures

Appendix 5 - Lone Working

Appendix 6 - Health and Safety Information and Training

Appendix 7 - Work Equipment

Appendix 8 - Flammable and Hazardous Substances

Appendix 9 - Moving and Handling

Appendix 10 - Health and Safety Monitoring and Inspections

Appendix 11 - Asbestos

Appendix 12 - Risk Assessments

Appendix 13 - Offsite visits

Appendix 14 - Work at Height

Appendix 15 - Display Screen Equipment

Appendix 16 - Vehicles

Appendix 17 - Lettings

Appendix 18 - Contractors

Appendix 19 - Stress

Appendix 20 - Legionella

FIRE EVACUATION AND OTHER EMERGENCY ARRANGEMENTS

The Head teacher is responsible for ensuring the fire risk assessment is undertaken and implemented. The fire risk assessment is located in school office and reviewed on an annual basis.

Fire Evacuation Instructions

These documents are made available to all staff and reminders are sent to staff regularly.

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 provided to all staff and a summary posted in each classroom. These procedures will be reviewed annually.

Emergency contact and key holder details are maintained by the Head teacher and School Business Manager and provided to LA upon review.

Fire Drills

• Fire drills will be undertaken each half term, and a record kept in the Fire log book stored in the school office or on Statlog.

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.
- Details of service isolation points:

St. Peter's Site

Gas = Kitchen & Boiler Room

Water = Outside Office Entrance

Electricity = Kitchen & Boiler Room

St. Gildas' Site

Gas = Kitchen & Boiler Cupboards

Water = Small & Big Playground

Electricity = Outside BC/ASC Room & Site Team Office

Material Safety Data Sheets for Chemicals and flammable substances.

These will be kept in the school office, as appropriate, for consultation.

INSPECTION / MAINTENANCE OF EMERGENCY EQUIPMENT

TESTING OF THE FIRE ALARM SYSTEM

Fire alarm call points will be tested weekly in rotation by the School Business Manager / Site Team and a record kept in the Fire log book / Statlog.

Any defects on the system will be reported immediately to the fire alarm maintenance company – St. Peter's – T. J Fire & St. Gildas' - Fire Master.

A fire alarm maintenance contract is in place with T. J Fire & Fire Master and the systems are tested/serviced annually by them.

INSPECTION OF FIRE FIGHTING EQUIPMENT

T. J Fire undertakes an annual maintenance service of all fire fighting equipment at both school sites

Weekly the School Business Manager / Site Team 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 T. J Fire.

EMERGENCY LIGHTING SYSTEMS

These systems will be checked monthly by the School Business Manager / Site Team and serviced annually by T. J Fire.

Test records are located in the site's fire log book which is held in the school office / Statlog.

MEANS OF ESCAPE

The School Business Manager / Site Team makes daily checks for any obstructions on exit routes and ensures all final exit doors are operational.

FIRST AID AND MEDICATION

FIRST AID IS LOCATED AT THE FOLLOWING POINTS:

Medical Cupboard in School Office & Pod Bags within each Classroom.

The school's Administrative Assistant Officers and support staff within the classwork are responsible for regularly checking that the contents of first aid cupboard are complete and replenished as necessary. A check should be made at least once a term by the Safeguarding Lead / School Business Manager.

The following staff are available to provide first aid-

TRAINED TO FIRST AID AT WORK LEVEL:

All staff including support staff and teachers.

TRAINED TO EMERGENCY AID FOR CHILDREN LEVEL:

Katherine Johnston Tracy Hartigan
Catherine Sexton Bernie Lawless

The Head teacher / School Business Manager will ensure that First Aiders have a current certificate and that new persons are trained should first aiders leave.

Transport to hospital:

If the First Aider, Head teacher or School Business Manager 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 cannot be contacted.

The school will follow the procedure for completion of incident/accident records in accordance with guidance provided by Judicium and LA.

Blood Spillages

LA guidance on Protection from Blood borne viruses and basic infection control will be followed.

Administration of medicines

All medication will be administered to pupils in accordance with the DfES document "Managing Medicines in Schools and Early Years Settings".

No member of staff should administer any medicines unless a request form has been completed by the parent / guardian. If medicine has been prescribed by G.P. its administration is recorded and signed for.

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 / School Business Manager.

Records of administration will be recorded on medical tracker and medication and documentation will be kept in each child's named/labelled medial box, located in the pod bag in each classroom.

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

ACCIDENT REPORTING PROCEDURES

In accordance with the LA Accident/Incident Reporting Procedure employees must report:

- Accidents, dangerous occurrences, and near misses on the Haringey Appendix B – accident form
- Violent incidents and verbal abuse on the standard Haringey
 Violent Incident Report Form.

Copies of these forms are available from the school office.

The Head teacher will countersign the LA report form before the original copy is sent. A copy should also be kept at the school.

- Staff are required to record all minor incidents on the online system – Medical Tracker. More significant incidents must also reported to LA using the forms described above.
- 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, plant, equipment, fittings etc, must be reported and attended to as soon as possible.

Reporting to the Health and Safety Executive (HSE).

In the event of a fatality or major injury these incidents will be reported immediately to the Health and Safety Executive (HSE) online at their web site http://www.hse.gov.uk/riddor/

The Education Health and Safety team should also be informed on 0208 489 2997/4661.

In the event of an incident resulting in

- Pupils or other non-employees being taken to hospital
- Employee absence, as the result of a work related accident, for periods of 3 days or more (including W/E's and holidays)

These must be reported to the HSE within 10 days of the incident occurring.

In every case where an incident is reported to the HSE a copy of the form should be attached and sent to the Education Health and Safety Team plus Insurance and Risk Management Section.

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 proposed lone working 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/School Business Manager permission and notify him/her on each occasion when lone working will occur.
- Ensure they do not put themselves or others at risk.
- 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. (It is good practice to obtain background information
 about the child/family being visited and also to pre-plan the
 route if the premises are unfamiliar).
- 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.

•	Report any incidents or situations where to "uncomfortable". Good communication betterms of personal safety is essential.	
		pg. 18

HEALTH AND SAFETY INFORMATION & TRAINING

CONSULTATION AND COMMUNICATION OF INFORMATION

Consultation

The staff Health and Safety committee meet each half term and minutes of this meeting are passed onto the Governor's Health and Safety committee. Members of the committee include staff responsible for: premises, accidents and medical needs, educational visits, fire safety, e-safety.

The Governors' Health and Safety/Premises committee meets each half term to discuss health, safety and welfare issues affecting staff, pupils or visitors. Action points from meetings are brought forward for review by school management.

Communication of Information

The Health and Safety Law poster is displayed in the staff room / office.

HEALTH AND SAFETY TRAINING

Health and safety induction training will be provided and documented for all new employees.

The Head teacher and School Business Manager are responsible for ensuring that all staff are provided with adequate information, instruction and training and identifying the health and safety training needs of staff. 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 the School Business Manager who is responsible for coordinating health and safety training needs and for including details in the training and development plan. Information is also stored online, via the Judicium e-learning section.

This includes a system for ensuring that refresher training (for example in first aid) is undertaken within the prescribed time limits.

The Head teacher and School Business Manager will be responsible for assessing the effectiveness of training received.

Each member of staff is also responsible for drawing the Head teacher's, School Business Managers or line manager's attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.

WORK EQUIPMENT

All staff are required to report to the School Business Manager / Site Team any problems found with plant/equipment, damaged electrical apparatus or wiring - including portable equipment and permanent wiring.

Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

Electrical Safety

All staff should monitor the condition of plugs, cables and electrical equipment prior to use.

All portable items of electrical equipment will be subject to PAT (portable appliance testing).

Personal items of equipment (electrical or mechanical) should not be brought into the school without prior authorisation and 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. Such equipment should be checked daily by the Site team for any apparent defects, and particularly for contamination by animals in areas covered by leaves, etc...

Curriculum

Subject leaders are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

The School Business Manager will identify all work equipment in an

equipment register and ensure that risk assessments are carried out, identifying any relevant servicing / routine maintenance / inspection regimes, training or instruction needs, personal protective equipment requirements and authorised users.

The following equipment has been identified as likely to involve a specific health and safety risk and details are given below on inspection, use and repair.

EQUIPMENT	RESPONSIBLE PERSON	AUTHORISED USERS OF	AUTHORISED PERSON FOR	INSPECTION PERIOD (E.G.
	(WHO CAN	THE	INSPECTION	TERMLY,
	ASSESS RISK)	EQUIPMENT	AND REPAIR	ANNUALLY)
Access equipment	All Staff	All Staff who	Site Team /	Ladders
e.g. ladders, tower		have	Approved	termly
scaffold		completed	Contractor	
		working at		
		heights		
		training		
Caretaking/cleaning	SBM / Site	Site Team	Site Team /	school to
equipment	Team		Approved	determine
including hand			Contractor	following
tools				manufacturers
				advice
Grounds	Site Team	Site Team	Site Team /	school to
maintenance			Approved	determine
equipment			Contractor	following
				manufacturers
				advice

Gas appliances	All Staff	All Staff	Corgi	Annually
(includes school			registered	
catering			contractor -	
equipment, boilers,			N4 Gas'	
food tech etc.)				
PE and play	All Staff	All Staff	Approved	Annually
equipment			Contractor	
Portable electrical	All Staff	All Staff	Approved	Annually
equipment			Contractor	

FLAMMABLE AND HAZARDOUS SUBSTANCES

Within curriculum areas (in particular Science, DT and Art) then subject leaders are responsible for the control of substances hazardous to health and ensuring that model risk assessments contained in contained in the relevant national publications (CLEAPSS, Association for Science Education's "Topics in Safety" etc.) are in place.

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 2004" (the "COSHH" Regulations).

In all other areas the establishment's nominated person responsible for substances hazardous to health is the Site team.

The School Business Manager / Site team 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 (generic risk assessments are available for products purchased from Hertfordshire Supplies, 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 available for use.

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

APPE	APPENDIX 9					

LIFTING AND HANDLING

MANUAL HANDLING OF LOADS

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

All manual handling activities which present a significant risk to the health and safety of staff, whether they involve the manual handling of people or objects, will be reported to / identified by the Site team or School Business Manager, who will arrange for a risk assessment to be carried out.

Where it is not reasonably practicable to eliminate these activities a risk assessment should be made and the risk reduced as far as is reasonably practicable.

The written risk assessment will be provided to employees who must follow the instruction given when carrying out the task.

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.

HEALTH AND SAFETY MONITORING AND INSPECTION

A general workplace inspection of the site will be conducted termly and be undertaken / co-ordinated by the School Business Manager and Site team.

The person(s) undertaking the inspection 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 the Head teacher and School Business Manager.

A named governor will be involved / undertake inspections on an annual basis and report back to the Premises / H&S sub-committee and full governing body meetings.

Judicium will also support in whole school reviews of Health & Safety.

ASBESTOS

The asbestos register is held in the school offices 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 the Head teacher and School Business Manager.

The authorising officers shall ensure:

- The asbestos log is maintained.
- 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 the Head teacher or School Business Manage who will contact the Asbestos Helpline on 0845 6030369.

RISK ASSESSMENTS

General Risk Assessments

All workplace activities, teaching and non teaching (e.g. caretaking), premises and one off activities have been assessed by the School Business Manager and approved by the Head teacher.

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

Specific risk assessments relating to individual persons, e.g. staff member or young person/pupil are held on that person's file.

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

Pregnancy Risk Assessment

Assessments on new and expectant mothers will be undertaken by the Head teacher.

It is the responsibility of staff to inform their line manager as soon as they know they are (or are no longer) pregnant.

The risk assessment will be reviewed on a regular basis as the pregnancy progresses.

Curriculum Activities

Risk Assessments for Curriculum activities will be carried out by relevant subject leaders and class teachers using relevant Health and Safety Codes of Practice for Design & Technology, Science, Art, PE etc.

OFFSITE VISITS

The LA Health and Safety officer Advisor must be notified of all level 3 trips, which include, overseas trips and school led adventurous / hazardous activities.

The school's Educational Visits Co-ordinator(s) is Katherine Johnston – School Business Manager.

All Offsite Visit activities must be risk assessed using relevant school forms, these assessments are monitored and reviewed by the Head teacher and the Educational Visits Co-ordinator.

WORK AT HEIGHT

Work at height activities from where a person could fall a distance liable to cause personal injury present a significant risk, all such activities should be avoided where it is reasonably practicable to do so.

Where this is not possible a risk assessment must be conducted and the risk reduced as far as is reasonably practicable.

A copy of this assessment will be provided to employees authorised to work at height.

The establishments nominated person(s) responsible for work at height is (are) the Head teacher, School Business Manager and Site team.

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 maintained and that ladders are checked termly;
- All access equipment is inspected and maintained;
- The risks from fragile surfaces is properly controlled.

DISPLAY SCREEN EQUIPMENT (DSE)

All staff who use 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, head teacher, deputy 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).

VEHICLES ON SITE

There is no access to vehicles at the St. Gildas' site.

These is access for a small amount of vehicles (3 vehicles) on the St. Peter's site which is for staff parking only. Parents and visitors are restricted from using this car park or entrance. This entrance is only open before and after school and the gate is locked throughout the day. There is also no access for children to enter the car parking area during the day.

LETTINGS / SHARED USE OF PREMISES

Lettings are managed by the School Business Manager following the school's letting procedure.

APPENDIX 18

CONTRACTORS

All contractors must report to the school office where they will be asked to sign in at reception and to wear an identification badge. Contractors will be issued with guidance on fire procedures, local management arrangements and sign that they have seen the school's asbestos log.

The Site team and School Business Manager are responsible for monitoring areas where the contractor's work may directly affect staff and pupils and for keeping records of all contractor work.

APPENDIX 19



The school and governing body 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 LA's management standards. Systems are in place to respond to individual concerns e.g. Performance Management, mentoring, staff able to speak to head teacher / senior management, membership of an employee Assistance Programme.

LEGIONELLA

The School Business Manager and Site team will be responsible for identifying and flushing rarely used outlets on a weekly basis and after school holiday periods. Where necessary water temperature checks will be undertaken on a monthly basis. A record of all legionella related checks will be recorded on Statlog

The Site team will ensure that any areas where water droplets are formed are disinfected and descaled on a quarterly basis.