

THE SOUTH SHROPSHIRE ACADEMY TRUST

HEALTH & SAFETY POLICY

Care

Excellence

Partnership

March 2019

(Next review March 2020)

Section A

The South Shropshire Academy Trust - Statement of Health and Safety Policy

The School Governors and CEO/Head teacher recognise their responsibility to provide a safe and healthy environment for all employees, students, visitors, contractors at the premises and those affected by the Trusts activities elsewhere. Within the ethos of self-regulation the Governors and CEO/Head teacher will, so far as is reasonably practicable, ensure a safe place of work and a safe system of work.

In carrying out the above policy effectively the school Governors and CEO/Headteacher will:

- seek the co-operation, through consultation and involvement, of all employees with a view to implementing the requirements of the Health and Safety at Work Act 1974, and associated legislation.
- maintain all places of work, including the means of access and egress from such places, in a safe condition and to take all reasonable steps to ensure that work equipment and systems of work are maintained to be safe and without risks to health.
- provide and maintain facilities and arrangements for the welfare of employees and students, including adequate provision for first-aid treatment.
- to take reasonable steps to ensure safety and the absence of risks to health and to the general environment in connection with the use, handling, storage, transport and disposal of articles and substances, and to provide appropriate personal protective equipment where necessary.
- bring to the attention of all regular and temporary employees, students, visitors and contractors, at the school premises, sites and undertakings, their responsibilities with regards to their own safety and the safety of others who may be affected by their acts or omissions. This will involve the provision of such information, instruction, training and supervision as is necessary.

- identify, eliminate, or reduce by controls, hazards which exist at the place of work through workstation and work activity risk assessment, and bring such hazards to the attention of employees and others who may be affected. This will include the formulation and where necessary, practice of effective procedures for use in the event of serious risk or imminent danger.

In addition, to assist in the proper implementation of this policy, the school Governors and CEO/Headteacher will:

- keep abreast of legislation by ensuring adequate and appropriate advice through persons competent in health and safety matters and provide the necessary resources to ensure effective safety management. This will include monitoring health and safety performance on a regular basis with regards to places of work, work activities and, where necessary, contractor activities as well as keeping records.
- all incidents including near misses pertaining to violence and aggression should be reported using the Incident Reporting Procedure.
- bring this policy statement and relevant health and safety arrangements not only to the attention of all employees, but other persons affected by the Trusts activities. The policy statement, organisation and arrangements will be reviewed and amended as often as necessary.

Chair of Site, Health & Safety Committee.....

Chair of Governors.....

Date.....

Section B

Statement of Responsibilities for Nominated Personnel

The Trusts Governors

- will be responsible in conjunction with the CEO/Headteacher to take all reasonable steps to ensure formulation, reviewing and subsequent amendment of the Trusts Safety Policy Statement and Organisation and Arrangements.
- will cause the Health and Safety Policy to be translated into effective action at all levels within the school.
- will take reasonable steps to ensure that Health and Safety Legislation, Codes of Practice and Guidance together with school rules are implemented and that Staff and Students are operating safe working practices.
- will take reasonable steps to ensure that health and safety is put on the agenda of every Full Governor meeting, as required.
- in liaison with the CEO/Headteacher will take reasonable steps to ensure that adequate professional safety advice is available and that a Safety Officer (Business Manager) for the premise is appointed.
- will make adequate financial provision for carrying the policy into effect.
- will cause the effectiveness of the policy and safety performance of the trust to be monitored.
- will cause the Health and Safety Policy to be amended whenever necessary.

The CEO/Headteacher

- will be responsible for the implementation of the Health and Safety Policy and will liaise with the Governors to ensure full compliance with its requirements.

- will appoint persons (the Business Manager) so as to deal with the day to day issues on health, safety and welfare.
- will review the school policy on Health and Safety at least once every three years and recommend amendments to Governors whenever necessary.
- will monitor the safety performance of the school and take such steps as may be necessary to improve the performance.
- will take reasonable steps to ensure that all employees are supplied with a copy of the statement and are aware of their responsibilities as determined by the policy, particularly those parts of the policy which affect them or the responsibilities that are individually allocated;
- will take reasonable steps to ensure that effective channels of communication and consultation with staff and safety representatives are maintained.
- will be responsible for the formulating and execution of the Health and Safety Training Policy for staff, in order for them to undertake their work activity safely.
- will take reasonable steps to ensure that a suitable and sufficient assessment of the risks to the health and safety of all persons on the school premises, and all staff, students and others engaged in school activities off the trust premises, are carried out.
- will promote an interest in, and enthusiasm for health and safety throughout the trust.
- will take reasonable steps to ensure that appropriate staff (Business Manager) liaise with subject advisers and safety officers on health and safety matters.
- will provide ongoing recommendations on health and safety to the Board of Governors and present an annual report.

- will be responsible for dealing with visits from the Health and Safety Executive Inspectorate. Inspectors do not have to make an appointment to visit and inspect the premise and have extensive powers under Section 20 of the Health and Safety at Work Act. Although the day to day liaison with the HSE can be delegated to the Business Manager, the HSE do expect to talk to the CEO/Headteacher on overall policy matters.

The Business Manager

- will assist the CEO/Headteacher in the promotion of interest and enthusiasm for health and safety matters throughout the trust.
- will initiate and maintain positive measures to raise the level of safety performance.
- will take reasonable steps to ensure that all are conversant with current legislation affecting the health, safety and welfare of staff, students and others.
- will advise the CEO/Headteacher of all matters requiring attention.
- will carry out investigations and periodically inspect the premises and activities in order to determine whether the law is being complied with and whether the highest standards of health, safety and welfare, which it is reasonably practicable to attain, are being achieved.
- will liaise with outside Safety Advisers (Central Safety Officer). Enforcement Authorities (Health and Safety Executive and Environmental Health Officers etc), the Fire Prevention Officer etc.
- will liaise with the Governors and Union Safety Representatives.
- will co-ordinate the activities of other persons with health and safety responsibilities.

Year Achievement Co-ordinators, Key Stage co-ordinators and Heads of Department

- will take reasonable steps to ensure that they and the staff under their immediate control are familiar with those parts of the Safety Policy which affect them or the activities in which they are engaged.
- will arrange for all levels of staff under their immediate control to receive, where necessary, adequate and appropriate training and information in health and safety matters.
- will initiate and maintain positive measures to raise the level of safety performance within the department.
- will take reasonable steps to ensure that all are conversant with current legislation affecting the health, safety and welfare of staff, students and others.
- will advise the CEO/Headteacher of all matters requiring attention in writing.
- will liaise on health and safety matters, with subject advisers and safety officers.
- will promote an interest in, and enthusiasm for health and safety throughout the trust.

The Site Manager

- will take reasonable steps to ensure that they and the staff under their immediate control are familiar with those parts of the policy which affect them or the activities in which they are engaged.
- will arrange for all levels of staff under their immediate control to receive, where necessary, adequate and appropriate training and information in health and safety matters.
- will identify health and safety repairs and put into operation as necessary emergency work required to ensure the health and safety of staff, students and others.

- will maintain plans, schedules and other data relating to the maintenance and building alterations as they affect health and safety issues.
- will liaise with outside bodies on matters of health and safety relating to electricity, gas, water supplies, waste disposal, safe access of pedestrians and vehicles, building regulations and planning.
- will take reasonable steps to ensure that safety repairs to the minibus are carried out where necessary and it is maintained in a safe condition.
- will promote an interest in, and enthusiasm for health and safety throughout the trust.

Teaching Staff

- will, notwithstanding their individual functions, take reasonable care of their own health and safety and that of the students and others who may be affected by what they do.
- will co-operate with trust management on matters of health and safety and will not interfere with or misuse anything provided in the interest of health and safety.
- will take special care in matters of health and safety if they teach in laboratories, workshops or other potentially hazardous areas and be aware of specific guidelines contained in Local Authority technical papers, and in specialist publications from bodies such as the CLEAPPS, DATA, the Association of Science Education and BAALPE.
- will report all accidents, dangerous occurrences and potentially dangerous practices and situations to the Business Manager (or in her absence the Site Manager).

Support Staff

- will, notwithstanding their individual functions, take reasonable care of their own health and safety and that of the students and others who may be affected by what they do.

- will co-operate with trust management on matters of health and safety and will not interfere with or misuse anything provided in the interest of health and safety.
- will report all accidents, dangerous occurrences and potentially dangerous practices and situations to the Business Manager (or in her absence the Site Manager).

Section C

Governors Health & Safety Sub-Committee

Terms of Reference

- To take reasonable steps to ensure all members of staff understand and fulfil their responsibilities in a safer learning environment.
- To submit to the governing body each year a report on the management of the trusts resources and buildings.
- To prepare and submit to the governing body recommendations for further trust improvements.
- To monitor and promote high standards of health and safety within the trust.
- To take reasonable steps to ensure all risk assessment procedures are in place to identify all risks relating to premises, school activities and school-sponsored activities.
- To provide appropriate resources from the trusts delegated budget to ensure all risks and hazards are minimized or eliminated.

- To take reasonable steps to ensure all staff receive supervision, instruction and training appropriate to their duties and responsibilities.
- To take reasonable steps to ensure there is a designated space for medical examination and treatment and for caring for sick or injured students during the school day.
- To take reasonable steps to ensure that the CEO/Headteacher person in charge of hirers, contractors and others makes sure they conduct themselves and carry out their operation in such a manner that all statutory and advisory safety requirements are met at all times.
- To take reasonable steps to ensure that hirers are aware of their duty to arrange insurance cover for their activities.
- Review the Health and Safety Policy and update annually

Membership

The membership of the Committee will be at least four Trustees, plus ex officio members the Business Manager, Union Safety Representative and any Student Representatives elected by School Council.

Membership of the committee, other than ex officio members, shall be reviewed annually by the Governing Body.

The Committee shall appoint its own Chair at its first meeting in each academic year.

The CEO/Headteacher, any staff Governor, or anyone else employed at the school appointed to the Committee shall not be Chair.

In the event of a vacancy arising on the Committee a successor shall be appointed by the Governing Body at its next meeting following receipt of the resignation.

Quorum

At least three Trustees must be present for any meeting.

Meetings

The Committee will meet as and when necessary to fulfil its responsibilities and to meet any prescribed deadlines imposed or requested.

The Committee shall be conducted in accordance with the Education (School Government) Regulations 1989 and any other Regulations or directions as may be issued from time to time.

A proper record (Minutes) shall be kept of each meeting which shall be presented to the next meeting of the Committee for approval and signature. Minutes (draft or confirmed) shall also be submitted to the next meeting of the full Governing Body for information.

Reports/Recommendations (as appropriate) including any prepared drafts shall be submitted to the next meeting of the full Governing Body for approval.

Monitoring and Reviews

Minimum requirement to be monitored	Process for monitoring e.g. audit	Responsible individuals/ group/ committee	Frequency of monitoring/ audit	Responsible individuals/ group/ committee (multidisciplinary) for review of results	Responsible individuals/ group/ committee for development of action plan	Responsible individuals/ group/ committee for monitoring of action plan

All V&A incidents to be reviewed.	Incident Reporting System	Operational managers/ HR team (LA) Governance	Monthly Quarterly Yearly	The CEO/Headteacher, Business Manager H&S Committee Governance	The CEO/Headteacher, Business Manager H&S committee HR Team (LA)	H&S Committee Governance
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CHURCH STRETTON SCHOOL SITE

- 1.1 Access onto and exit from the school site.
- 1.2 Accidents and Reporting
- 1.3 Asbestos
- 1.4 Bad Weather Contingency Plans
- 1.5 Confidential Counselling Service
- 1.6 Contractors
- 1.7 COSHH (Control of Substances Hazardous to Health)
- 1.8 Display Screen Equipment
- 1.9 Fire Safety
- 1.10 First Aid (Administration of Medicines)
- 1.11 Housekeeping
- 1.12 Lone working
- 1.13 Manual Handling
- 1.14 Transporting Pupils
- 1.15 Outside School Hours Use of premises
- 1.16 Parental help
- 1.17 Personal Protective Equipment
- 1.18 Play equipment
- 1.19 Portable Electrical Appliance Testing
- 1.20 Risk assessment
- 1.21 School Security
- 1.22 Supervision of Pupils
- 1.23 Violence

- 1.24 Visits and Journeys
- 1.25 Work Equipment
- 2.0 Monitoring and Reviewing the Health and Safety Policy and procedures

Appendix

- 1 Fire Safety Policy
- 2 How to undertake a risk assessment
- 3 Manual Handling Techniques

1. Health and Safety Representatives and Organisation

TITLE	NAME
Head of School	Mr. John Parr
School Health and Safety Coordinator	Mrs CJ Thomas
Governors Health and Safety Committee	Mr A.Fox

Health, Safety and Welfare Advice and Training

Shropshire Council's Health and Safety Manager - Carol Fox	01743 252819
Lead Health and Safety Officer for Schools - Shelley Reid	01743 252819
Assistant Health and Safety Officer - Jill Johnson	01743 252819
Crime Prevention Officer - Ian Bartlett	01743 255685
Assistant Crime Prevention Officer - Helen Palin	01743 253413
Corporate Health and Safety Training Contact Jude Cottrell/Claire Allen	01743 252995

Fire Control/Emergency Evacuation

Fire Safety Officer Shropshire Council - Tim Mason	01743 255684
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Nominated Premise Fire/Emergency Co-ordinator: Mr Stuart Coleman
Deputy Fire/Emergency: Mr E Brayne

Reporting and Recording of Accidents etc

Persons nominated for overseeing the documentation of accidents, diseases, dangerous occurrences, and incidents of violence: Mrs. Cathy Thomas

Health and Safety (First-Aid) Regulations 1981

Certificated First Aider: Please see list in First Aid room

Educational Visits and Risk Assessments Co-ordinator (EVC): Mrs Cathy Thomas

Asbestos and Legionnaires Coordinator: Mr Stuart Coleman

Portable Electrical Appliance Testing Nominated Co-ordinator: Mr Stuart Coleman

Control of Substances Hazardous to Health Assessment Co-ordinator: Mr Stuart Coleman

1. School Health and Safety Policy Arrangements

1.1 Access on to and exit from the school site

The school premises is organised in such a way as to ensure that pedestrian and restricted traffic can circulate in a safe manner. Signs and lines have been put in place for designated parking e.g. staff, visitors. Barriers are in place to ensure pupils cannot come into contact with the vehicles when walking along the foot paths.

Letters will be sent to parents/carers/guardians to inform them of the procedures at the beginning of the term and whenever necessary to ensure they only park in appropriate places and do not block the entrances. Parents/carers/guardians are responsible for their pupils until they leave or are handed over at the school doors.

1.2 Accidents and reporting

The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1985 (RIDDOR) require that Employers report:

- all fatal and specified major injuries,
- any injuries that result in an employee not being able to work for more than 7 days,
- or any injury which results in a person being admitted to hospital for more than 24 hours.

The regulations relate to any employee or other person within the school or engaged upon an activity arranged by the school e.g. pupils, visitors, service user, volunteers, contractors, agency, work experience

The Corporate Accident Reporting System (CARS) form must be used. Under the requirements of the Regulations, when someone dies or suffers a specified major injury or condition, or there is a dangerous occurrence, as defined in the Regulations. The Nominated Person, (NAME or See section 2) must immediately notify Shropshire Council's Corporate Health and Safety Team by the quickest practicable means during office hours telephone number 01743 252819. The Health and Safety Team will report the incident to the Health and Safety Executive (HSE). The incident must be confirmed in writing within 48 hours using the Council Accident Report Form (CARS). (N.B. For reportable incidents the Corporate Health and Safety Team will notify the School of the outcome and provide a HSE reference/incident number. Further information is available on the Shropshire Council Intranet or Shropshire Learning Gateway).

Reporting an Incident out of hours. It will be necessary to contact the Health and Safety Executive Incident Contact Centre directly. Either by phone (0845 30009923) or go online. Instructions are available on the back of the white sheet of the CARS form.

If there is any uncertainty to what needs reporting staff can contact the Corporate Health and Safety Team for advice and support 01743 252819. Staff should be aware that in the event of a serious accident/injury the Corporate Health and Safety Team may need to investigate the incident. Therefore it is advisable to take witness statements and photos of the site of the incident as soon as possible while it is still fresh in everyone's mind.

The report form will be signed/completed by the Business Manager or nominated senior member of staff in their absence.

- The Pink copy is retained for the school files in the Office Managers office,
- The Yellow and White copy must be sent to the Corporate Health and Safety Team, Shirehall, Shrewsbury.

In addition to the completion of the appropriate form, it is useful to ensure that a note of all telephone notifications are made, including:-

- the time of the call
- the name of the caller
- what details were given of the event being notified

Also see section 6.10 for recording minor injuries and first aid treatment.

Reviewing accidents

An analysis of the accident reports and near-misses will be undertaken at intervals and considered by both school management and the Governors' Committee with Health and Safety Responsibilities for consideration of further action.

STAFF must be aware of the following:

- Parents are advised of incidents in writing by means of a note where deemed necessary. Details of the injury, time and date must be included, this is essential for head injuries. Parent slips are kept by the accident book in the manager's office.
- Children's allergies are available for staff to view in the Pupil Information Sheets. An Asthma Register is in place in the school.

1.3 Asbestos

Staff will be made aware of the areas in the School where there is known asbestos. This is to ensure they understand how it is being managed and what to do in the event of an emergency.

Staff will be made aware that they must not disturb areas where there is known asbestos. If there are any doubts/concerns they must contact the Site Manager.

The Asbestos Register is kept in reception and will be given to all contractors that will/or could potentially disturb the fabric of the building The Asbestos Management plan is located in the front of the register. (The Responsible Person or the person who has been delegated the responsibility for managing asbestos must have attended the Asbestos Awareness Session organised by Shropshire Council).

1.4 Bad weather contingency plans See 'Critical Incident Plan'

Site staff will be responsible for ensuring the site remains in a good and safe condition and they will follow the procedures for gritting the site during icy and snowy conditions. Staff must stick to the appropriate routes during icy/snowy conditions because some areas may not have been gritted. Staff will be notified of these areas and/or they will be cordoned off.

1.5 Confidential Counselling Service

The school acknowledges that the Local Authority provides a confidential counselling service for all staff. Governors commend the use of this service to staff. Staff can find out more details through the Pupils and Young People's Services – Human Resources Department. 01743 252835 or 01952 385216

1.6 Contractors

All contractors working on the school premises are to report to the school office prior to starting work. They must read and sign the red ASBESTOS book and will be expected to operate within the guidelines set. All contractors will be informed of the School's emergency procedures.

For extensive work or high risk jobs the contractor must comply with the recommendations and procedures issued by Shropshire Council and current health and safety legislation. Close liaison between the Council representative and contractors must be maintained.

The above will be arranged prior to work commencing and during the work activity as appropriate, i.e. provision will need to be made for emergency discussions to address unforeseen developments e.g. the work may take longer than planned and new safety arrangements may need to be made.

School safety arrangements regarding contractors

Shropshire Council assess the safety credentials of a contractor and these contractors will be listed on the approved list. CHAS registered. This list must be checked before awarding the work.

The following are factors will be considered as part of the safety vetting procedure:

- details of current relevant issues, supported by documentation where necessary;
- sight of the contractor's own safety policy (where they employ five or more employees - as required by Section 2 of Health and Safety at Work etc, Act 1974), method statements, permits to work etc., as applicable;
- confirmation that the contractor agrees to work in accordance with the School's Health and Safety Policy and arrangements, and the health and safety requirements are laid down in the contract;
- clarification of the responsibility for provisions of first aid and fire fighting equipment;
- details of articles and hazardous substances intended to be brought onto site, including any arrangements for safe transportation, handling, use, storage and disposal;
- details of plant and equipment brought onto site, including arrangements for storage, use, maintenance and inspection;
- clarification for supervision and regular communication during work, including arrangements for reporting problems or stopping work in cases where there is a serious risk of personal injury, imminent danger to employees and others, and possible damage to plant and buildings;
- arrangements for suitable working times and segregation of school activities from the contractors work areas;
- confirmation that all workers are suitably qualified and competent for the work (including a requirement for sight of evidence where relevant).

1.7 Control of Substances hazardous to Health (COSHH)

NO SUBSTANCES WILL BE USED OR GENERATED WITHIN THE SCHOOL UNLESS AN ASSESSMENT OF THE HAZARDS AND RISK THAT THEY PRESENT HAS BEEN MADE.

Whenever the school intends to use, or create a substance that could be a risk to the health of staff, pupils and others, the School's COSHH Assessment Co-ordinators (NAMES listed in section 2) will:

- identify and control these substances, minimising the risk of exposure to staff and others.
- ensure staff are aware that certain substances are hazardous to health. Wherever possible these will be taken out of use. Where substitution proves to be impossible a Shropshire Council COSHH assessment form will be used to ensure conformity. Copies of these documents will be available in the Office Manager's Office.
- ensure **All users** are informed, trained and instructed in the safe use of these substances and have access to the COSHH assessments.
- ensure staff are informed to read labels and instructions, practise sensible, safe working habits and follow and understand the emergency procedures.
- ensure equipment is used as instructed.
- ensure personnel protective equipment/clothing is available and used when required (See Section 5.16 PPE.)

All Staff must be:

- alert to the potential dangers of allowing pupils to bring their own pens into school. Spirit based items are not allowed
- The use of solvent based "Tippex" will be controlled by the school office.
- Aware that they have a responsibility for reporting hazards, potential hazards and "near misses" to the Business Manager

Legislation

The Control of Substances Hazardous to Health Regulations require detailed information on hazardous substances and these can be found in the COSHH assessment file kept in the Staff room/on line Shropshire Learning Gateway.

1.8 Display Screen equipment – (visual display users)

Staff who use computers including laptops must ascertain whether they are classed as users. (e.g. use a computer/laptop for 1 hour or more at any one time during their working day). Staff who are classified as a user must undertake a workstation risk assessment.

Speak to the Business Manager who will be able to give you a copy of the self assessment and run through the procedure. If any changes/equipment are required that cannot be resolved directly by the user then report back to your

Business Manager who will see if it is appropriate to order the equipment e.g. screen riser, foot rest etc. Further advice can be obtained from CYPS Health and Safety Coordinator, details in section 2.

1.9 Fire Safety

The Fire Risk assessment is sited in the School Office. This is reviewed on an annual basis unless there are significant changes before this. An assessment on the risks of fire is carried out in the Autumn Term each year. As a result of the assessment, if any precautions are identified the school treats them with high priority. The Fire Policy statement is available in the Fire Safety File, which is kept in the School Office. Notices of fire procedures are fixed to visible sites around the school and in every classroom

Emergency exit doors and routes are kept clear at all times and not obstructed by random storage at any time. All fire doors are kept permanently unlocked while the premises are in use.

The Site Manager checks all fire fighting and detection equipment on a regular basis to ensure they are within the "use by" date as is the statutory requirement. In addition there is an annual check of all fire extinguishers by a contractor nominated by the Local Authority.

The fire alarms are tested weekly by the Site Manager and emergency lighting monthly as required by Regulatory Reform (Fire Safety) Order and the associated KYSIB guidance. Records are kept in the book found in the school office.

Fire drills take place at least once each term. Details are recorded and notes made of any problems which needing remedying.

- In the case of a fire, the first requirement is for staff to ensure the safe evacuation of all persons from the building to the safe places indicated on the fire procedures notices. The primary responsibility of class teachers remains to evacuate the premises, which should NOT then be re-entered.
- The Fire Brigade will be summoned by the Head of school, or Business Manager but in circumstances where the Business Manager is not at school, once everyone has safely left the building and moved to a place of safety. A delegated member of staff will ensure that the Fire Brigade is summoned.
- Fire wardens will sweep their designated areas and report to the 'Person in Charge'
- All attendance registers will be properly marked for the morning and afternoon sessions. Members of the teaching staff will take their registers with them on evacuating the premises.
- A roll call will be taken when all have reached the place of safety.

- All visitors/contractors report their presence on site to the Office Manager and sign the appropriate 'Visitors' book and ensure they are familiar with the fire precautions. Reception staff must remind visitors to read the emergency arrangements, which are displayed at Reception
- Special consideration must be given to staff, visitors and pupils with special needs, disabilities etc. (An Individual Personal Emergency Evacuation Plan (PEEP) maybe required for staff and/or pupils
- Staff or others taking after school clubs must ensure they are familiar with the fire precautions.
- The school premises are organised in such a way as to ensure that adults and pupils can circulate in a safe manner.
- All access routes will be maintained in a safe condition and be free from obstructions. So far as reasonably practicable any hole, slope, uneven or slippery surface which is likely to cause a person to slip, trip or fall preventing them getting out of the building safety will be repaired.

1.10 First Aid

The school will ensure that, adequate and appropriate facilities are provided to enable first aid to be rendered to staff and pupils should they be injured or become ill. A risk assessment has been undertaken to ensure the provision is suitable for the school at all times including out of normal working hours and on visits and journeys.

If medical assistance is thought to be necessary, parents will be contacted. However, should the parent(s) be unavailable medical assistance will be sought by the school and the child will be accompanied to the doctor's or hospital by a member of staff.

The school seeks to ensure that at least 12 members of staff has received training on a first aid course and two other members of staff have the additional paediatric training.

The training is provided by Shropshire Council Occupational Health Team who have been approved by the Health and Safety Executive. Copies of the First Aider's certificates are displayed .

First Aid Facilities

- The first aid boxes are placed in clearly identified and accessible locations:
 - a) Sick room
 - b) Each first aid box contains a list of required first aid items and sufficient quantities of suitable first aid material and nothing else. Contents of the box will be replenished as soon as possible after use in order to ensure there is

always adequate supply of all materials. (Additional supplies are stored in the cabinet in the photocopying room. The First Aiders are responsible for ensuring these are replenished as soon as possible after use, and reporting low stocks to the School Manager

- Disposable plastic gloves will be provided in the first aid box which will be properly stored and checked regularly to ensure that they remain in good condition.
- Notices are posted in prominent positions throughout the school giving locations of first aid equipment and the names of the first aiders.

Recording First Aid Treatment

Records of all incidents treated will be made in the accident/incident exercise book for pupils/students for events that do not arise out of a fault of the premise/activity etc. All other incidents will be recorded on the CARS forms and the pink copies of the CARS forms will be kept in the locked filing cabinet in the Office Manager's office. See section 6.2 for further information on accident/incident reporting.

Administration of Medicines

First Aid does not include administering medicines to children. Staff will require additional training and consent to administer medicines e.g. insulin, use of an epi-pen etc. This will only be after full consultation with the parents and the school nurse.

Staff can be with the child as the child administers their own medicine. Any member of staff witnessing the child taking their medicine must sign a book to confirm this. Where ever possible 2 members of staff will be present especially when having to administer the medication.

Medicines are kept in the locked cupboard within the School Office or can be found stored in the fridge in the staff room if required to be refrigerated. Shropshire Council's 'Medical Arrangements, Guidelines and Procedures for Shropshire Schools' are followed. Staff can access the full document on the Shropshire Learning Gateway for further information.

Parents/Guardians will need to fill in a consent form asking for medicine to be stored in the school. Parents/Guardians must be made aware they will be responsible for making sure the medicine is kept within date.

1.11 Housekeeping

The school has adopted policies and practices which lead to a safe working environment and good housekeeping is practiced at all times and sets a good example to the pupils.

- Staff should ensure that all spillages will be cleaned up immediately with safe disposal of the waste. If there is a large spillage the Site Manager should be contacted to assist.
- All rubbish and waste paper will be disposed of every day so as to minimise the amount of combustible material in case of a fire.
- All storage areas will be kept orderly, safe and provided with easy access.
- The school premises will be cleaned to an acceptable standard on a daily basis by Shire Services Cleaning Staff.
- Hygiene standards are of the highest attainable by all staff serving dinners.
- All school staff are responsible on a daily basis for reporting Health and Safety issues to the Business Manager with delegated responsibilities for health and safety.

1.12 Lone Working

Working Alone –

It is recognised that, from time to time, it may be necessary for school employees to work in situations or locations, which are remote from other members of staff. This will include employees working in the evenings, weekends or during the holiday in the school on their own.

In such circumstances, the school will assess the risk to these individuals and introduce suitable controls to ensure that all risks are minimised. A copy of the procedures introduced to control these risks will be kept in the staff room.

Any staff wishing to work outside normal school hours must have prior agreement/permission from Head of school or designated senior manager.

Also see section 5.20 for school security and staff/governors responding to call-outs

1.13 Manual Handling

The school recognises that manual handling does take place within the school and that the movement of heavy and awkward loads can contribute to significant workplace injuries. Therefore it is a requirement at staff induction that manual handling will be identified within the tasks/activities undertaken by the individual and training will be provided.

A specific manual handling risk assessment will be undertaken for the task/activity and reviewed regularly. Training will be refreshed every 3 years unless it is deemed necessary to undertake the training more frequently.

Those staff who undertake manual handling will be familiar with the risk assessment process and read the completed risk assessments and follow the control measures at all times.

General manual handling guidance for all staff

To avoid manual handling injuries you should ensure you follow the basic manual handling procedures:

- Plan the lift before you start
- Assess the load – if it is awkward or heavy, is there a mechanical aid to use e.g. trolley or will it require a second person to help.
- Ensure the route you are going to take is the most direct, clear from obstruction and as flat as is possible. When you off-load the object make sure the area is clear for you to do so.
- When lifting bend your knees and keep your back straight, feet apart and angled out and ensure the load is held close to the body and firmly.
- Lift smoothly and slowly and avoid twisted, stretching and reaching where practicable. See pictures of correct procedures in **Appendix 3**.

1.14 Transporting Pupils

- Teachers, parents and others who drive pupils in their own private cars will ensure their passengers' safety by confirming the vehicle is roadworthy, and they have an appropriate licence and insurance cover for carrying the pupils. Volunteers will be carefully vetted by the school before they are permitted to drive pupils in their cars. The Business Manager will request assurances as necessary. This will be encompassed in the risk assessment for trips where necessary.

- The driver is responsible for making sure that pupils have a seat belt and use it at all times and if necessary use booster pads. Staff hiring a minibus or other vehicle must make sure pupils wear seat belts at all times. Vehicles without seat belts **will not be used**.
- Parents' agreement will be sought (on the consent form for the visit/journey) for their pupils to be carried in other parents', volunteers' or other pupils' cars. Parents, volunteers or other pupils driving pupils will not be allowed to be alone with a pupil. The party leader will arrange a central dropping point for all pupils rather than individual home drops.

1.15 Out of Hours use of school premises

Consideration will be given to persons using the premises outside school hours in order to ensure their safety.

A responsible person will be nominated to represent the school and a user representative sought for liaison, to ensure that all visitors understand the procedures to be adopted in the case of fire/emergency evacuation, first aid provision, and safe use of buildings, equipment, substances and other facilities.

There will be control over the number of persons attending functions at the school to ensure it complies with the details in the Fire risk assessment. If necessary further advice will be sought from the Fire Safety Officer details are in Section 2.

Events and entertainment programmes will be scrutinised beforehand with regard to licensing and the above mentioned procedures. Hirers of the building will be given written emergency procedures they have to comply with and sign to agree to follow the procedures.

1.16 Parental/Adult Help

- All parents and adults must be DBS (police) checked if they offer to help with clubs, transport or any other school activity.
- When using their own car they must prove that their insurance is validated to take pupils on school business and the car is road worthy, taxed and MOT where appropriate.

1.17 Personal Protective equipment (PPE)

PPE will be provided to staff as a last resort if no alternative control measures are available to reduce the risk to an acceptable level.

PPE will be provided to staff or pupils as necessary when identified during the assessment of the task/activity risk or COSHH assessment. This could be eye protection, hearing protection, gloves, high visibility wear, helmets and footwear.

A delegated member of staff will be responsible for purchasing the correct type of PPE which is suitable for the task in hand. The person who will be wearing the equipment should be involved in the process of purchase, to ensure that it is correct in size and fit so that it is comfortable to wear.

There will be suitable arrangements in place for the storage, cleaning and replacement of PPE.

Staff will receive training as appropriate and will be required to wear the PPE provided. They will be responsible to keep it clean, stored correctly and report any faults so that replacements can be provided.

1.18 Portable electrical appliance testing

The Business Manager or delegated responsible person is responsible for ensuring that all portable electrical equipment is tested annually by an approved contractor.

A register of all such electrical equipment used in the school is kept in the School office

No equipment other than newly purchased may be used unless tested. This includes personal equipment brought into school by members of staff. All new equipment must be entered into the register as soon as practicable and not left until required to be tested.

The Site Manager will be responsible for co-ordinating the registration, inspection and testing of equipment. (See section 2 for name person responsible).

All staff will be informed/instructed to visually check the electrical equipment before use e.g. checks on the casing/plug not cracked/in date etc.

1.19 Risk Assessment

The school will assess all risks to safety and health as required by the Management of Health and Safety at Work Regulations.

All significant risks will be recorded on the approved Shropshire Council risk assessment which will be updated annually unless changes occur before the said time and the assessment will be reviewed and amended. The relevant staff will be made fully aware of any risks or additional control measures required which have been brought about by the changes. This will be monitored by the School's Health and Safety Co-ordinator.

- Risk assessments will be carried out before every educational visit unless one is available. It will be reviewed to ensure nothing has changed since the last visit.
- All P.E. activities have been risk assessed including the use of the outdoor play equipment.

1.20 School Security (Safeguarding)

Refer to the SAFER SCHOOL INITIATIVE CRITERIA. This will be monitored at least annually by Shropshire Council's Crime Prevention Officer and the Health and Safety committee.

(The following will be site specific):

- Doors are unlocked each morning at 7.30 am and after school at 7.000 pm. After which time access to school is through the main entrance. After school clubs use the main door.
- The Site Manager monitors those that come to the door at reception before deciding who to let into the building. (If staff know they have visitors attending they must inform the Secretary/Manager).
- All visitors sign in and out and wear badges of identification or a visitor's badge.
- The main doors have good locking mechanisms.
- The school is alarmed on both sites
- All, site management have a set of keys to access the school at any time. They can also activate the school's electronic security system. The Site Manager has a full inventory of key holders and keys that have been allocated.
- Anyone working with or giving lifts to the pupils has been DBS checked.
- All electrical devices are annually tested. (See check list and finance sheets)
- Fire drills take place every term. Details are recorded and notes made of any problems needing remedying.

- Blinds/curtains have been installed in all classrooms and corridors for security, the classroom blinds/curtains are closed at the end of each school day.
- All staff have been made aware of the Health and Safety at Work Act 1974, and associated legislation through a poster in the staff room.
- A HSE Health and Safety Poster is displayed in the School Office

The Site Manager is responsible for the security of the school at the end of the day by ensuring that doors, windows, skylights etc are secured.

All staff have responsibilities for ensuring their classroom windows are shut and lights and computers are switched off at the end of the day

Responding to call outs

The systems that are in place are:

The following person(s) Stuart Coleman and Eddie Brayne are the school's nominated representatives who will respond in the event of an out-of-hours call out or see section 2.

The school have assessed the risks to these individuals and introduce suitable control measures to ensure that all risks are minimised e.g. All nominated staff have been trained in violence and aggression.

Call out arrangements

The school has introduced call out arrangements that will reduce the possibility of injury to staff and which ensures that if an incident occurs support will be provided.

a) Police Attendance –

In any call out situation it is preferable to meet the police on site or at a police station before travelling to site. This ensures that there will be at least two people present on site and with a direct link to support, e.g. police radio, should it be required.

b) Security Firm Personnel Attending –

Having a contract with a security firm who will respond to alarm activations without recourse to a school key holder or who will arrange for someone to meet and stay with the key holder whilst they check the site.

c) Two Persons to Attend –

The school can implement a procedure whereby there are sufficient key holders to ensure that at least two persons will attend site together. The key holders could be staff members or governors.

No employee will enter a building alone unless there is an urgent and important need to do so before assistance arrives. (No employee is expected to enter a building where it is believed there is a significant risk).

Following any event the risk assessment should be reviewed and further control measures implemented where appropriate.

1.21 Supervision of pupils arrangements

The school will be open from 7.30 am to 700 pm on weekdays during term times. Between these times supervision will be provided. Pupils will not be allowed on site outside these times. Parents are informed of the details of the school arrangement at the beginning of the school year and reminders sent throughout the year when necessary.

The school arrangements must contain the following:

- Supervision ratios & locations between school opening and lesson start time
- Supervision ratios & locations at break and lunchtimes
- Supervision ratios & locations between end of lessons and school closing time
- Areas to be used by pupils outside lesson times

Playground supervision will be provided by teaching staff from 8.35 a.m.

If pupils are not collected at the end of the school day, supervision will be provided by school staff until their parents have been contacted and the pupil is collected.

1.22 Violence

The School follows Shropshire Council's Policy and Guidance on Violence at Work. The Business Manager is responsible for ensuring that All staff:

- are aware of the policy and procedures for avoiding violence at work and reporting and recording all incidents of verbal and physical abuse see 5.2. for Accident Reporting.
 - are aware of Shropshire Council's arrangements available to victims of violence at work.
 - that they have meetings with potentially hostile parents in the presence of another member of staff.
- Staff will be trained to handle aggressive or unacceptable behaviour where it is identified to be required.

1.23 Visits and Journeys

Shropshire Councils Visits and Journeys Guidance is used and the Educational Visits Coordinator (EVC) is listed on page 4 of this policy. The EVC will liaise with the members of staff who will be undertaking the trip to ensure the procedures have been followed. (N.B. If the EVC is not the Head of school then the EVC must make sure the Head of school countersigns the approval documents including the risk assessment.)

Risk assessments for Educational visits

- Teachers will make a pre-visit to the place of their visit where practicable to assess the site/activity.
- They will complete a risk assessment form and return it to the EVC for approval.
- They will read/be aware of the Shropshire Council Educational Visits and Journeys Policy.
- They must ensure the ratio of adults to pupils will comply with national guidelines and Shropshire Council's Guidance and approved by the EVC\Head of school.
- They must get the consent of every child's parents/guardian before taking them on a visit which involves coach transport. A form will be signed by parents when their child starts in the school giving consent for regular visits (not requiring transport) that are organised as part of the curriculum.
- On a visit which will extend beyond the school day, the teacher will establish a telephone pyramid in case of a coach breakdown or any other delay.
- First aid provision will be provided suitable for individual trips.
- Teachers must remind pupils to wear seatbelts.
- CRB checks will be required for parents/helpers/volunteers.

1.24 Work equipment

Work equipment relates to all things that assist you to do your job from tables and chairs, ladders, vacuum cleaners, utensils, computers, photocopiers, fire extinguisher's etc.

The equipment must be suitable and fit for purpose. Therefore before any equipment is purchased staff must ensure they understand what is required and consult with all those that will be using the equipment:

- Consideration will be given for the installation, storage and positioning of the equipment.
- Training and use of the equipment will be required and where practical provided by the companies that provide the equipment.

It is the responsibility of the person using the equipment to ensure it is in a safe condition before using it. They may require instruction and/or training before the initial use to know how to undertake the checks.

The school keeps a record of the inspections and checks that are made to all equipment. The log/record is kept in the Site Manager's Office.

2. Monitoring and Review

Internal monitoring and review of the health and safety policy and procedures will be undertaken on an annual basis.

The Business Manager and the Health and Safety Committee will be responsible for reviewing and amending this policy in conjunction with the Annual Health and Safety Self Monitoring Checklist and Fire Risk Assessment which is required by the Local Authority.

The school will make arrangements to carry out a systematic and regular programme of monitoring and reviewing of:

1. All accident/incident reports
2. All advisory reports received
3. All termly audit reports (where appropriate)
4. The annual audit report
5. Incident reports i.e. near misses and violence
6. Other information about changes in requirements as they occur.

Aspects of these will be reported on to the appropriate Committee of Governors/Officers responsible for Health and Safety so that any review of policy that may be necessary or contemplated can be informed by them.

Head of school.....

Governors Signatures

Date.....

Fire Safety Policy Statement

(A copy of this document should be displayed alongside the Health and Safety Policy, and one copy should be placed at the front of the Fire Safety Log Book).

Name of school or premise: CHURCH STRETTON SCHOOL

Name of the responsible person: Mrs Cathy Thomas
(person in control of the premise).

The Head of school/Governors, and staff acknowledge and accept our responsibilities under current fire legislation the Regulatory Reform (Fire Safety) Order 2005 These responsibilities are addressed in the above establishment by:

1. the provision of a suitable and sufficient risk assessment using the KYBIB\KYSIB format;
2. appropriate fire precautions*
3. management systems that identify staff with specific fire safety duties, enable the safe evacuation of employees, students and others from our buildings and minimise the damage in the event of fire**

The following are provided to meet the requirements of the relevant legislation:

- an appropriate method of giving warning in case of fire;
- suitable and appropriate routes, exits and means of protection to enable occupants of the building to evacuate quickly and safely in the event of fire;
- suitable emergency lighting where necessary;
- suitable fire signage;
- suitable fire-fighting equipment at appropriate locations throughout the building;
- appropriate structural fire precautions.

Our fire safety management plan incorporates:

- a suitable and sufficient risk assessment which gives information about significant risks and is brought to the attention of employees and any others affected by those risks;
- an emergency evacuation plan for the premises; regular, monitored fire drills, which are evaluated, recorded and any issues addressed;

- the production of a fire safety training programme for all employees, covering routine fire safety arrangements and any relevant issues identified from the fire risk assessment and evacuation plan; systems for recording the content, duration and provider of fire safety training;
- the provision of fire safety equipment which is maintained and tested by competent people, and suitable and sufficient record-keeping.

Signed: _____
Head of School

Date: _____

N.B. * & ** Guidance for the fire safety management plan and systems can be obtained from the guidance documents which support the KYBIB\KSYIB these are obtainable from: www.wmarsontaskforce.gov.uk and www.firesafetylaw.communities.gov.uk

Appendix 2

GUIDANCE NOTES ON COMPLETING A GENERAL RISK ASSESSMENT

Introduction

An assessment of risk is a careful examination of the activities undertaken within the workplace and should assist employers to determine what measures should be taken to comply with relevant statutory requirements.

The duty for employers to carry out risk assessments is detailed in Regulation 3 of the Management of Health and Safety at Work Regulations 1999. The responsibility for undertaking the assessments lies with the supervisor/manager of a Department/School or Section.

It is not necessary to create a risk assessment form for all operations, and each should be prioritised into risk categories e.g. low, medium and high. Using the Shropshire Council risk assessment form, identify the activities/operations that take place in the school/department and categorise them into high, medium or low risk. Concentrate on assessing those activities that are considered to be high-risk first and medium risk second, leaving low risk till last. (It may be proven that a more detailed assessment is not required for low risk, if no significant risk is identified).

Completing a Risk Assessment

1. (Section A) Outline of the Task/Activity being assessed

Give details of the work activity being assessed; give a brief description of the purpose/method that will be understood by all concerned

Specific Legislative Requirements Many tasks are controlled by specific Health and Safety Legislation, which Managers/Heads of department/Supervisors should be aware of. In this section any specific legislation affecting the work activity should be detailed e.g. Manual Handling, Work at Height, The Construction Design Management Regulations, if scaffolding is being used or the Noise at Work Regulations if a noise problem has been identified.

Directorate/Workplace (School)/Team and Reference Form No.

Each assessment should be given a reference number and an index kept of all assessments. The location of the particular work activity being assessed should also be detailed. Relevant staff should be involved to ensure a full understanding of the work procedure that they are to undertake

2. Section 2 the risk matrix to assist in assessing the level of risk.

3. Section 3 This is the main area for Identifying the potential hazards.

Level of Skill/Training required

Special skills or training are required on certain work activities and these should be identified i.e. use of a ladder, manual handling training, working with chemicals, driving the minibus.

Chemicals/Materials involved

If a particular product has been identified as part of the work activity, it should be established if it has been approved for use. See CLEAPSS guidance for further details.

Each approved product that is used on site will require a separate assessment to be undertaken especially those that fall under the Control of Substances Hazardous to Health Regulations. The supplier/manufacturer is required by law to provide a manufacturers data sheet which identifies the hazards of the substances and remedial first aid measures etc. A competent/experienced person must undertake this assessment. The products name and assessment date should be identified.

Specific Work Equipment

Any tools or work equipment required to carry out the work activity should be included in this section. However this should also give the assessor the opportunity to establish if the equipment is being used correctly and is in a good state of repair.

List the Main Hazards identified:

Look only for the hazards that you could reasonably expect to result in significant harm from the work activity. The following is a non-exhaustive list of hazards that may be identified;

- Chemicals
- Dust/Fumes
- Fire
- Slipping/tripping hazard
- Moving parts of machinery
- Vehicles
- Work at height (Use of ladders)
- Stress
- Electricity
- Noise
- Manual handling (WRULDS) Work Related Upper Limb Disorders.
- Poor lighting
- Play equipment
- Sporting activities

Who will be affected? List groups of people who are especially at risk from the significant hazards which have been identified; e.g.

- Office staff
- Cleaners
- Member of the Public
- Contractors
- Maintenance Staff
- Staff with disabilities
- Visitors
- Lone Workers

Control Measures, to reduce the risk

The main objective is to establish if the hazard can be removed altogether and if this is not practicable how the risk can be controlled to prevent harm.

Detail what action has been taken to control the risk of harm from the hazards identified. Some of the controls may be accepted standards or standards laid down by legal requirements.

A systematic approach to reducing the risk of harm is;

- i) Remove the risk completely.**
- ii) Consider less risky alternative work methods.**
- iii) Prevent access to the hazard (e.g. by guarding).**
- iv) Organise work to reduce exposure to the hazard.**
- v) Issue personal protective equipment**

Manual Handling Risk

Consider if the work activity that is being assessed would create a manual handling risk to employees. If so categorise the operation in to high/medium/low risk and establish if a more detailed assessment is required. It should be noted that significant Manual Handling Operations should in addition be assessed in order to comply with the Manual Handling Operations Regulations. Staff may require specific training.

Personal Protective Equipment Required

Following the examinations of the hazards detected and the control measures in place to reduce the risk, the last form of control should be Personal Protective Equipment. If no other control measures can be found the equipment required to protect against harm should be detailed.

Monitoring and Review

Dependent upon the severity of risk it may be necessary to monitor the work on a regular basis to ensure that all precautions are being adhered to. The frequency of this monitoring should be identified and noted.

It may be advisable to set targets for a complete review of the assessment. Normally, unless working arrangements or legislation changes there should be little need to undertake this, however, it maybe a satisfactory way of keeping abreast of future developments.

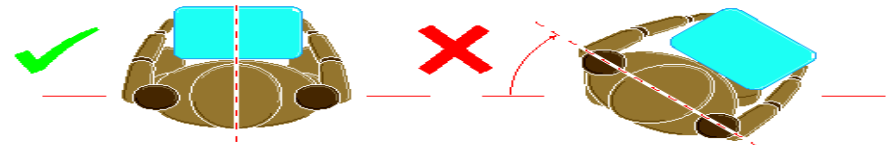
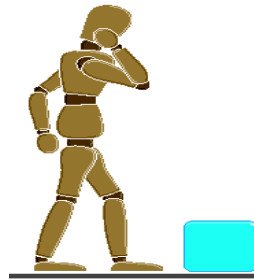
The assessment should be authenticated by signing and dating the document.

A reference file of all assessment needs to be created. The information contained within the assessments should be brought to the attention of employees who should be instructed in the use of the control measures identified.

Please ensure all risk assessments are reviewed to meet the specific requirements of your school.

Good Handling Techniques

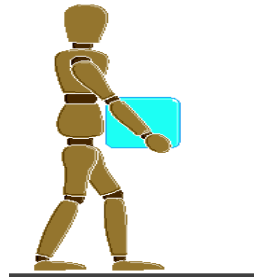
Think before lifting / handling



Avoid twisting the back or leaning sideways.

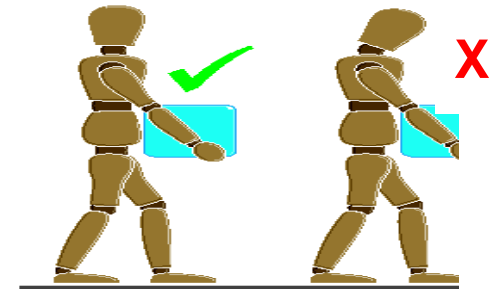
Turning by moving the feet is better than twisting and lifting at

Keep the load close to the waist.



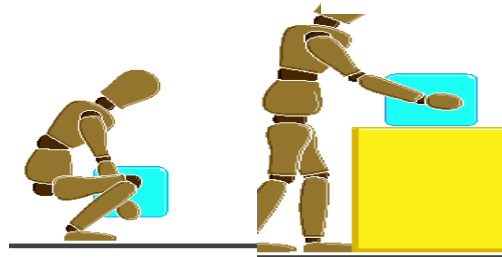
Keep the head up when handling.

Move smoothly



Adopt a stable position.

Get a good hold.

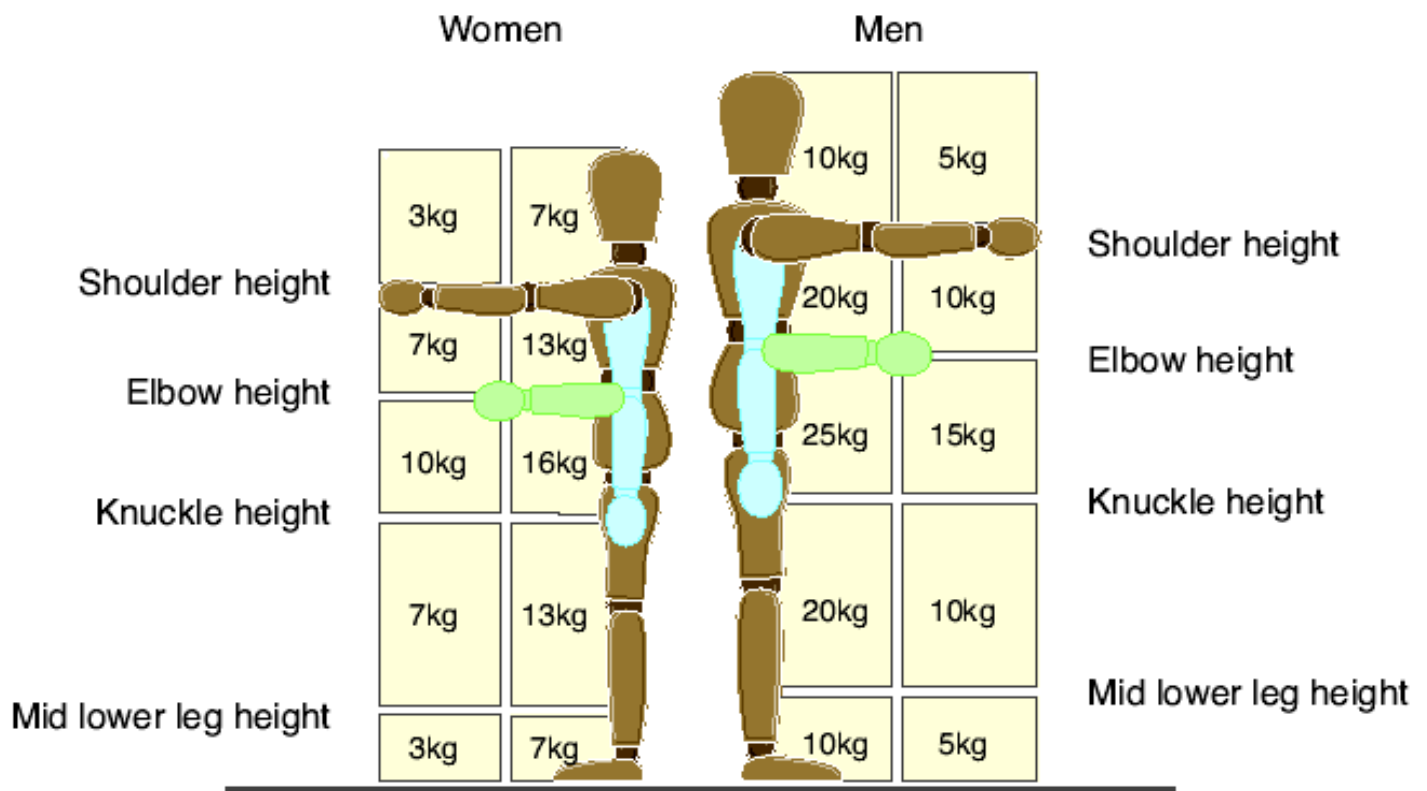


Don't lift or handle more than

than it can be easily managed.

General risk assessment guidelines

There is no such thing as a completely 'safe' manual handling operation. But working within the following guidelines will cut the risk and reduce the need for a more detailed assessment.



Note

Although great care has been taken in the compilation and preparation of this work to ensure accuracy, it is the responsibility of the premise manager/responsible person to ensure that all measures so far as is reasonably practical have been taken.

The list of arrangements shown are not exhaustive and the index in the main Shropshire Council Policy should be checked to ensure that all areas that are applicable in the school have been covered. All the high risk activities will have their own policies e.g. Science, Design and Technology, Physical Education and Food Technology.