



Health and Safety Policy

Model Tower Hamlets Policy 2022

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HEALTH AND SAFETY POLICY

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PART 1: STATEMENT OF INTENT

The Governing Body of Stepney Park Primary 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/or issued to, all members of staff a reference copy is kept on the google docs/ Policies and Procedures drive/Health & Safety folder.

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

This policy statement supplements:

- LBTH's Corporate Health and Safety Policy

PART 2: ORGANISATION

Health and safety responsibilities derive from the [Health and Safety at Work, etc. Act 1974](#) and the [Management of Health and Safety at Work Regulations 1999](#)

Pupils are protected by the duties imposed because they are affected by an employer's undertaking or are using school premises. The legislation requires employers to assess and manage risk and is usually enforced by the Health and Safety Executive (HSE) in respect of schools.

As the employer, LBTH has overall responsibility for Health and Safety in Community and Voluntary Controlled Schools.

At school level duties and responsibilities have been assigned to staff and governors as laid out below.

Responsibilities of the Governing Body

The Governing Body are responsible for health and safety matters at a local level and this includes the following:

- Ensuring adherence to the local authority health and safety policy, procedures and standards;
- Formulating a health and safety statement detailing the responsibilities for ensuring health and safety within the establishment;
- Reviewing the establishments health and safety policy annually and implementing new arrangements where necessary;
- Monitoring, reviewing and evaluating the school's health and safety performance.
- Providing appropriate resources within the establishment's budget to meet statutory requirements and the local authority health and safety policy, procedures and standards;
- Receiving from the Headteacher or other nominated member of staff reports on health and safety matters and reporting to (CS, 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.
- Ensuring that when awarding contracts health and safety is included in specifications & contract conditions.

In all schools, the Governing Body controls the school premises (subject, in some cases, to the direction of the LBTH). Even if they do not employ school staff, governing bodies, to the extent that they control school premises, must take all reasonable measures to ensure that the premises and equipment on the premises are safe and do not put the health of pupils at risk while they are on the premises.

The Governing Body (and Head teacher) of a community, voluntary controlled, community special and maintained nursery school must comply with any directions given by the LA concerning the health and safety of persons in school, or on school activities elsewhere

The Chair

The Chair of the governing body should take steps to discharge their own responsibilities for health and safety performance in school. Principle responsibilities:

- Headteacher has made adequate arrangements to discharge their responsibilities for health and safety within the school
- safety training is given priority for both governors and staff
- adequate resources are given to safety issues
- health and safety issues are covered at meetings of governing bodies, either through a special meeting or a standard agenda item. This should include discussion of any safety reports or information issued to the Headteacher by LBTH
- active role in the development of the health and safety policy for the school that reflects local procedures and policies
- in conjunction with the Headteacher, provide a monitoring role for the school for health and safety performance. Inspection reports should include where necessary:
 - remedial action(s)
 - identify individual to whom action are allocated
 - set timescales for completion
 - identify any long-term action required to address concerns / issues
- provide information to LBTH on health and safety matters when requested
- periodically review performance.

Responsibilities of the headteacher

Overall strategic responsibility and the day-to-day management of health and safety delegated to SBM, in accordance with the LBTH health and safety policy and procedures and procedures rests with the headteacher.

As manager of the educational establishment and its activities, the headteacher will advise governors of health and safety concerns which may need to be addressed by the allocation of funds.

The headteacher has responsibility for ensuring:

- co-operation with the LBTH and governing body to enable health and safety policy and procedures to be implemented and complied with
- effective health and safety management arrangements are in place including but not limited to risk assessment, regular inspections, implementation of actions
- all staff are competent to carry out their roles and are provided with adequate information, instruction, and training
- consultation arrangements are in place for staff and their trade union representatives (where appointed); recognising the right of trade unions in the workplace to require a health and safety committee to be set up
- accidents and incidents are reported promptly to the council and local investigations are completed promptly
- the premises, plant, and equipment are maintained in a serviceable condition
- communication of the policy and other appropriate health and safety information to all relevant people including contractors
- any hazards which cannot be rectified within the establishment's budget are reported to the council
- that purchasing and contracting procedures are monitored to ensure compliance with LBTH policy.

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

The task of overseeing health and safety on the site has been delegated by the head to the School Business Manager.

Responsibility of other teaching or non-teaching staff holding posts of special responsibility

- apply the school's health and safety policy to their own department or area of work and be directly responsible to the headteacher for the application of the health and safety procedures and arrangements
- maintain or have access to an up-to-date library of relevant published health and safety guidance from sources including Consortium for Local Education Authorities for the Provision of Science Services (CLEAPSS), Association for Physical Education (AfPE), Design and Technology Association (DATA) etc., and ensure that all subordinate staff are aware of and make use of such guidance
- ensure regular health and safety risk assessments are undertaken for the activities for which they are responsible and that control measures are implemented
- ensure that appropriate safe working procedures are communicated to staff under their control
- resolve health, safety and welfare problems members of staff refer to them, and inform the head [individual with delegated authority] of any problems to which they cannot achieve a satisfactory solution within the resources available to them
- carry out regular inspections of their areas of responsibility to ensure that equipment, furniture, and activities are safe and record these inspections where required
- ensure, 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) occurring within their department are promptly reported and investigated
- arrange for the repair, replacement, or removal of any item of furniture or equipment which has been identified as unsafe.

Health and safety co-ordinator (Business Manager)

The SBM is responsible, with support of Deputy SBM for the co-ordination of health and safety management throughout the school. It is advised that the job description should detail their health and safety roles and responsibilities.

The health and safety co-ordinator/s are responsible for:

- general oversight of health, safety and first aid matters
- producing an annual report to the headteacher and governing body
- assisting with inspections and safety audits
- investigating and advising on hazards and precautions including remedial action
- developing and establishing emergency procedures, and organising fire evacuation practices within the school
- making recommendations to the headteacher for matters requiring immediate attention such as changes to legislation or outcomes from premises safety inspections
- liaison with outside bodies such as Occupational Health consultants
- ensuring accidents within the area of responsibility are recorded in line with the school policy
- monitoring accidents to identify trends and introduce methods of reducing accidents
- the provision and maintenance of all 'fire' equipment and for the preparation and review of Fire Risk Assessments (FRA)
- ensuring that premises safety inspections are undertaken where necessary weekly, bi-termly, and keeping records of any faults identified (if appropriate)
- ensuring that all portable electrical equipment is tested on an annual basis
- ensuring equipment, including personal protection equipment is maintained in a safe condition and that substances hazardous to health are stored in a safe place.
- first aid equipment and supplies are correctly maintained and readily available

Principal site health and safety manager (Premises Manager)

The Premises Managers are responsible to the Headteacher / Business Manager, in ensuring compliance with all health and safety regulations in respect of matters affecting cleanliness, security and maintenance of all school buildings and grounds. This includes:

- compliance by periodic inspection of all areas
- appropriate signs and notices are displayed
- hazards are removed
- fire exits are accessible, and that fire-fighting equipment is correctly positioned and serviced
- ensuring that other staff at the school are aware of their responsibilities as appropriate
- notifying appropriate agencies via the line manager where there is a pest or vermin problem and dealing with the problem as directed
- may undertake the annual testing of electrical equipment in the school after appropriate training.

Assistant Headteacher and Year Group Leads

The Health and Safety at Work Act etc. 1974 requires all supervisors to accept responsibility for the safety of processes under their direct control. Assistant Headteacher and Year Group Leads are responsible to the headteacher, so far as is reasonably practicable, for ensuring:

- members of staff in the department are aware of any safety precautions to be taken when undertaking potentially hazardous activities
- the curriculum of the department includes instructions in the correct and safe methods of carrying out potentially hazardous activities
- the curriculum of the department does not involve staff and pupils in procedures likely to cause accidents
- all equipment and machinery are maintained in safe and serviceable condition, and defective equipment not used until the necessary repairs have been carried out
- competent members of staff carry out risk assessments for all the activities within their control
- that all members of staff under his/her control adhere to all relevant aspects of the safety policy
- reporting all potential hazards to health or safety and all accidents to the headteacher.

Employers

The employer must ensure, as far as is reasonably practicable, that pupils are not exposed to risks to their health and safety in school and during offsite visits. The employer must have a health and safety policy and arrangements to implement it. Key elements of a policy can be found on the DFE website

The employer must assess the risks of all activities, introduce measures to manage those risks and tell their employees about the measures.

The employer whether the LBTH or governing body, has the power to ensure that its health and safety policy is carried out. It must provide health and safety guidance to the school and ensure that staff members who are delegated tasks such as risk assessment and risk management are competent to carry them out. If risk assessment shows training is needed the employer must make sure this takes place. The employer cannot fulfil its statutory duty unless it monitors how well its schools are complying with its policy.

LBTH has no responsibilities for, and no power to intervene in, pupil health and safety in schools where the governing body is the employer, except where safety is threatened by, for example, serious breaches to fire safety reported to the council.

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.

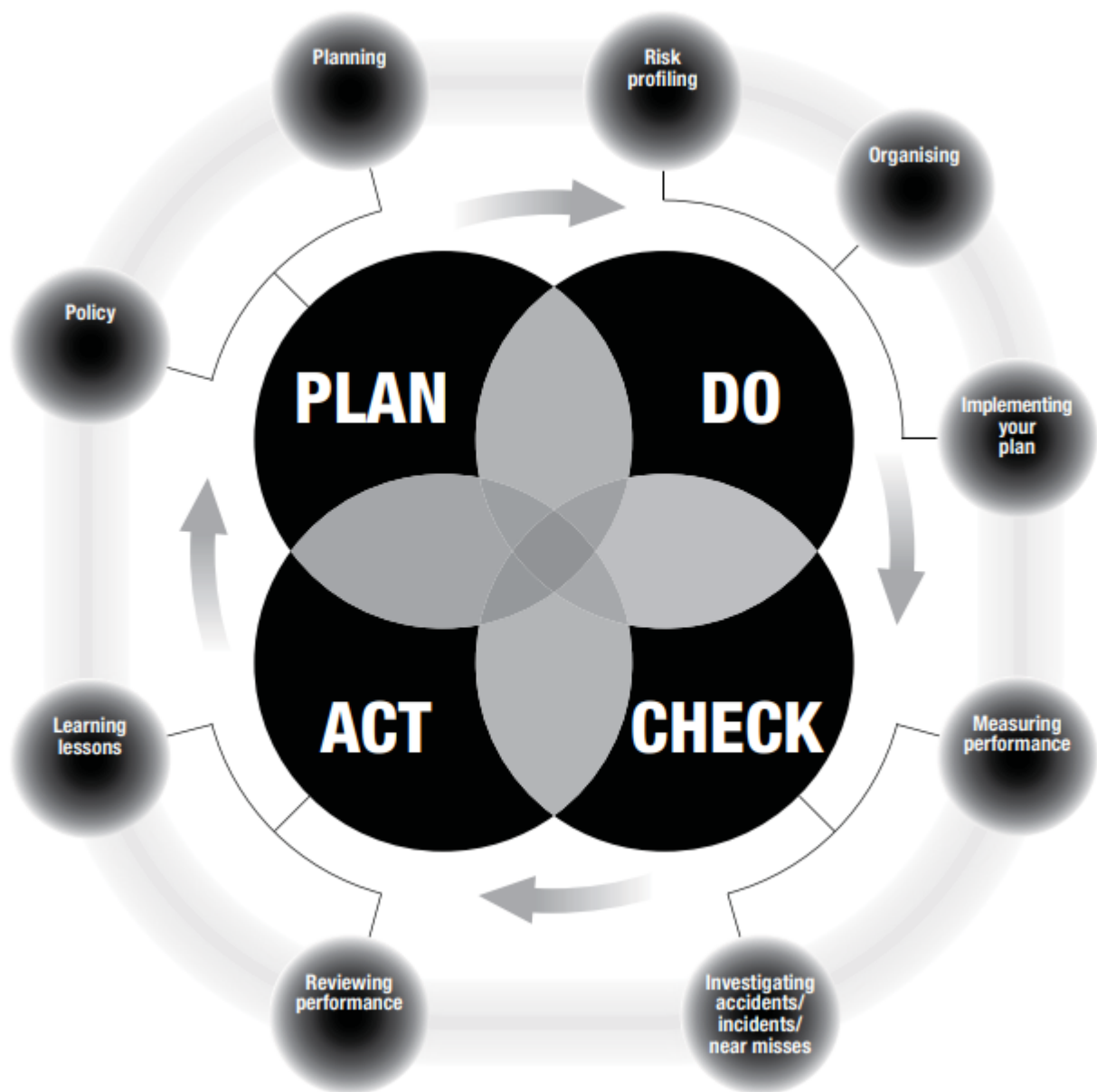
All employees have responsibility to:

- take reasonable care for the health and safety of themselves and others in undertaking their work
- follow the school's health and safety policy, and procedures
- report all accidents and incidents in line with the reporting procedure
- co-operate with school management on all matters relating to health and safety
- not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare
- report all defects in condition of premises or equipment and any health and safety concerns immediately to their line manager
- report immediately to their line manager any shortcomings in the arrangements for health and safety
- ensure that they only use equipment or machinery that they are competent / have been trained to use
- make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

PART 3: ARRANGEMENTS

ARRANGEMENT 1: LEADERSHIP & MANAGEMENT

To fulfil the requirement to manage health and safety the school has established a health and safety management system (SMS) which incorporates Plan-Do-Check-Act (PDCA) cycle illustrated within the Health and Safety Executive's (HSE) Managing for health and safety (HSG65). The PDCA cycle is used to support the continuous improvement process.



Health and Safety Executive (2013) *Managing for health and safety*, HSG 65 (p.9)

PLAN

Policy

A school health and safety policy has been developed which covers how health and safety will be managed and key individuals' responsibilities.

Planning

A plan is produced for how health and safety measures and systems are implemented including who will be responsible for their implementation. This is broadly covered within the policy however this may be carried out locally following changes or improvements.

DO

This element of the PDCA cycle concentrates on the delivery and implementation of the safety management system. The school aims to protect premises users through systems and practices which deal with risks in a sensible, responsible, and proportionate manner.

Risk Profiling

Assessing the risk, identifying what can cause harm and how, and what the school will do to manage the risks (essentially risk assessment)

Organising

· ***Co-operation***

Staff are consulted on issues which may affect their safety and included in the development of new processes. Additionally, the school will co-ordinate with any other groups they may be in contact with. This could include contractors, emergency services, other site users.

· ***Communication***

The school adopts a range of different methods to communicate with the workforce including meetings, emails, and memos.

All staff will receive an induction when they first start with the school and receive all appropriate training to be competent to carry out their role.

Staff will receive refresher training as deemed appropriate or where a particular course has an expiry date.

All staff are required to be competent to carry out their duties and where a training need is identified they will be placed on appropriate training.

Training records for all staff are kept by SBM who is responsible for co-ordinating health and safety.

Implementation

The school will:

- Decide which preventative and protective measures are needed and put them in place as a part of the risk assessment process
- Provide the correct tools and equipment for the job and maintain them
- Provide Information, Instruction and Training to everyone to ensure they are competent to carry out their work
- Ensure suitable supervision of staff and pupils is in place.

CHECK

Measuring performance

Systems, processes, and measures established to prevent harm need to be monitored and assessed to ensure they are effective. Various methods are used to measure the school's performance against standards and identify areas for improvement.

Type	Frequency	Carried out by
Safety tour includes: Visual site inspection	Termly	SBM/PM
Site inspection includes: Visual site inspection Check of statutory inspection documentation (boilers, electrical, etc) Check of all other documentation (risk assessments, procedures, inspections, etc)	Annual	SBM/H&S Consultant - Juniper Report to GB
Health and safety audit:	3-year cycle	Tower Hamlets Corporate Health and Safety Team

Records of all safety tours, inspections and audits are to be kept and records maintained of remedial works carried out.

SBM is responsible for co-ordinating the completion of the above inspections / audits and completion of actions.

Investigating accidents and incidents

The school will investigate the causes of accidents, incidents and near misses (see Arrangement 3: Incident / Accident reporting procedures).

ACT

This section is linked heavily with the 'check' section and is mostly relates to the results of the monitoring or issues that have arisen. The school will review performance from monitoring such as inspections or audits and lessons learnt from accident / incident and then revisit the plan (including review of procedures, processes, and assessments). This supports improvements in health and safety management.

Further information

HSE (2013) [Managing for health and safety, HSG65](#)

ARRANGEMENT 2: RISK ASSESSMENT

Risk assessments are legally required for significant hazards relevant to your school.

How a hazard identified is determined as being significant is by:

- looking at previous accidents or incidents that have occurred (e.g., specific areas of the playground, allergic reaction of a pupil, playtimes, dealing with aggressive behaviour, moving furniture, electrical work by contractors, legionella during school holidays, etc)
- causes of ill health and absence data of staff (and pupils) due to work related issues
- experience of working in schools and speaking to others in educational settings
- observing behaviour of children and staff during school hours
- talking to staff and pupils
- inspecting areas of the school
- looking at non-routine operations
- looking at long term hazards to health (e.g., exposure to asbestos, flour dust)
- examining previous risk assessments and reports

Risk Assessments

The school requires a list of risk assessments for all activities including teaching and non-teaching, premise, and one-off activities or events.

These will be co-ordinated by Headteacher

Risk assessments are available for all staff to view and are held centrally in [Whole School Risk assessments](#)

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

There are different types of risk assessment, some are aimed at individuals. Other assessments may relate to specific tasks or topic area.

Individual risk assessments

Where required individual risk assessments relating to staff member or young person/pupil are held on that person's file and will be undertaken by SBM.

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

Curriculum activities

Risk assessments for curriculum activities will be carried out by Co-ordinator /subject leader using the relevant codes of practice and model risk assessments developed by national bodies. Whenever a new course is adopted or developed all activities are checked against the model risk assessments and significant findings incorporated into texts in daily use.

All local authority schools have a subscription to [CLEAPSS](#). These can be used by Science, Design and Technology as sources of model risk assessment.

Generic assessment

- May be appropriate where **similar activities / processes** are undertaken
- Describes the hazards involved and a standard set of control measures that are routinely employed to reduce the risks associated with the hazards
- Can highlight commonly identified hazards and control measures associated with general locations, events, or activities

Specific assessment

- This risk assessment is completed for tasks, equipment, and locations which have specific risks
- Examples where specific assessment may be necessary include manual handling activities, the use of display screen equipment, new and expectant Mother's etc.

Dynamic assessment

A dynamic risk assessment is an active observation, assessment and taking fast measures during an activity to control unexpected situations. For example, while taking the children on a trip, flash floods have caused closure to the train station to be used for a journey. The group leader takes a decision to use the bus. It is usually a control measure that has not been documented in the existing risk assessment for that activity and should be added to the generic risk assessment afterwards.

ARRANGEMENT 3: INCIDENT / ACCIDENT REPORTING PROCEDURES

The school will record all accidents, incidents and near misses. The headteacher, or their nominee, will investigate accidents and take remedial steps to avoid similar instances recurring.

Faulty equipment, systems of work etc. must be reported and attended to as soon as possible. Accident reports will be monitored for trends and a report made to the Governors as necessary.

Details of the accident and incident reporting procedure can be found in the school's [First Aid Policy](#). The accident and incident procedure are as follows and include

- Report first aid incidents for pupils, staff, visitors, contractors in your school system
- Locations of accident books / forms
- Review accident books / forms including details of escalation
- When to contact Parents / Carers
- Head injuries
- Contacting the emergency services
- Off-site activities, including residential visits
- Incidents relating to hiring of premises

Reporting to corporate health and safety services (council)

Use the council online accident and incident reporting (AIR) form portal to report accidents, verbal and physical assaults, dangerous occurrences and near misses.

Reporting to the Health and Safety Executive (HSE)

Incidents resulting in the following must be reported to the Corporate Health and Safety Service as soon as possible as they have a statutory duty to report to the HSE within 10 days of the incident occurring (or sooner in the case of a fatality). Delays can result in fines imposed by the HSE

- Incidents involving a fatality will be reported immediately to the Corporate Health and Safety Service on 07912480686 (Edward Farrelly) and 020 7364 5008
- Accidents that result in a specified Injury will be reported immediately (as above). These include:
 - Fractures (other than to fingers, thumbs, and toes)
 - Amputation
 - Any injury likely to lead to permanent loss of sight or reduction in sight in one or both eyes
 - Any crush injury to the head or torso, causing damage to the brain or internal organ
 - Any burn injury (including scalding) which covers more than 10% of the whole body's total surface area or causes significant damage to the eyes, respiratory system, or other vital organs
 - Any degree of scalping requiring hospital treatment
 - Any loss of consciousness caused by head injury or asphyxia

- Any other injury arising from working in an enclosed space leads to hypothermia or heat-induced illness or requires resuscitation or admittance to hospital for more than 24 hours
- Employee absence, as the result of a work-related accident, for periods of 7 days or more (including weekends and holidays)
- Member of public (this includes pupils) taken direct from the scene of the accident to hospital and receiving treatment.

ARRANGEMENT 4: FIRST AID

The school needs to carry out a documented first aid needs assessment. It is the school's policy to ensure that there are an adequate number of competent first aiders. First aiders are to be qualified to a three-day first aid at work (FAW) level. The first aid needs assessment will consider the first aid provision for pupils as well as that for staff. A suitable number of two-day paediatric first aid qualified staff will be employed to meet the Ofsted requirement for early year.

In terms of numbers, there must always be a qualified person on the premise, so schools need to allow for staff absences. As an example, a typical sized primary school could have five with FAW and ten with Paediatric training.

The Headteacher is responsible for ensuring that there are adequate numbers of suitably qualified first aiders employed. A list of all first aiders which includes their level of training is displayed throughout the school. The school has an automated external defibrillator (AED) which is located at Back admin office. FAW qualified staff have received basic awareness training in the use of AEDs as a part of their course.

FIRST AID BOXES ARE LOCATED AT THE FOLLOWING POINTS:

North side -Art Studio / cookery room / Early years / playground store by P.M.'s house / Marigold Room

South side – Office/ Staffroom/Top floor Poppy Room

Asma Bibi is responsible for regularly checking that the contents of first aid boxes are complete and will replenish stock as necessary. A check should be made at least termly. Midday Supervisors will replenish the Playground store first aid box.

Individual pupil asthma pumps & Auto Injectors are kept in the main office. Emergency asthma pumps and auto injectors are kept on each floor:

North Side

Ground floor: Reception Corridor

Middle Floor: Iris Room (old KS1 Literacy room)

Top floor – Maths room

South Side

Ground Floor: Stock Room

Middle Floor: Computing room

Top Floor: 6 Pine classroom cupboard by computer desk

Transport to hospital

If the first aider or Headteacher 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 LBTH guidance.

Details of contact numbers of Hospital A&E departments, schools nurse, NHS direct etc.

Accident & Emergency Department
Royal London Hospital
Ground Floor North Tower
London
E1 1BB
0207 377 7000

School Nurse
Debbie Edington
Tower Hamlets GP Care Group
St Peter's Centre
Reardon Street
London E1W 2 QH
Team Tel. no: 0203 950 7176

NHS Direct (Non Urgent)
Dial 111

Further information

HSE (2013) [First aid at work, L74](#)

ARRANGEMENT 5: FIRE EVACUATION AND EMERGENCY

A full fire risk assessment will be arranged to be carried out at least once every three years and a review is to be carried out at least annually, following any minor alterations, or concerns regarding fire safety. Should any major changes of the building or its use occur a new full fire risk assessment may need to be carried out. The headteacher is responsible for ensuring the fire risk assessment is carried out and has delegated authority for this task to Juniper Ventures.

SBM is responsible for ensuring that all appropriate actions are completed following recommendations made in the fire risk assessment. The fire risk assessment and annual reviews are in the fire logbook which is in [Fire Safety/Plans/FRA](#) . The fire logbook also contains all relevant fire related documentation and checks including the below:

Checks	Frequency	Completed by
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Fire alarm break glass call point	Weekly	PM
Emergency lighting	Monthly	PM
Fire doors/ shutters	Monthly	PM
Manual firefighting appliances	Monthly	PM
Fire Drills	Termly	PM/SBM
Servicing/Inspection	Frequency	Completed by
Fire Alarm Service	6 Monthly (Major/Minor)	Dela
Emergency lights	Annually	Dela
Fire doors/ shutters	Per manufacturers guidance	As required
Manual firefighting appliances	Annually	Dela
Automated fire extinguishing systems	Per manufacturers guidance	As required

Should any defects be identified during weekly and monthly checks, these are to be escalated to the appropriate contractor for remedial works to be carried out.

Schools operating with PFI contract should be clear on roles and responsibilities of both parties - the North site is PFI and compliance check and remedials are responsibility of G4S.

Fire Instructions

These documents are made available to all staff and included in the establishment induction process. An outline of evacuation procedures is made available to all contractors / visitors and are posted throughout the site. This includes an off-site plan. Ensure that the fire doors are maintained and not wedged open. Emergency exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.

EMERGENCY PROCEDURES

Fire and Evacuation

Fire and emergency evacuation procedures are detailed in [Emergency Evacuation & Lockdown Procedures](#) and a summary posted in each classroom. These procedures will be reviewed at least annually. Emergency contact and key holder details are maintained by SBM and updated upon review.

Firefighting

The safe evacuation of persons is an absolute priority. Staff may only attempt to deal with small fires if:

- Trained to do so
- No larger than a small wastepaper bin
- Not putting themselves at risk (fire is not between them and their escape route and their escape route is clear)
- The fire can be extinguished with one extinguisher
- They must ensure the alarm is raised before they attempt to fight the fire

Details of service isolation points (for gas, water, electricity etc.)

North side

- **Gas – situated in Ground Floor Kitchen**
- **Water – Mains valve at north and south end of the building. Various isolation valves around the building.**
- **Electricity – Emergency cut off switch and fuse in the plant room**

South side

Gas/Electricity/Water: Boiler Room

Details of chemicals and flammable substances on site

An inventory of these will be kept by Premises Manager/SBM as appropriate, for consultation.

ARRANGEMENT 6: LEGIONELLA / WATER MANAGEMENT

As an employer, or a person in control of the premises, we will:

- organise a Legionella water risk assessment (WRA) to be completed every 2 years, by a company registered with The Legionella Control Association
- complete all recommendations from the WRA within the specified timescales
- complete a detailed specification of water management to ensure compliance to L8, with details of roles and responsibilities that includes both contractor and local school management
- ensure the relevant staff complete Legionella awareness training
- maintain a high standard of monitoring of all logbooks, and take appropriate action when needed, such as responding to identified legionella bacteria within the school water system

North Side - A water risk assessment of the school has been completed by G4S Contractors and G4S is responsible for ensuring that operational controls are being conducted and recorded in the water log book. G4S will be responsible for undertaking basic operational controls in lieu of a water risk assessment being conducted by a named company.

South Side - A water risk assessment of the school has been completed by Swiftclean and PM/SBM is responsible for ensuring that operational controls are being conducted and recorded in the water log book. The PM will be responsible for undertaking basic operational controls in lieu of a water risk assessment being conducted by named company.

This will include, with reference to the risk assessment:

- all remedial action identified in reports is undertaken within the timescale identified
- identifying and flushing rarely used outlets on a weekly basis and after school holiday periods
- conducting necessary water temperature checks (monthly)
- disinfecting / descaling showers, or other areas where water droplets are formed (quarterly)
- Thermostatic mixing valves(TMV) to form part of the regular test and inspection process and procedure
- microbiological testing of the system, in accord with the risk assessment e.g., every six months
- annual chlorination of the water system; and
- the Legionella risk assessment to be reviewed at least every two years by a competent person.

Further information

The Approved Code of Practice: [Legionnaires' disease: The control of Legionella bacteria in water systems \(L8\)](#)^[1] contains practical guidance on how to manage and control the risks in your system.

ARRANGEMENT 7: ELECTRICITY

Contractors who carry out electrical works within the school must be registered with the NICEIC (National Inspection Council for Electrical Installation Contracting). (See Arrangement 21: Management of Contractors)

The schools fixed electrical installation is inspected periodically in line with the current IET (The Institute of Engineering and Technology) Wiring Regulations requirements. Schools require a full inspection and report at least every five years, however, some areas of the school may be subject to more frequent testing and advice will be sought from the Contractor on the appropriate frequency where required.

The school has appointed Starlight (South) and G4S (North) to carry out the periodic fixed installation inspections and reports.

Staff are required to monitor the condition of electrical appliances they use by carrying out a quick visual inspection prior to use. The visual inspection includes checking the condition of the plug, cable, and the appliance. All portable electrical appliances are to be inspected (PAT Testing) annually as standard. PAT Testing is to be carried out by a suitably trained and competent contractor.

SBM is responsible for the management of all statutory compliance inspections (which includes electrical), records of these inspections and if required remedials can be found in [Premises](#) for South site and G4S retain for North site. 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.

Further information

HSE (2013) [Maintaining portable electrical equipment, HSG 107](#)

ARRANGEMENT 8: ASBESTOS

The asbestos survey is held in [Asbestos](#) 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 SBM/HT refresher training is required every 3 years. A re-inspection on all identified asbestos/current asbestos management survey (and plan) will be completed every 3 years, organised by the school staff, SBM.

The Premises Manager, SBM or Data, Compliance Admin Officer will review and manage all contractor/building works and ensure inductions and shared information that includes the school asbestos survey and management plan before works commences.

The headteacher / school business manager shall ensure:

- the asbestos log is maintained and that any changes are notified to the asset management team.
- **all** work on the fabric of the building or fixed equipment is checked with the asbestos management plan and advice sought from the asset management team before any undertaking of work
- an annual visual inspection of asbestos containing materials on site is conducted and recorded in the asbestos log
- a 3-year re-inspection is completed
- will organise another survey in the event of potential building or construction works before the works begin. It is noted that the school's asbestos survey is a 'management survey' and there are other more intrusive surveys required for any building works.
- the premises manager to be using the checklist that can be found at the back of the asbestos management plan along with recording contractor visits.

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 the Headteacher with reference being made to the school's asbestos management plan of knowing locations, actions required and control measures in place.

Any damage to materials known or suspected to contain asbestos should be reported to SBM who will contact the LA for advice. Any contractor who is suspected to be carrying out unauthorised work on the fabric of the building should be reported to SBM.

Further information

HSE (2012) [Managing asbestos in buildings](#): A brief guide

ARRANGEMENT 9: GAS

Contractors who manage or carry out any work on gas appliances including gas boilers and heating are to be on the Gas Safe Register. (See Arrangement 21: Management of Contractors)

The school ensures that all gas appliances, gas installation and flues are inspected on at least annually by a Competent Gas Safe Engineer. This includes but is not limited to:

- Gas Boilers
- Gas water heaters
- Catering appliances

The SBM is responsible for arranging and managing/monitoring the statutory compliance gas requirements and records of all inspections/maintenance can be found in [Statutory Checks](#)

Further information

Gas Safe [Website](#)

HSE [Maintenance – gas appliances and flues](#)

ARRANGEMENT 10: PREMISES AND WELFARE

The school has thoroughly reviewed and implemented measures to meet its obligations under the Workplace (Health, Safety and Welfare) Regulations 1992.

Measures implemented include but are not limited to:

- adequate lighting
- appropriate working temperatures
- adequate ventilation
- sufficient toilets and appropriate washing facilities for the setting
- staff rest facilities with drinking water
- appropriate flooring for the environment
- facilities available for nursing mothers
- safe traffic routes
- regular cleaning of the workplace
- monitoring of the premises condition

The Premises Managers is responsible for the management of the building, including general day to day building issues, statutory compliance, condition surveys, housekeeping, and the cleanliness of the site. All staff with any building concerns/welfare, should report via the relevant premises manager Google Keep note who will arrange for remedial works to be carried out within an appropriate time scale.

Daily, weekly, monthly, and termly checks are carried out by Premises Managers and these are recorded in Premises Manager's records and relevant logbooks (i.e., fire logbook, legionella logbook etc.). Termly and/or annual safety tours, inspections and audits are carried out in addition to the above checks (See Arrangement 1: Leadership & Management for further information).

Grounds Maintenance

It is the school's policy that the seasonal trimming of hedges, grass areas and other foliage which may block or obstruct either the vehicle or pedestrian routes or street/pedestrian routes or lighting, and various other horticultural activities is carried out by competent people.

It is the responsibility of the Business Manager in consultation with the Senior Leadership Team to:

- select a competent arboriculturist to manage the individual trees, shrub, and perennial/annual plants
- to undertake a tree risk assessment to determine the health and safety of the trees; and

- production of risk assessments and safe systems of work, to include working at height, control of substances hazardous to health, use of work equipment and movement of vehicles etc.

The horticultural activities are undertaken by Envirosapes and Hortech and the contract is monitored by the Premises Manager/ Business Manager. Requests for dealing with any outbreaks of infestation should be reported to the Premises Manager.

(See Arrangement 13: Hazardous Chemicals & Radiation for more information)

(See Arrangement 21: Management of Contractors for more information)

Further information

HSE (2013) [Workplace health, safety, and welfare. L24](#)

Arboricultural Association [Website](#)

ARRANGEMENT 11: MANUAL HANDLING

Risk assessments for significant manual handling operations are undertaken and staff provided with training and information on safe moving and handling techniques. **Staff should ensure they are not lifting heavy items and equipment unless they have received training and/or equipment to do so safely.**

Paediatric Manual Handling

All staff who move and handle pupils have received appropriate training (both in general moving and handling people techniques and specific training on any lifting equipment, hoists, slings etc. they are required to use). All moving and handling of pupils has been risk assessed and recorded by a competent member of staff. Equipment for moving and handling people will be thoroughly examined when used for the first time and inspected every 6 months by a competent contractor.

Further information

HSE (2020) [Manual handling at work: A brief guide](#)

ARRANGEMENT 12: WORK & LIFTING EQUIPMENT

Statutory inspections

Regular inspection and testing of school equipment are conducted by appropriate competent contractors. Records of such monitoring will be kept in [Statutory Checks](#). SBM is responsible for identifying all plant and equipment which includes hoists in an equipment register and ensuring that any training or instruction needs, personal protective equipment requirements are identified, and relevant risk assessments conducted.

Equipment restricted to those users who are authorised / have received specific training is Senco records. All staff are required to report to SBM any problems found with plant/equipment. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

Curriculum areas

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

Further information

HSE website: [Provision and use of work equipment](#)

ARRANGEMENT 13: HAZARDOUS CHEMICALS & RADIATION

Use of hazardous chemicals

Every attempt will be made to avoid harmful substances in the school. However, if there is no alternative but to use them, these can be identified by the nine [hazard warning signs](#) on the containers. Control of Substances Hazardous to Health Regulations 2002 (COSHH) will apply to the use of all these substances.

Within curriculum areas (specifically science, design, and technology) hazardous materials are not used.

In all other areas the establishments nominated person(s) responsible for substances hazardous to health Premises Manager for G4S for North Premises and Premises Manager South side premises.

They shall ensure:

- an inventory of all hazardous and flammable substances used on site is compiled and regularly reviewed
- material safety data sheets are obtained from the relevant supplier for all such materials. Remember the safety data sheets are not your risk assessments for that chemical but information only
- risk assessments are conducted for the use of hazardous substances (where generic risk assessments are available e.g., for products purchased from approved suppliers, 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.

This is to be repeated for chemicals used by kitchen, premises, and cleaning teams

Radioactive Sources

There are no radioactive sources on site..

Further information

HSE website: [Control of Substances Hazardous to Health](#)

ARRANGEMENT 14: WORK AT HEIGHT

It is the school's policy that all working at height (WAH) activity is properly planned, supervised, and carried out by competent people. This includes using the right type of equipment for working at height. The Premises Manager, Business Manager or Contractor as appropriate is responsible for producing a suitable and sufficient assessment of the risk supported by a Safe System of Work (including a Permit to Work (North) factoring in:

- the height of the task
- the duration and frequency
- the condition of the surface being worked on

However, there will also be certain low-risk situations where common sense tells you no specific precautions are necessary.

Competence

The Premises Manager or Business Manager or Contractor as appropriate must ensure that all person undertaking an activity where they are working at height have sufficient skills, knowledge, and experience to undertake the task, or, if they are being trained, that they work under the supervision of somebody competent to do it.

In the case of low-risk, short duration tasks (short duration means tasks that take less than 30 minutes) involving ladders, competence requirements may be no more than making sure the person(s) undertaking the task receive instruction on how to use the equipment safely (such as how to tie a ladder properly) and appropriate training.

When a more technical level of competence is required the Premises Manager or SBM should seek advice from G4S or the Corporate Health and Safety team.

Pupils are not allowed to use ladders and ladders should not be used when children are present. Staff should limit the use of ladders, but when required should be aware of the following;

Must do's

Avoid work at height where it is reasonably practicable to do so and where working at height cannot be avoided:

- prevent falls using either an existing place of work that is already safe or the right type of equipment;
- minimise the distance and consequences of a fall, by using the right type of equipment where the risk cannot be eliminated;
- do as much work as possible from the ground;
- ensure workers can get safely to and from where they work at height;
- ensure equipment is suitable, stable and strong enough for the job, maintained and checked regularly;
- make sure you don't overload or overreach when working at height;
- take precautions when working on or near fragile surfaces;
- provide protection from falling objects; and
- Consider your emergency evacuation and rescue procedures.

Safe Use of a Ladder

- suitable access is provided where appropriate;
- all ladders, stepladders and other access equipment is regularly inspected and maintained by a competent person and paper copy or electronic records are maintained;
- Relevant staff have received adequate training in the safe use of ladders and stepladders and hazards associated with their use;
- ladders are not used in adverse weather conditions or areas where there is a significant risk from moving vehicles;
- where the specific risk assessment records that a ladder can be used, in areas where there is vehicle movement the preventative and protective measure will include a prohibition on vehicle movement and close supervision of the activity;
- ladders are only used on a surface that is flat and in good condition;
- ladders are secured when in use; either at the top or bottom; and

Roof Work

The Premises Manager or Business Manager in consultation with the contractor or G4S on North Side as appropriate is responsible for implementing a process for contractors to undertake maintenance work or other activities at roof height or on the roof or in roof void. The following precautions must be taken:

- a Permit To Work (PTW) must be put in place;
- a suitable and sufficient risk assessment and method statement (RAMS) must be produced and approved by the G4S or SBM;
- anyone going onto the roof must be competent and given sufficient information, instruction and training, and be supervised; and
- prohibition on lone working;

Anchorage Points Eye-Bolts and Fixing Points

The eye-bolts/fixings are tested annually by G4S (North) and PTSG (South) in accord with the WAH and the Provision and Use of Work Equipment 1998.

The Premises Manager/SBM is responsible for making available the maintenance records either in paper copy or electronically.

For further information relating to the PUWER or the Management of Contractors refer to the relevant section of this Policy.

Further information

The Ladder Association (2021) [Safe Use of Ladders and Stepladders: A brief guide](#)

ARRANGEMENT 15: ADMINISTRATION OF MEDICINES

All medication will be administered to pupils in accordance with statutory guidance from the DfE '[supporting pupils at school with medical conditions](#)'. 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 Headteacher. Records of administration will be kept by HR, Inclusion and admin officer. No member of staff should administer any medicines unless a request form has been completed by the parent / guardian. All medications kept in school are securely stored in Admin back office with access strictly controlled. Where children need to have access to emergency medication i.e., asthma inhalers, epi-pen etc., it will be kept in Admin back office and in emergency locations throughout the building in locations below and clearly labelled.

North	South
Ground floor: Reception Corridor	Ground Floor: Stock Room
Middle Floor: Iris Room (old KS1 Literacy room)	Middle Floor: Computing room
Top Floor: Maths Resource room	Top Floor: 6 Pine classroom cupboard by computer desk

Health Care Plans

Health care plans are in place for those pupils with complex medical needs such as chronic or ongoing medical conditions (e.g., diabetes, epilepsy, anaphylaxis etc.). Schools should use the competence of the School Nurse to complete and advise on all pupil health care plans. All staff involved should be provided with the relevant information to manage and assist in the care of pupils.

These plans are reviewed and monitored by SENCO and written precautions / procedures made available to staff, the levels of monitoring will be suitable to the needs of the care plan. The School is responsible for monitoring the provision of the school nurse service.

Staff undergo specific training related to health conditions of pupils and administration of medicines by a health professional as appropriate.

Relevant templates to support pupils with medical conditions at school are available from the [DFE website](#)

Sharps

Schools will need to have appropriate bins to dispose needles and sharp objects. The contracted company is called PHS. Sharps discovered in school grounds will need to be disposed appropriately.

ARRANGEMENT 16: INFECTION CONTROL

Schools and nursery settings can be common sites for the transmission of infections. Children may be particularly susceptible due to the immaturity of their immune system; proximity to other children; incomplete or no vaccination status and less understanding of how to practise good hygiene. Micro-organisms (bacteria, viruses, and fungi) are everywhere and usually do not cause infection. However, some do cause infection and can result in symptoms such as fever and sickness. The Spotty Book '[notes on infectious diseases in schools and nurseries](#)' from PHE has been updated to include coronavirus (PHE 2020).

How infections can spread

Infections can spread in different ways, but the following are the most important:

- Respiratory such as influenza, coronavirus
- Direct contact with infecting organism such as impetigo
- Gastrointestinal spread such as contact from contaminated food or water
- Blood borne virus by contact with infected blood or body fluids

Prevention and control

Infection prevention and control measures aim to interrupt the cycle of infection. To prevent and manage infectious diseases in the school setting:

- Promote immunisation of pupils and staff
- Promptly exclude the unwell pupil or staff member
- Check that effective handwashing is being maintained
- Ensure the environment is clean

Updated guidance '[health protection in schools and other childcare facilities](#)' can be found from Public Health England (PHE 2021).

The school should develop its own specific policy and procedures detailing its prevention and control measures to include but not limited to:

- Exclusion
- Handwashing
- Coughing and sneezing
- Personal Protective Equipment (PPE)
- Managing cuts, bites, and nose bleeds*
- Managing needle stick injuries*
- Cleaning blood and body fluid spills
- Sanitary facilities
- Managing nappies
- Children with continence aids
- Laundry
- Dealing with contaminated clothing
- Vulnerable groups at particular risk from infection

***Medical advice and support**

School staff should be aware of procedures in place including nominated staff trained in first aid available to support staff and pupils (see arrangement 4 First Aid). Medical advice should be sought as soon as possible (on the same day) where the skin is broken resulting from a bite. Immediate medical attention should be obtained where someone scratches or pricks themselves with a used hypodermic needle. The nearest Accident and Emergency (A&E) department is:

Royal London Hospital

Ground Floor North Tower
London
E1 1BB

Admin to organise transport for the employee to the A&E department.

Incidents should be recorded on the LA accident and incident reporting system. Support to staff should be offered from Occupational Health or appropriate healthcare professional post-incident

Suspected outbreak of infection

Headteachers and managers should contact their local [Health Protection Team](#) (HPT) as soon as they suspect an outbreak.

An outbreak or incident may be defined as:

- an incident in which 2 or more people experiencing a similar illness are linked in time or place
- a greater than expected rate of infection compared with the usual background rate for the place and time where the outbreak has occurred

For example:

- 2 or more cases of diarrhoea or vomiting which are in the same classroom, shared communal areas or taking part in the same activities
- higher than usual number of people diagnosed with scabies
- higher than usual number of people diagnosed with scarlet fever
- 2 or more cases of measles at the school or other childcare setting

Cleaning of the environment

The school should have a comprehensive cleaning programme in place.

Cleaning schedules should be in place that describe the activities, the frequency of cleaning and who will carry it out. Cleaning standards should be monitored by the school and cleaning staff

should be trained and have access to personal protective equipment (PPE). Essential elements include:

- Daily, weekly, and periodic cleaning schedules
- Colour coded system (and equipment) to minimise potential for cross-contamination and support ease of cleaning
- Cleaning solutions should be stored in accordance with Control of Substances Hazardous to Health (COSHH)
- Consideration for increased cleaning or enhanced cleaning during an infection outbreak
- Consideration for the cleaning of toys and equipment which can become contaminated
- Clear instructions for the immediate clean-up of blood and body fluid spills
- Access to appropriate PPE for the activities

Animals in schools

If animals are kept in the school, a risk assessment should be completed to identify hazards and implement control measures. Animals may bite, cause allergies to children and carry infectious diseases and transmit worms. Zoonoses are diseases that can be transmitted from animals to humans. There are approximately 40 potential zoonoses in the UK. When the pupils are to visit farms or have contact with animals, guidelines from Evolve and provider should be strictly followed.

ARRANGEMENT 17: NEW AND EXPECTANT MOTHERS

It is the school's policy to assess any risks to female employees of childbearing age, in particular risks to new and expectant mothers (from working conditions such as prolonged standing, playground duties, carrying heavy items, the use of physical, chemical, or biological agents).

If risks are identified during the pregnancy, in the first six months, after birth or while the employee is still breastfeeding, appropriate, sensible action to reduce, remove or control them must be taken. Advice can be sought from the school's occupational health provider.

Rest Room

It is a requirement of the Welfare Regulations to provide somewhere for the pregnant or breastfeeding employees to rest and lie down. Although there is no legal requirement to provide an environment for staff to express and store milk, any enquiry of this nature should be directed to the SBM or line manager.

Notification

If notified in writing that an employee is pregnant, breastfeeding or has given birth within the last six months, a risk assessment should be completed. Use your existing general workplace assessments to help inform your assessment. If risk has been identified, steps to remove, reduce or control the risks should be implemented. Advice can be sought from the school's occupational

health provider. If no immediate risk has been identified, managers should continue to monitor and review regularly. A review of this assessment throughout the pregnancy and when they return to work as a nursing mother is required. The Line Manager or Business Manager is responsible for undertaking a regular review of this assessment throughout the pregnancy and when they return to work as a nursing mother.

Further information

HSE website: [Protecting new and expectant mothers at work](#)

ARRANGEMENT 18: DISPLAY SCREEN EQUIPMENT

All staff who habitually use computers and associated equipment (laptops or tablets etc.) as a significant part of their normal work should have a display screen equipment (DSE) assessment. Significant is taken to be continuous / near continuous spells of an hour or more at a time and may be relevant to staff groups such as administrative team, bursars, senior leadership team etc.

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).

Schools should have a trained DSE assessor to complete, manage and monitor DSE assessments.

Further information

HSE website: [Display Screen Equipment](#)

ARRANGEMENT 19: WORK-RELATED STRESS

The School will identify all workplace stressors and conduct generic risk assessments to eliminate stress or control the risks. Consulting with staff and Trade Union Safety Representatives is a legal requirement. Training for all managers and supervisory staff in good management practices will be provided by the school. Confidential counselling for staff affected by stress caused by either work or external factors is available via the Employee Assistance Programme (EAP) and referral to Occupational Health. The School will ensure there are adequate resources to enable line managers to implement the stress management strategy.

Stress Risk Assessment

Generic stress risk assessments are created for different categories of school staff, such as the senior leadership team, SEN team, support staff, premises team, admin team, cleaning team etc. This will ensure proactive measures are in place. Individual stress risk assessments for staff showing signs of stress and will be done with line managers, Human Resources and Occupational Health.

Further information

HSE [Stress at work and how to tackle it](#)

ARRANGEMENT 20: NOISE

The Control of Noise at Work Regulations 2005 are intended to protect against risks to health and safety from exposure to noise, risk of hearing damage and other risks such as interference with the employee's ability to hear instructions or warnings.

All schools and other establishments, to meet the requirements of the legislation must take the following action:

- identify noisy areas during health and safety inspections
- identify those likely to be at risk from noise exposure
- identify any employees or groups of employees whose health may be at particular risk from noise exposure
- obtain a reliable estimate of noise exposure (e.g., from manufacturers and supplier's data) and compare the exposure to the action values and limit value

Further information

HSE website: [Noise at work](#)

ARRANGEMENT 21: MANAGEMENT OF CONTRACTORS

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

All contractors must report to Reception where they will be asked to sign the visitors' book and wear an identification badge. Contractors will be issued with guidance on fire procedures, the asbestos management plan/register/survey, local management arrangements and vehicle movement restrictions.

SBM/Premises Manager is responsible for monitoring areas where the contractor's work may directly affect staff and pupils and for keeping records of all contractor work.

School managed projects

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

These are managed by SBM who will ensure that landlord's consent has been obtained and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought. This would include whether CDM regulations will apply. To ensure contractor competency the school uses LBTH registered contractors. These contractors have satisfied the

council that they understand and abide by health and safety regulations. Where non registered contractors are used the School Business Manager will undertake appropriate competency checks prior to engaging a contractor, including using referrals from other LBTH schools.

Contractors will be asked to provide risk assessments and method statements specific to the site and works to be undertaken. The school, contractor(s) and any subcontractor(s) involved will agree the risk assessment and safe systems of work to be used prior to works commencing on site. The school has a detailed listing of all contractors, with relevant checks completed before works commence, and evidence that includes:

- health and safety policy
- insurance
- references
- risk assessments
- training
- construction phase plans

Permit to work system

A Permit to Work system is a formal safety control document designed to prevent injury to employees, contractors and third parties as well as to property, particularly when work with foreseeable high hazard content is undertaken. The Permit sets out the work to be done, precautions to be taken and the responsibilities of individuals.

Permit to work systems are not required for routine maintenance activities in a non-hazardous environment.

Permit to work systems will be considered where:

- works where two or more individuals need to co-ordinate activities to complete the job safely
- jobs where there is a transfer of work and responsibilities from one contractor to the other
- non-routine operations or activities.

As a general guide a permit to work system may be required for work activities that involve:

- work near asbestos
- confined space working
- hot works such as welding, flame cutting and grinding
- working at height
- working on fragile roofs
- maintenance work on lifts, conveyors, hoists etc
- work on high voltage electrical equipment or other work on electrical
- equipment which may give rise to potential dangers
- work involving the use of hazardous/dangerous substances.

Further information

Using contractors: A brief guide

<https://www.hse.gov.uk/pubns/indg368.pdf> The guidance tells Schools what they must do to comply with health and safety law when they use contractors.

Human factors: Permit to work systems

<https://www.hse.gov.uk/humanfactors/topics/ptw.htm> Explains why permit to work systems are important and guidance on their use

ARRANGEMENT 22: PERSONAL PROTECTIVE EQUIPMENT

Personal Protective Equipment (PPE)

It is the school's policy to put in place all necessary safe systems of work, control measures and engineering solutions so that use of PPE is minimised.

Where PPE is needed it must be the most appropriate for the identified risk and it will only be issued where the risk assessment identifies that it will further reduce the level of risk as low as is reasonably practicable as PPE is recognised as a safeguard of last resort since it only protects the individual wearer.

Common Selection and Use of PPE

- PPE should be labelled to show what it protects against and is resistant to; and
- always use PPE according to the manufacturer's instructions.

The Personal Protective Equipment Regulations 2018 state that PPE on the market must be supplied with relevant information on:

- storage, use, maintenance, servicing, cleaning and disinfecting;
- the level of protection provided by the PPE;
- suitable PPE accessories and appropriate spare parts;
- limitations on use; and
- the obsolescence period for the PPE or certain of its components.

Ensure items of PPE used together are compatible with each other to ensure they continue to be effective against the risks.

Do not:

- reuse disposable PPE;
- leave contaminated work areas without removing the contaminated clothing in appropriate changing areas;
- store PPE in direct sunlight or in hot humid places as this can cause damage to some equipment; and
- Use PPE if it is damaged, heavily worn, unfit for use or past its usable protective life. You should dispose of it properly and replace it.

Further information

HSE website: [Personal Protection Equipment \(PPE\)](#)

ARRANGEMENT 23: PREMISES SECURITY / PERSONAL SAFETY

It is the school's policy that all work-related violence and intimidation is unacceptable and will take all steps to avert the risk of violence through physical security measures, safe working practices and staff training. The risk assessment process will determine appropriate local measures, which is a management function.

However, it is recognised that even with proactive measures, incidents of violence may still occur therefore it is also the school's policy that appropriate support mechanisms exist for all members of staff who may be subjected to incidents of violence during their work.

The school will consider both the nature and level of the risk of violence to staff into account when assessing risk and where necessary undertake a specific violence risk assessment.

Preventative measures will include those relating to:

- the environment;
- physical security precautions;
- means of raising an alarm;
- emergency response procedures;
- safe systems of work;
- training and information; and
- individual measures identified in specific risk assessments such as new and expectant mothers, stress etc.

The school will ensure that staff and others as appropriate will receive adequate information, instruction, and training in handling potentially or actual violent situations relevant to the degree of contact. The emphasis of all information, instruction and training will be on prevention and defusing / de-escalation.

Following a violent incident SLT will be expected to immediately provide initial sympathetic support to affected members of staff. This may include ensuring medical treatment, providing reassurance, de-briefing, and/or allowing an immediate short period of time away from the workplace to recover.

In cases of actual physical assault SLT will be expected to ensure the actions below are taken:

- appropriate treatment of injuries is given to the assaulted member of staff by a first aider or emergency services (if necessary);
- where the injuries suffered are serious enough or where the assaulted member of staff wishes to, the assaulted member of staff attends Hospital as soon as possible;

- a member of staff attending Hospital must be accompanied by a member of staff;
- the taking of photographs should be considered/offered as it may help with any police prosecutions etc. in the future;

Where an affected member of staff is unable (or unwilling) to remain at work, managers will be expected to ensure the member of staff is able to get home safely. This may involve arranging for them to be collected by a relative or friend or to be taken home by another member of staff or by taxi. All staff have a duty to report incidents of violence in accordance with school and LBTH accidents and incident reporting procedures using the AIR form.

Ideally this should include all incidents of swearing or verbally abuse to staff. However, it is appreciated that some people can swear or be verbally abusive without necessarily intending to be aggressive and on such occasions, staff do not necessarily feel threatened or offended and are reluctant to report these as violent incidents. The school accepts this and therefore permits staff individual discretion to determine the nature of the incident and whether it requires reporting.

However, the school still requires all incidents that exceed a staff member's personal threshold or is personally directed at an individual staff member or another employee to be reported. All reported incidents of violence should as soon as possible be investigated by the SLT to determine the support necessary for the staff involved and any action necessary to minimise the risks of a recurrence.

Lone Working

Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary. Work involving potentially significant risks (for example work at height) should not be undertaken whilst working alone.

Where lone working cannot be avoided staff should:

- Complete a lone working risk assessment
- Obtain the Head teacher's/senior member of staff's permission and notify him/her on each occasion when lone working will occur
- Ensure they do not put themselves or others at risk
- Ensure they have means to summon help in an emergency e.g. access to a telephone or mobile telephone etc.
- When working off site (e.g. when visiting homes) notify a colleague of their whereabouts and the estimated time of return. [staff undertaking home visits to obtain as much background information as possible about the child/family being visited]
- Key holders G4S/Banham Security 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 they may have felt "uncomfortable"

Further information

HSE website: [Lone working](#)

Suzy Lamplugh Trust: [Personal safety advice](#)

ARRANGEMENT 24: PLAY AND PHYSICAL EDUCATION EQUIPMENT

All play and physical education (PE) equipment should be in good working order, maintained and subject to annual inspection.

The standards play areas should adhere to differ based on the type of play area it is. For example, outdoor play equipment, indoor play equipment or inflatables. Likewise, the level of qualification and competence of those completing inspections.

The use of play and PE equipment will only be used after a suitable and sufficient risk assessment has been completed.

The SBM is responsible for ensuring all inspections are completed, and remedial works are completed within the timescales. The SBM is responsible for organising the inspections

Outdoor play equipment

Play equipment will be checked / inspected:

Outdoor Annual (annual inspection)	Must be undertaken by a qualified RPII inspector*
Outdoor Operational (quarterly or monthly inspections)	Must be undertaken by a qualified RPII inspector*
Outdoor Routine (visual daily/weekly inspections)	Must be visually inspected for any damage; should be recorded, with detailed action as appropriate

*The [Register of Play Inspectors International](#) (RPII) is the official UK body for examining, accrediting, and certificating inflatable, indoor and outdoor play inspectors. The RPII also accredits courses for the training of inspectors to ensure that playground safety standards are met.

Outdoor annual inspection of play equipment is completed by TMPI Ltd. Repair and maintenance are completed by a qualified specialist contractor Theories Landscapes, Gym Fix, Bow Landscapes. Equipment will be checked daily before use for any apparent defects. Premises Manager will conduct a weekly visual inspection of the equipment

Indoor play equipment and PE equipment

Indoor annual inspection of play equipment is completed by Gym Fix. Repair and maintenance are completed by a qualified specialist contractor Gym Fix. Equipment will be checked before use for any apparent defects. Premises Manager will conduct a weekly visual inspection of the equipment

Further information:

RPII [Qualification for the Inspection of school play areas](#)

RoSPA [Play Safety](#)

The Association for Physical Education (afPE) [The Inspection and Maintenance of Gymnastics, Sports Hall, Fixed Play, Fitness and Sports Equipment](#)

ARRANGEMENT 25: TRANSPORT & DRIVING

It is the policy of the school that all vehicles and pedestrians should operate in a safe manner and be effectively managed and controlled. This policy includes the safety of all vehicle and pedestrian routes both internal and external; to include the access routes used by the emergency services i.e., Fire Brigade and Ambulance Service. Vehicular access to the school is restricted to school staff and visitors only and not for general use by parents/guardians when bringing children to school or collecting them. The south site vehicle access gate is currently used as Nursery access, this risk assessment is part of the whole school risk assessment. If an event is being held outside of normal school activities for which this is the sole access, then all due care must be taken to ensure the safety of those passing through this entrance, and a suitable and sufficient risk assessment completed for pedestrian and vehicular movement.

The Premises Manager is responsible for:

- upkeep and maintenance of all external/internal pedestrian and vehicle routes and car park
- location and maintenance of road and pedestrian traffic safety signs
- lighting for road and pedestrian routes
- routine safety checks and inspections
- suitable gritting of these routes both internally and externally
- provision of suitable signage
- parking bays for persons with a disability
- liaising with and managing contractors undertaking activities on site that involve the movement of vehicles, to include, the review of risk assessments and method statements (RAMS).

Speed limit

The maximum speed limit in the school is 5mph.

Deliveries

Deliveries will not take place when pedestrians/pupils are present, Entry and exit will be managed by Premise Manager or admin team Companies will be given specific times suitable for delivery. The car park entrance will be used for easy access to stock room. Kitchen deliveries are managed by Contract services and are delivered via pedestrian gate on Redmans Road.

ARRANGEMENT 26: OFFSITE VISITS

Offsite Visits

All offsite visits will be planned following guidance contained in the LBTH Children Services Directorate Outdoor Education Policy, which is located on the LBTH Evolve front page.

The council's Offsite Visits Advisor must be notified of trips which include self-led adventurous activities, fieldwork trips to open or "wild" country, and all trips overseas and residential trips.

This will be done via the use of Evolve, the online notification and approvals system.

The member of staff planning the trip will submit all relevant paperwork and risk assessments relating to the trip to the school's Educational Visits Co-ordinator (EVC) David Smith who will check the documentation and planning of the trip and if acceptable initially approve the visit before referring to the Headteacher.

ARRANGEMENT 27: SWIMMING POOL

The school premises does not have a swimming pool.

ARRANGEMENT 28: INDUSTRIAL KITCHEN

Industrial Kitchen

Schools may have LBTH Contract Services or external sources as their food provider. It is important that relevant health and safety information is shared and communicated between the school and food provider.

The school should have knowledge of the food provider's documentation including but not limited to current risk assessments, valid staff training records, food hygiene inspection reports, gas safety certificates, pest control information and accident data. This information may be required for audit purposes annually. All external audits from the contract kitchen should be communicated with the school, to ensure a good level of contract compliance / monitoring.

Kitchen staff should be briefed on first aid, any presence of asbestos in their work areas, fire safety arrangements and be familiarised with the school's allergy and medicine policy. All reports of accidents and near misses in the kitchen are to be provided to the school administration, this may include the contractor completing the school's accident report as well as their own company accident report.

The school management is responsible for sharing information to the kitchen staff of individual child needs such as allergies when preparing and serving food. The school needs to document how this communicated to the kitchen staff.

School meals are provided by LBTH Contract Services.

ARRANGEMENT 29: WORK EXPERIENCE & VOLUNTEERS

Young Persons

If the school has volunteers or students on placement who are under eighteen years of age, then a risk assessment must be completed for them.

Work Experience

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

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

The school has a separate work experience and volunteers' policy which is regularly reviewed and updated. The Deputy Head is responsible for managing and co-ordinating work-related learning

Risk assessments are completed by Deputy Head/ HT/ SBM.

ARRANGEMENT 30: LETTINGS / SHARED USE OF PREMISES

The school does let out the premises

ARRANGEMENT 31: EMERGENCY PLANNING AND BUSINESS CONTINUITY

The school has a separate emergency planning procedure that includes coronavirus, a lockdown procedure that needs to be referred to in a separate document. It is important that the fire risk assessment has taken this into consideration.

School and college security [information and templates](#) can be found on the DFE

CHECKLIST: HEALTH AND SAFETY POLICY

The following checklist can be used to help confirm the health and safety policy has been completed and communicated

Item	Tick
The model policy has been amended to reflect the specific school setting	Y
Roles and responsibilities have been inserted (where required)	Y
The draft policy was circulated to staff representatives for consultation	Y
The completed policy was sent to governors for approval	Y
The policy has been signed and dated by the head governor	Y
The policy was communicated to all staff (including induction process)	Y

Health and safety roles and responsibilities are communicated	Y
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