

Health and Safety Policy

Avenue Junior School

Part 1: Statement of Intent

Effective health and safety management is integral to delivering our ambition for excellence in education and our performance as a school. Our overall objective is to provide and maintain a safe and healthy environment for our staff and pupils and others with whom we work.

We will achieve this by:

- Developing and maintaining a positive Health and Safety culture with an emphasis on continually improving our performance taking into account human and cultural factors,.
- Ensuring that health and safety management is an integral part of decision making and organisational processes
- Adopting a sensible and proportionate approach to managing risks, with well informed decision making processes for higher risk activities and ensuring a disproportionate amount of time is not spent on trivial or everyday risks
- Providing a safe and healthy working environment for our staff, pupils and others working in the school
- Ensuring safe working methods are in place and providing safe equipment.
- Communicating and consulting with our staff and their trade union representatives
- Complying with statutory requirements and where possible best practice.
- Investigating and learning the lessons from accidents and work related ill health incidents
- Providing effective information, instruction and training to enable our staff to be competent in their roles
- Monitoring and reviewing systems and preventative measures to make sure they are suitable, sufficient and effective.
- Ensuring adequate resources are made available to fulfil our health and safety responsibilities and objectives.
- Working with and monitoring our contractors to ensure consistent and comparable health and safety standards

P611c Model School Health and Safety Policy

We recognise that overall responsibility for health and safety lies with all levels of management having direct responsibility for activities and staff under their control. However, all staff have a legal and moral responsibility to take reasonable care for the health and safety of themselves and for others who may be affected by their acts or omissions..

Name/Signature of Chair of Governors: Wendy Cleary

Name/Signature of Headteacher: Debbie Dismore

Date: 19/06/15

Review date: 19/06/17

Health and Safety Policy

Part 2: Responsibilities and Organisation

Introduction

To comply with the Governing Body's Statement of Intent the following responsibilities have been assigned:

The Governing Body

The Governing Body has responsibility for ensuring that suitable and adequate organisation and arrangements are in place for the management and control of health and safety within the school. In particular, we will ensure that:

- A written policy statement is created and communicated which promotes a positive attitude towards health and safety in staff and pupils.
- Responsibilities for health, safety and welfare are allocated to specific people and those people are informed of these responsibilities.
- A lead governor for health and safety is nominated.
- People have sufficient experience, knowledge and training to perform the tasks required of them.
- Clear procedures are created which assess the risk from hazards and produce safe systems of work.
- Sufficient funds are set aside with which to operate safe systems of work.
- Adequate time and resources are given to individuals to fulfil their roles as defined by this policy
- Health and safety performance is monitored and targets for improvement are set.
- The school's health and safety policy is reviewed at least every two years
- The management of health and safety considers the needs of anyone with a protected characteristic under the Equalities Act

The Headteacher

The Headteacher will be responsible for all staff and activities under their control and will ensure that the requirements of relevant safety policies and procedures are implemented and complied with. In particular, they will :

P611c Model School Health and Safety Policy

Be fully and visibly committed to the Governing Body's Statement of Intent for health and safety ensuring that a positive health and safety culture is actively demonstrated and promoted through their own leadership.

Ensure that risk assessments are undertaken as appropriate by competent persons and that adequate control measures are taken on a risk basis to reasonably minimise the health and safety risks to staff and any other people who may be affected by the school's activities

- Monitor and review health and safety performance through:
 - Undertaking health and safety inspections of work areas/practices in line with relevant County Council policy
 - Setting health and safety targets and objectives through appraisals and other supervisory reviews
 - Reviewing incidents and accidents
 - Monitoring commissioned and contracted work under their control for compliance
 - Ensure that the management of health and safety in the areas under their control considers the needs of anyone with a protected characteristic under the Equalities Act
- Develop safe systems of work and procedures and ensure that they are implemented
- Set a personal example by including health and safety management in daily management practice and demonstrating safe personal working practices
- Ensure prompt action is taken to resolve any situations that may adversely affect the health and safety of staff or other people.
- Ensure that they personally undertake all relevant training and all staff are given adequate information, instruction, training and supervision to carry out their duties, paying particular attention to new/inexperienced employees and trainees
- Ensure that all plant and work equipment provided is: selected through a risk assessment process, suitable, properly maintained and subject to all necessary tests and examinations
- Ensure that accidents and incidents (including near misses and violence and aggression) are properly reported and investigated and the findings acted upon without delay
- Ensure there are adequate and effective arrangements in place for consulting employees and their trade union representatives on health and safety matters that affect them

P611c Model School Health and Safety Policy

- Ensure information that may assist safety representatives in their role is provided to them as necessary
-
- When commissioning work through partners and contractors, ensure that they are selected and managed in line with statutory requirements and Council policy
- Ensure that they seek timely assistance and advice where expert help is required from the Health, Safety and Well-being team
- Report to the Governing Body at least annually on the school's health and safety performance.

Lead Governor for Health and Safety

The Lead Governor for Health and Safety has the following responsibilities:

- To be fully and visibly committed to the Governing Body's Statement of Intent for health and safety.
- To scrutinise and review health and safety performance.
- To provide support and challenge to the Headteacher in fulfilling their health and safety responsibilities.
- To ensure in particular that risk assessments of the premises and working practices are carried out and documented.

School Health and Safety Coordinator

The School Health and Safety Coordinator has the following responsibilities:

- To coordinate and manage the annual risk assessment process for the school.
- To coordinate performance monitoring processes.
- To make provision for the inspection and maintenance of work equipment.
- To manage the keeping of records of all health and safety activities including management of building fabric and building services in liaison with NPS and other contractors.
- To advise the Headteacher of situations or activities which are potentially hazardous to the health and safety of staff, pupils and visitors.
- To ensure that staff are adequately instructed in safety and welfare matters about their specific work place and the school generally.

P611c Model School Health and Safety Policy

Teaching and support staff holding positions of special responsibility

This includes all line managing staff in school. They have the following responsibilities:

- Apply the school's Health and Safety Policy and the relevant Health and Safety Codes of Practice 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
- Carry out regular health and safety risk assessments of the activities for which they are responsible.
- Ensure that all staff under they manage are familiar with the relevant health and safety Codes of Practice, for their area of work.
- Resolve health, safety and welfare problems members of staff refer to them, or refer to the Headteacher any problems to which they cannot achieve a satisfactory solution within the resources available to them.
- Carry out regular inspections of their areas of responsibility to ensure that equipment, 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 staff and pupils to avoid hazards and contribute positively to their own health and safety.
- Investigate any accidents that occur within their area of responsibility.

Class Teachers

Class teachers are expected to:

- Exercise effective supervision of their pupils, to know the procedures for fire, first aid and other emergencies and to carry them out.
- Follow the particular health and safety measures to be adopted in their own teaching areas as laid down in the relevant Code of Practice and to ensure that they are applied.
- Give clear oral and written instructions and warnings to pupils when necessary.
- Follow safe working procedures.
- Require the use of protective clothing and guards where necessary.
- Make recommendations to their Headteacher or Head of Department on health and safety equipment and on additions or necessary improvements to plant, tools, equipment or machinery.

P611c Model School Health and Safety Policy

- Integrate all relevant aspects of safety into the teaching process and, where necessary, give special lessons on health and safety in line with National Curriculum requirements for safety education.
- Report all accidents, defects and dangerous occurrences to their Head of Department.

Employee Consultation/Safety Representatives

The Governing Body believes that consulting employees on health and safety matters is important in creating and maintaining a safe and healthy working environment.

Safety representatives of trade unions recognised by Norfolk County Council will be consulted on all matters of health and safety that may affect staff and on the provision of health and safety information and training. Non-union staff will also be consulted directly.

Before making any decisions which could have health and safety consequences for staff, the governing body will inform safety representatives about the proposed course of action and give them an opportunity to express their views.

Staff

All staff have individual responsibility to take reasonable care for the health and safety of themselves and for others who may be affected by their acts or omissions. In particular, they must:

- Comply with the school's health and safety policy and procedures at all times
- Co-operate with managers in complying with relevant health and safety safe systems of work and procedures
- Use all work equipment and substances in accordance with instruction, training and information received.
- Wear, use, store, maintain and replace personal protective equipment as appropriate
- Not intentionally misuse anything provided in the interests of health, safety and welfare
- Take part in and contribute to health and safety inspections, risk assessments etc. as appropriate
- Report all accidents (personal injury and vehicle), ill health, incidents of violence and aggression, near misses, hazardous situations, general health and safety concerns, defective equipment or premises
- Attend all training relevant to their role

P611c Model School Health and Safety Policy

Pupils

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

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

Part 3: Procedures and Arrangements

The following procedures and arrangements have been adopted to ensure compliance with the Governing Body's Statement of Intent.

Lead Governor for Health and Safety

The lead governor with responsibility for health and safety is Jason Menezes.

Risk Assessment:

General Risk Assessment

General Risk Assessment will be coordinated by the Headteacher/Deputy Headteacher in her absence, following guidance and documentation on Schools' PeopleNet.

They will be responsible for ensuring the actions required are implemented.

Fire Safety

A fire risk assessment will be carried out by the Headteacher/Deputy Headteacher in her absence and local fire safety procedures developed for the premises the following guidance and documentation on Schools' PeopleNet.

Manual Handling

Manual handling risk assessments will be carried out by the Headteacher/Deputy Headteacher in her absence following guidance and documentation on Schools' PeopleNet.

Computers and Workstations

Computer and workstation risk assessments will be carried out by the Headteacher/Deputy Headteacher in her absence following guidance and documentation on Schools' PeopleNet.

Hazardous Substances

The caretaker will identify hazardous substances for which no generic assessment exists in the Codes of Practice mentioned below, or in the Caretaking Health and

P611c Model School Health and Safety Policy

Safety Code of Practice, following guidance and documentation on Schools' PeopleNet.

Violence to Staff

Assessment of the risks of violence to staff will be carried out by the Headteacher/Deputy Headteacher in her absence following guidance on Schools' PeopleNet. This assessment cross-refers to the school's behaviour policy.

Risk Assessment of Curriculum Activities

Risk Assessments for curriculum activities will be carried out by relevant Heads of Department/Heads of Faculty and subject teachers using Health and Safety curriculum Codes of Practice on Schools' PeopleNet.

Consultation with Employees

Union-appointed safety representatives are Linzie Benstead & Nikki Teasdale

Consultation with employees not represented by a union is provided through HR.

Safe Plant and Equipment

Plant and equipment will be inspected, maintained and, where necessary, tested by appropriate contractors through the NPS Building Maintenance Partnership (BMP3) scheme.

Schools that are not in BMP3 should summarise their general arrangements for organising inspection, maintenance and testing of plant and equipment here.

Routine local testing of emergency lighting, fire alarm call points, flushing of infrequently used water outlets and monthly water temperature monitoring will be carried out by the caretaker/site manager.

Any problems or defects with plant and equipment should be reported to the school office.

Information, Instruction and Training

Information and Advice

The Health and Safety Law Poster is displayed at: staffroom & the school office

Health and safety advice is available from the headteacher/health and safety coordinator; and from HR Direct on 01603 222212 or email hrdirect@norfolk.gov.uk

Health and Safety Training:

P611c Model School Health and Safety Policy

Induction

Health and safety induction training will be provided for all new employees and for work experience placement students by the Headteacher/Deputy Headteacher in her absence following guidance and documentation on Induction on Schools' PeopleNet.

Employees named below have received or will receive health and safety training in the following areas:

Strategic Health and Safety Management and Premises Management Training

- Leading Health and Safety for Governors: Jason Menezes
- Health and Safety for Managers: Debbie Dismore
- Premises Management 1 – General: Debbie Dismore; Mike Hooper
- Premises Management 2 – Asbestos: Ian Tilley
- Premises Management 3 – Fire Safety Risk Assessment: Debbie Dismore; Mike Hooper; Ian Tilley
- Premises Management Refresher: Debbie Dismore
- Risk Assessment: Debbie Dismore

The HSE has recommended that for larger premises three or four staff attend Premises Management training to allow for sickness, holidays etc.

Curriculum/Subject Specific Health and Safety Training

Primary and Secondary PE and School Sport

- Risk Management in PE and School Sport: Lindsey Byford; Sandra Sulte
- Safe Supervision of Swimming for Teaching Assistants: Gina Dix, Jane Sidney, Louise Gibbs

Outdoor Education

- Educational Visits Coordinator: Mike Hooper

Occupational Risks

- First Aid at Work: Sarah Tiddy, Jo Willets, Jenny Tilsley
- Emergency First Aid at Work: all staff – on going programme
- Paediatric First Aid (for schools with children up to age 5): N/A
- Manual Handling: Ian Tilley
- Moving and Handling of Disabled Pupils: Jo Willets; Jennie Tilsley, Debbie Maas
- Musculoskeletal Injuries Rehabilitation Scheme Referral Managers Training: Debbie Dismore
- Norfolk Steps (Team-Teach) training: all staff – ongoing programme

Caretaking/Site Management

- Norse Commercial Services: IOSH Working Safely: Ian Tilley
- Norse Commercial Services: Ladder Training: Rob Hawe / Ian Tilley

P611c Model School Health and Safety Policy

- Institute of Sport and Recreation Management (ISRM) Pool Plant Operators Certificate: N/A

Health and Well-Being

- Well-Being Facilitators: Steve Chambers, Beverley Ellis

Minibuses

- Norfolk County Council Minibus driver training: Debbie Dismore, Lindsey Byford

Training Records and Training Needs Identification

Health and safety training records are held by: The Headteacher/Deputy Headteacher in her absence

Training needs will be identified, arranged and monitored by: the Headteacher/Deputy Headteacher in her absence

Incident Reporting and Investigation

All accidents and cases of work-related ill health involving employees (or non employees where the injury is caused by a defect in a work activity, equipment or premises and where the non employee is taken directly to hospital) must be recorded on the Norfolk County Council online incident reporting system following guidance on Schools' PeopleNet.

Minor injuries to non-employees (i.e. pupils and visitors) where first aid is given will be reported on the First Aid Record of Treatment form. These forms are kept by/at:

the school office/ Sarah Tiddy

The Headteacher/Deputy Headteacher in her absence will investigate all incidents and act on findings to prevent a recurrence.

First Aid

First aid box/es is/are kept at:

The school office/medical room

The following employees are available to provide first aid:

All staff who have completed Emergency First Aid in school.

Managing Medicines

Prescribed medication will be administered to pupils following guidance and documentation on Schools' People
Sarah Tiddy is responsible for control of administration of medicines to pupils.

Site Security and Visitors

P611c Model School Health and Safety Policy

All visitors must report to reception where they will be asked to sign the visitors book and wear a visitors' badge.

Other arrangements to ensure the security of pupils and employees on site are: External gates are closed at 8.50 pm. Once gates are opened at 3pm all outdoor doors are locked.

On-Site Vehicle Movements

The risks of persons and vehicles coming into contact will be controlled by the following measures: arrangements for vehicles on site must be made with the office and only when appropriate to do so.

Selection and Management of Contractors

Contractors are selected and managed following guidance and documentation on Schools' PeopleNet.

Management of Asbestos

The asbestos register and asbestos management plan is held at: the school office and the NPS site.

The school office is responsible for ensuring that contractors who may be working in areas where asbestos has been identified sign the register and that any changes to the register are notified to NPS.

Educational Visits

Educational visits, including residential visits and any school-led adventure activities, will be organised following guidance produced by the Outdoor Education Advisers Panel and adopted by Norfolk County Council.

Occupational Health

Access to occupational health services is via **the Headteacher**.

Emergency Procedures – Fire and Evacuation

Escape routes are checked **by/every**: the caretaker/ weekly.

Fire extinguishers are maintained and checked **by/every**: TTP Fire/ six monthly.

Alarms are tested **by/every**: the caretaker/weekly

Emergency evacuation procedures will be tested once every term.

Monitoring

Routine inspections of the premises to ensure safe working practices are being followed will be carried out by the Headteacher/Deputy Headteacher in her absence

Inspections of individual departments and specific work areas will be carried out by Heads of Department or nominated staff.

P611c Model School Health and Safety Policy

Review of Policy

This policy will be reviewed at least every 2 years and more frequently in the light of experience, or because of operational or organisational changes.