



Health & Safety Policy

Reviewed on	2026/27, Term 6	Review frequency	Annual
Next review due	2027/28, Term 6	Template Yes / No	N
Owner	Head of Estates	Approved by	Board of Trustees



History of Policy Changes

Date	Page & Para	Change	Origin of Change
2024/25 Term 6	All	References to Governing Body changed to Local Governing Committee (LGC)	Annual Review
	All	References to Headteacher changed to School Leader	
	All	All references to Smoking now include Vaping	
	9, 6.3	o) Reference to H&S Audit removed as now part of Estates Health Check	
	7, 7.1	Compliance Manager replaced with Health & Safety Manager	
	10, 8.4	a) 'Classroom Risk Assessments' changed to 'Classroom Checklists'	
	13,7.12	a) added that remedial actions need to be followed up in given timescales.	
	20, 15.24	Added that drugs and medications should be administered by one person and witnessed by another.	
	20, 15.25	Added that C2 actions will be followed up in a suitable timeframe (electrical)	
	22, 15.41	Added that remedial actions from Legionella Risk Assessment are followed up/completed in given timescale	
	29, 15.83	Added 'Estates Health Check' to 'Workplace Inspection'	
2025/26 Term 6	25, 14.59 (g)	Risk assessment review frequency changed from annually to every 2 years.	Annual Review

1.	Introduction	5
2.	Health and Safety Policy Statement.....	5
3.	Health and Safety Duties and Responsibilities of the BoT	6
4.	Health & Safety Duties and Responsibilities of the Chief Executive Officer (CEO)	7
5.	Health & Safety Duties of School Leaders.....	8
6.	Health & Safety Duties of the Head of Estates (Competent Person).....	9
7.	Health and Safety of Senior and Middle Leaders.....	10
8.	Health and Safety Duties of School Site Staff	11
9.	Health and Safety Duties of all Members of Teaching Staff and All Other School Staff	14
10.	Special Obligations of Class Teachers	15
11.	Special Obligations of Pupils.....	15
12.	Health and Safety Duties of School Governors	15
13.	Health and Safety Duties of Hirers, Contractors and Others.....	16
14.	Procedures and Arrangements	17
	Accident/incident recording/reporting	17

Pupils	17
Staff.....	18
Visitors	18
Near miss incidents.....	18
Violent/behaviour incidents	18
Asbestos	18
Boiler room.....	18
Competency	19
Consultation with employees	19
Contractors on site	19
Curriculum safety (Including out of school learning activity/study support)	20
Drugs and medications.....	20
Electrical	20
E-safety.....	20
First aid.....	20
Following an accident.....	20
Recording	21
First aid boxes/materials.....	21
Injuries involving bleeding	21
Fire evacuation.....	21
Basic fire safety rules	22
Personal emergency Evacuation Plan (PEEP).....	22
Hazardous substances - COSHH	22
Infectious diseases	22
Legionella	23
Manual handling	23
New and expectant mothers.....	23
Noise	24
Office safety	24
Ventilation	24
Workstations	24
Temperature.....	24
Lighting	24
Noise	24
Maintenance.....	25
Storage.....	25

Portable electrical equipment.....	25
Risk assessments.....	25
Computer workstation assessments.....	26
Fire risk assessments	26
Safeguarding.....	26
Site security	26
Stress.....	26
No smoking/vaping policy	26
Training	26
Violent incidents.....	27
Wellbeing/welfare	27
Work at height.....	28
Working alone.....	28
Workplace inspection / Estates Health Check.....	29



1. Introduction

Hamwic Education Trust (HET) believe that all pupils should receive a high quality, enriching, learning experience in a safe and inclusive environment, which promotes excellence through a broad curriculum that prepares them for their future and opens doors to a diverse array of opportunities as well as that all pupils and adults within HET flourish as individuals and together.

This policy is for all employees working within a HET school or establishment (which for ease of reference are referred to throughout this document as 'schools') or the HET Managed Service (MS) Team.

It does not apply to agency workers, consultants, self-employed contractors, volunteers or work experience students.

2. Health and Safety Policy Statement

HET's Board of Trustees (BoT) recognises that under the Health and Safety at Work etc. Act 1974 it has a duty to ensure, so far as is reasonably practicable, the safety, health and welfare of all persons affected by its activities and accepts that it has a responsibility to take all reasonably practicable steps to secure the health and safety of pupils, staff and others using HET premises or participating in sponsored activities. It believes that the prevention of accidents, injury or loss is not only essential to the efficient operation of the HET but is also an essential aspect of the education of its pupils.

The BoT aims to provide a safe and healthy working and learning environment for staff, pupils, and visitors. In pursuit of this, it seeks to ensure, as far as is reasonably practicable:

- The provision and maintenance of safe workplaces, and safe systems of work.
- Clear definition of responsibilities of employees at all levels.
- Provision of appropriate information, instruction, training, and supervision.
- Provision of effective systems of communication on all health and safety matters.
- Adequate opportunities for employee consultation on health and safety matters.
- Co-operation with other organisations in respect of health and safety

The arrangements outlined in this policy and the various other safety provisions made by the BoT will not prevent accidents nor ensure safe and healthy working conditions on their own. The BoT strongly believe that only the adoption of safe methods of work and good practice by every individual member of staff can ensure everyone's personal health and safety. The BoT will take all reasonable steps to identify and reduce hazards to a minimum, but all staff and pupils must appreciate that their own safety and that of others also depends on their individual conduct and vigilance while on HET premises or while taking part in sponsored activities.

The BoT will review this policy statement annually and update, modify or amend it as it considers necessary to ensure the health, safety and welfare of staff and pupils.

3. Health and Safety Duties and Responsibilities of the BoT

3.1 The BoT holds the status of the employer itself. As such the BoT is responsible for the duties of the employer as laid down in the Health and Safety at Work etc. Act 1974 and its subordinate legislation. The Chief Executive Officer (CEO) will report to the BoT, however responsibility for health and safety is delegated to the School Leaders and Local Governance Committee (LGC) within their schools, with support from HET Managed Services. The BoT will work with the CEO and Managed Services to ensure that HET is always health and safety compliant.

3.2 In the discharge of its duties the BoT will:

- a) Make itself familiar with the requirements of the Health and Safety at Work etc Act 1974 and any other health and safety legislation and approved codes of practices (ACOPs) which are relevant to the work of the HET, in particular the Management of Health and Safety at Work Regulations 1999.
- b) Ensure that there is an effective and enforceable policy for the provision of health and safety throughout all HET premises.
- c) Periodically assess the effectiveness of this policy and ensure that any necessary changes are made.
- d) Ensure that systems are in place to identify and evaluate all risks relating to:
 - Accidents.
 - Health.
 - HET sponsored activities (including work experience).
- e) Ensure that systems are in place to identify and evaluate risk control measures to select the most appropriate means of minimising risk to staff, pupils, and others.
- f) Create and monitor the effectiveness of the management structure

3.3, the BoT undertakes to provide:



- a) A safe place for staff and pupils to work including safe means of entry and exit.
- b) Plant, equipment and systems of work which are safe.
- c) Safe arrangements for the handling, storage and transport of articles and substances.
- d) Safe and health working conditions which take account of all appropriate
 - Statutory requirements.
 - Codes of practice whether statutory or advisory
- e) Supervision, training, and instruction so that all staff and pupils can perform their school related activities in a healthy and safe manner. All staff will be offered the opportunity to receive health and safety training which is appropriate to their duties and responsibilities, and which will be given before an employee commences any relevant work. Wherever training is required by statute or considered necessary for the safety of staff, pupils, and others then the BoT will ensure, within the financial resources available, that such training is provided. Pupils will receive such training as is considered appropriate to the activities which they are conducting. All training will be regularly updated.
- f) Necessary safety and protective equipment and clothing together with any necessary guidance, instruction, and supervision.
- g) Adequate welfare facilities

3.4 The BoT, through the School Leader and the Business /Ops Managers will make arrangements for all staff, including temporary staff and those on fixed-term contracts to receive comprehensive information on:

- a) This policy
- b) All other relevant health and safety matters.
- c) The instruction and training that will be given to all employees so that they may perform their duties in a safe manner without placing themselves or others at risk.

4. Health & Safety Duties and Responsibilities of the Chief Executive Officer (CEO)

4.1 The CEO will make themselves familiar with the requirements of the Health and Safety at Work etc Act 1974 and any other health and safety legislation and codes of practice. They will allocate roles and responsibilities where applicable. However, responsibility for health and safety is that of the BoT and the CEO with support from HET Managed Services. The BoT will work with the CEO and HET Managed Services to ensure the HET is always health and safety compliant.

4.2 In addition to the general duties, which all members of staff have, the CEO will be responsible for the implementation and operation of the HET health and safety policy within their area of responsibility. This may be delegated down to the HET Head of Estates and Health & Safety Manager.

4.3 As part of their day-to-day responsibilities they will ensure, within the area under their control that:

- a) Safe methods of working exist and are implemented.
- b) Health and safety regulations, rules, procedures, and codes of practice are being applied effectively.
- c) Staff and others under their jurisdiction are instructed in safe working practices.
- d) New employees are given instruction in safe working practices.
- e) Regular safety inspections are made of their area of responsibility as required by the Policy or as necessary.



- f) Positive, corrective action is taken where necessary to ensure the health and safety of all staff, pupils, and others.
- g) All office machinery and equipment are adequately guarded.
- h) All office machinery and equipment are in good and safe working order.
- i) The standard of health and safety throughout the HET is monitored to encourage staff, pupils, and others to achieve the highest possible standards of health and safety and discipline those who consistently fail to consider their own wellbeing or the health and safety of others.
- j) All signs used meet the statutory requirements.
- k) All health and safety information is communicated to the relevant persons.

4.4 The CEO will ensure that risk assessments are conducted for activities within their area of responsibility and that the findings of the assessments are communicated to all those who may be affected by the work.

4.5 As the CEO, they will ensure that sufficient funds are kept available to enable the requirements of this policy to be met. E.g. Asbestos removal. This list is not exhaustive and will be relevant to H&S building projects in schools. They will also ensure that where works required on site involve the use of external contractors, that sufficient funds are made available for the work to be conducted safely.

5. Health & Safety Duties of School Leaders

5.1 The overall responsibility for health and safety is that of the School Leader with support from the BoT, the CEO and HET Managed Services. The BoT will work with the CEO and HET Managed Services to ensure the Trust is always health and safety compliant.

5.2 As well as the general duties which all members of staff have (see 7.1) School Leaders working with HET Managed Services will ensure the implementation of the policy and development of safe working practices and will take all reasonably practicable steps to achieve this end through managed allocation of duties to the heads of appropriate departments, senior members of staff, teachers and others as appropriate.

5.3 The School Leader is required to take all necessary and appropriate action to ensure that the requirements of all relevant legislation, codes of practice and guidelines are always met in full.

5.4 In particular, the School Leader will, in conjunction with HET Managed Services.

- a) Have a working knowledge of the requirements of the Health and Safety at Work etc. Act 1974 and any other health and safety legislation and codes of practices relevant to the work of the HET.
- b) Ensure, always, the health, safety and welfare of staff, pupils and others using school premises, facilities, or services or attending or taking part in sponsored activities. This will involve ensuring the relevant risk assessments are in place and signing them off.
- c) Ensure safe working conditions for the health, safety and welfare of staff, pupils and others using our premises and facilities.
- d) Ensure safe working practices and procedures throughout, including those relating to the provision and use of machinery and other apparatus, so that each task is conducted to the required standards and so that all risks are controlled.
- e) Consult where appropriate with members of staff, including school's health and safety representatives on health and safety issues.
- f) Conduct periodic reviews to ensure that the requirements of the policy are being met.



- g) Identify the training needs of staff and pupils and ensure, within the financial resources available, that all members of staff and pupils who have identified training needs receive adequate and appropriate training and instruction in health and safety matters.
- h) Encourage staff, pupils, and others to promote health and safety.
- i) Ensure that any defects in the premises, its plant, equipment, or facilities which relate to or may affect the health and safety of staff, pupils and others are made safe without delay.
- j) Encourage all employees to suggest ways and means of reducing risks.
- k) Collate accident and incident information and, where necessary, conduct accident and incident investigations.
- l) Monitor the standard of health and safety throughout school, including all activities, encourage staff, pupils, and others to achieve the highest possible standards and discipline those who consistently fail to consider their own well-being or the health and safety of others.
- m) Monitor first aid and welfare provision.
- n) Monitor the management structure, along with the governors.
- o) Ensure the health and safety audit part of the estates health check is reviewed and any actions completed with the specified time

5.5 To enable the School Leaders to meet the above duties the Deputy School Leader (DSL), Senior Leadership Team (SLT), staff and the school site staff will assist with the day-to-day implementation of the policy.

All members of staff are reminded that there are legal duties placed on employees by the Health and Safety at Work etc. Act 1974. Breach of these duties could therefore lead to disciplinary measures and could result in legal action.

6. Health & Safety Duties of the Head of Estates (Competent Person)

6.1 As well as the general duties which all members of staff have, the Head of Estates, working within Managed Services, will with the support from the HET Health & Safety Manager, ensure the implementation of the policy and development of safe working practices and will take all reasonably practicable steps to achieve this end by supporting the School Leaders. The Head of Estates will develop and implement health and safety best practice, ensuring the School and HET complies with current health and safety legislation.

The Head of Estates will:

6.2 Advise the CEO on the preparation and review of the company's safety policy for health, safety, and welfare, including the organisation and arrangements for carrying out the policy.

6.3 Give advice to the CEO and the BoT as requested on:

- a) Legal requirements affecting health, safety, and welfare.
- b) Prevention of injury and damage.
- c) Provision, selection and use of protective clothing and equipment.
- d) Working methods, equipment and materials which could reduce risks.
- e) Health and safety factors affecting the selection of plant, equipment, and contractors.



6.4 Communicate all relevant information to the Health and Safety Executive (HSE) of dangerous occurrences, major injury accidents when requested, in accordance with RIDDOR.

6.5 Assist in any communications with the HSE and/or contractors as required.

6.6 Conduct investigations of serious accidents and recommend action to prevent recurrence when requested.

6.7 Provide advice on training requirements and arrange training courses were requested and conduct training as and when needed.

6.8 Endeavour to establish an understanding that compliance with the regulations and prevention of injury and damage is a profitable and essential integral part of business and operational efficiency.

6.9 Assist in preparing risk assessments and method statements, when requested to do so.

6.10 Keep HET advised of:

- a) Co-operation on safety matters.
- b) Safety training required.
- c) Meetings attended and information which is relevant.
- d) General comments and recommendations.

6.11 Attend meetings with managers to discuss the overall safety performance of the company and what further steps need to be taken to achieve continuous improvement.

6.12 Produce board reports for submission to the BoT.

6.13 Perform all the duties defined in the Head of Estates job description.

6.14 Conduct the health and safety audits of all schools and ensure the schools receive their audit reports and that any concerns or fails are actioned in a timely manner.

6.15 The Health and Safety Manager will ensure all statutory compliance is up to date and will work under the direction of the Head of Estates to ensure HET schools remain compliant whilst performing all duties defined in the premises officers job description.

7. Health and Safety of Senior and Middle Leaders

7.1 Heads of departments, SLT, senior staff and all managers will make themselves familiar with the requirements of Health and Safety at Work etc. Act 1974 and any other health and safety legislation and codes of practice, which are relevant to the work of their area of responsibility.

7.2 In addition to the general duties which all members of staff have, (see 6.1); they will be directly responsible to the School Leader within their school, as necessary. They have day -to-day responsibility for the implementation of the relevant aspects of the policy within their departments and areas of responsibility.

7.3 They will take a direct interest in the health and safety policy and in helping other members of staff, pupils, and others to comply with its requirements.



7.4 As part of their day-to-day responsibilities they will ensure that:

- a) Safe methods of working exist and are implemented throughout their department e.g., classroom checklists, PE risk assessments and all other relevant risk assessments are carried out where necessary
- b) Health and safety regulations, rules, procedures, and codes of practice are being applied effectively.
- c) Staff, pupils, and others under their jurisdiction are instructed in safe working practices.
- d) New employees working within their department are given safety induction which will include instruction in safe working practices.
- e) Regular safety inspections are made of their area of responsibility as required by the School Leader or Head of Estates/site manager as applicable, or as necessary to meet the requirements of the policy, e.g., PE equipment.
- f) Positive, corrective action is taken where necessary to ensure the health and safety of all staff, pupils, and others.
- g) All plant, machinery and equipment in the department in which they work is adequately guarded.
- h) All plant, machinery and equipment in the department in which they work is in good and safe working order.
- i) All reasonably practicable steps are taken to prevent the unauthorised or improper use of all plant, machinery, and equipment in the department in which they work.
- j) Adequate stocks of appropriate Personal Protective Equipment (PPE) for the use of staff and pupils as appropriate, within their area of responsibility are maintained and readily available.
- k) First aid arrangements and firefighting equipment are provided and readily available in the department in which they work.
- l) Toxic, hazardous and highly flammable substances in the department in which they work are correctly used, stored, and labelled as directed in the health and safety policy on the Control of Substances Hazardous to Health (COSHH).
- m) They monitor the standard of health and safety throughout the department in which they work, encourage staff, pupils, and others to achieve the highest possible standards of health and safety and discipline those who consistently fail to consider their own well-being or the health and safety of others.
- n) All signs used meet the statutory requirements.
- o) All health and safety information are communicated to the relevant persons.
- p) Any safety related training requirements identified as necessary, for persons within their area of responsibility to perform their duties under the policy, are brought to the attention of the School Leader or Head of Estates as appropriate.
- q) Any health and safety concerns are reported to the School Leader, Head of Estates, or site staff.
- r) Any hazards, issues and defects are reported to the site manager via the helpdesk.
- s) Undertake health and safety training either online or classroom-based learning.

7.5 Education supervisors organising off site visits are to ensure that the relevant arrangements within this policy are adhered to. Risk assessments for visits/activities are to be submitted to the senior leader for approval prior to the event.

All members of staff are reminded that there are legal duties placed on employees by the Health and Safety at Work etc. Act 1974. Breach of these duties could therefore lead to disciplinary measures and could result in legal action.

8. Health and Safety Duties of School Site Staff



8.1 As well as the general duties which all members of staff have, site staff have responsibility for the day-to-day implementation of the policy as allocated by the School Leader.

8.2 Site staff will make themselves familiar with the requirements of the Health and Safety at Work etc. Act 1974 and any other health and safety legislation and codes of practice which are relevant to the activities of the schools.

8.3 They will take a direct interest in health and safety policy and in helping other supervisors, members of staff, and others to comply with its requirements. They will undertake health and safety training either online or classroom based.

8.4 As part of their day-to-day responsibilities they will monitor that staff within his/her area of responsibility are ensuring that:

- a) Safe methods of working exist and are implemented throughout their departments.
- b) Health and safety regulations, rules procedures and codes of practice are being applied effectively.
- c) Staff, pupils, and others under their jurisdiction are instructed in safe working practices.
- d) New employees working within their department are given instruction in safe working practices.
- e) Regular safety inspections are made of their area of responsibility as required by the policy or as necessary.
- f) Positive, corrective action is taken where necessary to ensure the health and safety of all staff, pupils, and others.
- g) All plant, machinery and equipment in the department in which they work is adequately guarded.
- h) All plant, machinery and equipment in the department in which they work is in good safe working order.
- i) All reasonably practicable steps are taken to prevent the unauthorised or improper use of all plant, machinery, and equipment in the department in which they work and that appropriate protective clothing and equipment, first aid and firefighting equipment are provided and readily available in the department in which they work.
- j) Toxic, hazardous and highly flammable substances in the department in which they work are correctly used, stored, and labelled as direct in the policy on COSHH.
- k) They monitor the standard of health and safety throughout the department in which they work, encourage staff, pupils and others to achieve the highest possible standards of health and safety and alert the School Leader/Head of Estates of those who consistently fail to consider their own wellbeing or the health and safety of others;
- l) All the signs used meet the statutory requirements.
- m) All health and safety information is communicated to the relevant persons.

8.5 They will receive any health and safety inspection reports of either internal or external origin and ensure they are distributed as necessary and are acted upon.

8.6 They will ensure that risk assessments are conducted for activities within their area of responsibility by the relevant had of department and will monitor that risk assessments are being submitted where they are required from contractors working at schools.

8.7 They will ensure that hirers, contractors, and others who use the premises conduct themselves and carry out their operations in such a manner that all statutory and advisory safety requirements are always met.



8.8 They will ensure, as far as is within his/her control, that school buildings are maintained in good order and in compliance with any health and safety statutory requirements.

8.9 They are to ensure that electrical safety is maintained through a rolling programme which will include the test and examination of both the fixed electrical installations and portable appliances by a competent person.

8.10 They will conduct risk assessments (and where applicable produce method statements) for the work conducted by staff within their area of responsibility. These will include general risk assessments as required by the Management of Health and Safety at Work Regulations 1999 and specific assessments as detailed in other health and safety regulations (COSHH, manual handling, noise etc.).

8.11 They will assess the competence of all contractors employed to work at the school and will ensure that prior to their starting, they have adequate risk assessments in place for the work to be done, which provide sufficient controls for the protection of all pupils, staff and visitors.

8.12 They are, if needed to be one of the designated responsible persons for fire safety within the school. In assisting with/carrying out this role he/she is to ensure that:

- a) A fire risk assessment is in place for school premises and is regularly reviewed as necessary all remedial actions are followed up within the agreed timescales
- b) Adequate precautionary measures as identified as necessary by the fire risk assessments are maintained. Specifics of such measures will be detailed in the fire risk assessments for each area but will, as a minimum, cover:
 - i. Provision and maintenance of means of detecting fire and raising the alarm.
 - ii. Provision and maintenance of means of fighting fire to enable safe evacuation off the buildings.
 - iii. Provision and maintenance of clearly signed escape routes (including emergency lighting where applicable) which are free of obstructions.
- c) Emergency action plans are in place and that fire drills are regularly practiced.
- d) Adequate numbers of staff are trained in the use of any firefighting equipment provided.
- e) Number of fire marshals are trained to enable the safe evacuation of all areas of the site.
- f) A fire log is maintained to record that regular checks are made to ensure that the fire precautions required remain effective.
- g) Any deficiencies in the above provisions are brought to the attention of the School Leader/Head of Estates.
- h) Where temporary works are being conducted (by either school maintenance staff or external contractors) that may introduce additional fire risks that are not included within the existing fire risk assessments, that a temporary works fire risk assessment is completed. Such works may also require the use of a hot works permit, in which case it will be issued and controlled by the contractor conducting the work.
- i) Should an unforeseen hazard or situation occur while conducting the work, which has not been identified in the risk assessment, stop work and report the fact to the School Leader and/or the Head of Estates so that the additional control measures required can be identified.
- j) Remain particularly alert to your surroundings, ensuring that you do not inadvertently put yourself in a position where you may be exposed (or expose others) to a high-risk situation (potential fall from height, contact with electricity, confined spaces, disturbing asbestos etc.).

All members of staff are reminded that there are legal duties placed on employees by the Health and Safety at Work etc. Act 1974. Breach of these duties could therefore lead to disciplinary measures and could result in legal action.

9. Health and Safety Duties of all Members of Teaching Staff and All Other School Staff

9.1 All staff are to make themselves familiar with:

- a) The general requirements of the Health and Safety at Work etc. Act 1974.
- b) Any other health and safety legislation and codes of practice which are relevant to the department in which they work.

9.2 This is conducted by individual schools via induction and health & safety training. Records are kept by the schools and spot checked during a health & safety audit. Staff also complete online H&S training via click HSE.

9.3 All staff are:

- a) To take reasonable care of their own health and safety and that of any other persons who may be affected by their acts or omissions at work.
- b) To co-operate with the employer, School Leader or, in the case of HET Managed Services, the CEO as far as is necessary, to enable the employer to meet their statutory duties regarding health, safety and welfare.
- c) Not to interfere with knowingly or recklessly, misuse or abuse anything provided by the employer in the interest of health and safety.
- d) To ensure staff, pupils and others under their jurisdiction are instructed in safe working practices.
- e) To undertake health and safety training either online or classroom based as determined by their school.

9.4 All staff are to familiarise themselves with the health and safety aspects of their work and to avoid conduct which would put them or anyone else at risk.

9.5 All members of staff will:

- a) Be familiar with the safety policy and all safety requirements are laid down by the BoT.
- b) Ensure health and safety regulations, both staff and pupils are effectively applying rules routines and procedures.
- c) See that all plant, machinery, and equipment is adequately guarded.
- d) See that all plant, machinery, and equipment is in good and safe working order.
- e) Not make unauthorised or improper use of plant, machinery, and equipment.
- f) Use the correct equipment and tools for the job and any protective equipment or safety devices which may be supplied.
- g) Ensure that toxic, hazardous and highly flammable substances are correctly used, stored, and labelled.
- h) Report any defects in the premises, plant, equipment, and facilities which they observe.
- i) Take an active interest in promoting health and safety and suggest ways of reducing risks.
- j) Work in compliance with the control measures indicated within the risk assessment for the work they are doing. If staff have not seen the risk assessment for the work they carry out, it is staff responsibility to bring this to the attention of their line manager.



All members of staff are reminded that there are legal duties placed on employees by the Health and Safety at Work Act etc. 1974. Breach of these duties could therefore lead to disciplinary measures and could result in legal action. Health & Safety is everyone's responsibility.

10. Special Obligations of Class Teachers

10.1 Class teachers are expected to:

- a) Exercise effective supervision of their pupils and to know the procedures in respect of fire, first aid and other emergencies, and to carry them out.
- b) Teachers should not leave pupils unattended and must ensure that their actions do not lead to an insufficient child to adult ratio occurring in classrooms or other supervised areas at any time.
- c) Give clear oral and written health and safety instructions and warnings to pupils as often as necessary:
- d) Ensure the use of personal protective equipment and guards where necessary.
- e) Make recommendations to the School Leader or the Head of Estates on health and safety equipment and on additions or necessary improvements to plant, tools, equipment, or machinery.
- f) 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,
- g) Ensure that no personal items of equipment (electrical or mechanical) or proprietary substances are brought into the premises without authorisation.
- h) Regularly check their classrooms for potential hazards and report any observed to the site manager.
- i) Report all accidents (including near misses) to the Head of Estates at HET Managed Services using the online form; <https://incidents.hamwic.org/>
- j) Report all hazards, issues and defects to the site manager using the helpdesk.
- k) Complete an annual classroom check list which can be found on the Intranet.

11. Special Obligations of Pupils

11.1 Pupils, in accordance with their age and aptitude, are expected to:

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

12. Health and Safety Duties of School Governors

12.1 The overall responsibility for health and safety is that of the BoT and the CEO supported by HET Managed Services. The BoT will work with the CEO and HET Managed Services to ensure that HET is always health and safety compliant. However, each school's LGC retains a duty of care to all its staff and pupils. Usually, each LGC will elect one or two Governors as being responsible for its health and safety duties. For schools with no LGC, the School Leader will be responsible for reporting H&S concerns and issues to the Board. Along with advice from HET Managed Services.

Outline of Role



12.2 The selected Health and Safety Governor(s) will work alongside the HET Head of Estates. The School Leader will be responsible for the day-to-day management of the school's health and safety policy and the communication of its requirements.

12.3 The LGC has the responsibility to monitor the policy and, if necessary, to require additional actions. The LGC will ensure compliance by the following ways:

- a) Ensure the school has a health and safety policy.
- b) Ensure the school complies with legislation and follows best practice in the management of health and safety.
- c) Ensure there are adequate health and safety resources available to meet health and safety requirements.
- d) Governors must meet with the HET Managed Services Head of Estates to make at least one health and safety inspection of the school premises per year and have one meeting per year to discuss school health and safety issues.
- e) Governors must ensure schools implement the recommendations of the inspection report.
- f) Ensure the school keeps LGC informed of health and safety issues within the school.
- g) Ensure staff and pupils are not exposed to unacceptable risks, and that significant risks are adequately controlled.
- h) Governors should have monitoring procedures in place for health and safety, either through direct observation or via discussions during the governors' meetings.
- i) Ensure teachers integrate all relevant aspects of safety into the teaching process and, where necessary when conducting Link Governor reports check health and safety is mentioned where applicable.
- j) Governors keep themselves informed by reading new materials and information relating to health and safety matters received into the school or published in educational health and safety publications.
- k) Ensure that any issues are discussed at the LGC meetings.
- l) Governors will attend appropriate health and safety training.

13. Health and Safety Duties of Hirers, Contractors and Others

13.1 When school premises or facilities are being used out of normal school hours for a sponsored activity or a non-school related activity then, for the purposes of this policy, the organiser of that activity, even if an employee, will be treated as a hirer and will comply with the requirements of this section.

13.2 When the premises are hired to persons outside the employ of the HET it will be a condition for all hirers, contractors and others using the school premises or facilities that they are familiar with this policy, that they comply with all safety directives and that they will not, without the prior consent of the HET, School Leader of the LGC.

- a) Introduce equipment for use on school premises.
- b) Alter fixed installations.
- c) Move or remove fire and safety notices or equipment.
- d) Take any action that may create hazards for persons using the premises or the staff or pupils of the schools.

13.3 All contractors who work on our premises are required to ensure safe working practices by their own employees under the provisions of the Health and Safety at Work etc. Act 1974 and must pay due regard to the safety of all persons using the premises in accordance with its requirements.



13.4 Instances where the contractor creates hazardous conditions and refuses to eliminate them or to take action to make them safe, the Head of Estates and site manager is to take such actions as are necessary to prevent persons in their care from risk of injury.

13.5 Contractors conducting work on our premises must provide the HET Managed Services Head of Estates and/or sit manager with all relevant documentation relating to their safe working procedures and methods or work on site (i.e., risk assessments and method statements) prior to starting work. They must also ensure that their workforce reads and understands these procedures prior to commencement of their works. The items of information may include:

- a) Risk Assessments/method statements
- b) COSHH assessments
- c) Health and safety policy/statement
- d) Copies of insurance certificates (employers and public liability)
- e) Evidence of competence
- f) Lifting equipment certificates of thorough examination/test if applicable
- g) Declaration of intention to comply with the requirements of the HET health and safety policy

13.6 Certain specialist contractors (e.g., asbestos removal) may be asked to provide additional information relevant to legislation for their sphere of activity.

14. Procedures and Arrangements

14.1 The following procedures and arrangements have been established at HET to eliminate or reduce health and safety risks to an acceptable level and to comply with minimum legal requirements. All schools have their own school specific policies.

14.2 The list provides a brief, alphabetical summary of all the key health and safety arrangements applicable to HET. More detailed written procedures are found in the health and safety manual found on the intranet. **For the avoidance of doubt, reference to these master documents should always be made when dealing with any issues relating to health and safety.**

14.3 A full health and safety induction will be conducted with all new staff. This will be completed by individual schools as per their induction procedure. Spot checks will be completed by HR & H&S during audits carried out by Managed Services There are also health and safety guidance leaflets available at each school for visitors and contractors.

Accident/incident recording/reporting

14.4 Staff will be informed at induction about accident/incident reporting procedures. Even minor accidents can result in future issues and great care must be taken to ensure they are recorded immediately. Staff will also be reminded that the proper recording of accidents/incidents is in their own interests.

Pupils

14.5 All accidents to pupils involving injury are to be recorded by using the online accident forms.

14.6 Reportable incidents are any fatality, any major injury, which is a break/fracture of any bone except for a toe or finger and any injury where the student is taken direct from



site to hospital, whether by ambulance, member of staff or relative. These will be reported to the Head of Estates at HET Managed Services on 02380 786833.

Staff

14.7 All accidents to staff are to be recorded and this will be done by immediately inputting information on the online accident form.

Visitors

14.8 All accidents to visitors other than pupils are to be recorded and this will be done by immediately inputting information on the online accident form.

Near miss incidents

14.9 For any near miss incident, which is an incident with the potential to have caused injury to a person or damage to property, an online accident/incident form is to be completed.

Violent/behaviour incidents

4.10 These include violence, bullying and harassment. Employees must feel secure in their work, and this is facilitated by the introduction of safe guidance procedures. Attention will be given to an effective lone working systems which e.g., includes the reporting in and back up arrangements for staff conducting home visits, especially where there may be a risk of violence. An online violent incident form must be always filled out.

14.11 Physical safety of staff is more important than the security of buildings or cash. HET will do all it can to ensure the safety of the staff is met. Employees involved in violent incidents will always have the opportunity to discuss what has happened in detail with the manager and with colleagues and counselling will be offered.

Asbestos

4.12 HET recognises its duty to manage asbestos and as such a survey of all our premises has been conducted by competent persons to identify any potential Asbestos Containing Materials (ACMs) and establish an asbestos "register." Each individual school has a copy of their asbestos register held in the main office, where you sign in.

4.13 All staff, visitors and contractors should ask to see a copy of it and sign to say they have read it. A copy is also available on the main reception area at each school.

14.14 Members of staff are also to be made aware of any ACMs identified within their department and are to report any noted damage to them immediately to the Site Manager who will arrange for any remedial action necessary, to be taken.

14.15 The Asbestos Management Plan (AMP) is also kept by the site manager and any major work planned and any work involving access to roof voids, demolition or drilling into ceilings/floors/walls must be approved in advance to ensure asbestos is not likely to be disturbed.

Boiler room



14.6 Boiler rooms in schools will be kept clear and locked at all times. Any contractor wishing to gain access to the boiler room must contact the site manager. If they are unavailable, they will be escorted by a member of school staff. Keys will not be given out, without permission. Boiler rooms may contain asbestos. Anyone accessing the boiler room must make themselves aware of the asbestos register and sign the form. The gas boilers will be serviced yearly by a competent person.

Competency

14.17 All staff appointed are considered to be competent to perform the tasks they are given. Specifically, with regards to health and safety competency is viewed as one of the key elements of risk management and is essential in respect of the control of dynamic work situations, e.g., teaching a class of pupils. For each job/role basic competency requirements are included in the job description but for health and safety, the HET will cover this in an induction programme for whole school staff and subject specific health and safety requirements. Site managers will achieve as a minimum a CIEH Level 2 qualification, as well as working at height, asbestos, manual handling, and risk assessment writing.

Consultation with employees

14.18 HET has a legal duty to consult with employees on health and safety issues. The school health & safety reps (if applicable) facilitate consultation on health and safety policy, training matters raised by employees. If staff have any issues, concerns, or general questions, they must consult with the school health and safety representative, your School Leader, or the Head of Estates.

Contractors on site

14.19 Regular contractors conducting works on HET sites will need to have an enhanced DBS check in place. However, it realises that temporary/short notice works may need to be done. Therefore, to ensure the safety of our pupils the following will be adhered to:

- a) Where contractors are conducting construction work for schools which will last more than one day in duration, the work area will be established as a construction site and will be fully fenced off to provide a clearly segregated work area for the contractors and prevent unauthorised access. The boundaries of the work area will be agreed between the contractor conducting the work and the site manager/Head of Estates. If contractors require access within site but outside of the segregated area, they are to contact the site manager/staff to arrange for the personnel who require being outside of the site boundary, to be escorted by a member of staff.
- b) Contractors conducting short term work on site will be always escorted by a member of staff. The site manager will arrange this with the cooperation of the head of department where the work is being conducted.

14.20 The contractor must provide a risk assessment and, where applicable, a "method statement" for their work with an explanation of the manner by which it will be put into effect, in addition to other specific information requested by the Head of Estates/site manager to assist in assessing any contractor's competence.

14.21 Their personnel will follow their own safe systems of work, but their working methods do consider how they will impact upon staff, pupils, and other visitors on site. The school will provide details of its safe systems of work to the contractors where relevant, fire evacuation procedures and in the case of the cleaning/catering contractors they have been consulted over emergency arrangements. A copy of the main policy will/has also been



provided to them. The contractors must be issued with a visitors pass and advised that it must be always worn.

Curriculum safety (Including out of school learning activity/study support)

14.22 Teaching staff will undertake to complete written risk assessments prior to commencing any hazardous activity, or when using specific equipment for the delivery of the curriculum.

14.23 The Head of PE/ PE staff will undertake training for safety in PE and new legislation met regarding completion of risk assessments for physical activities in school. All out of school clubs will complete a risk assessment of their activities.

Drugs and medications

14.24 The school policy for administration of medicines and the responsibilities of the school is outlined in the school specific health & safety policy. Any medication that is administered requires parental agreement and the agreed dosage and details must be completed and signed by the parents/guardians on the administering medicine form. When administered, the time, amount and who administered the medication is recorded in a book and a witness must also sign to say they have been present and agree with what has been administered. All medicines are kept secure in the medical room and, if necessary, in the fridge. Only prescribed medication will be administered. Refer to the HET and individual schools first aid policy and safe guidance procedures for further information.

Electrical

14.25 HET will ensure schools conduct PAT testing yearly on all its electrical equipment. Any failed items will be removed, and appropriate records will be maintained. All staff are required to report defects using the help desk in school. For further guidance see the staff handbook. A 5-year electrical test will be conducted on all fixed electrical in schools and the C1 and C2 defects will be rectified immediately.

E-safety

14.26 HET schools have a separate policy for online safety. The policy indicates there is a whole trust approach to Online safety and details the ways ICT facilities can and cannot be used by the networks users. Further guidance can be found in the staff handbook and should be read in more detail.

First aid

14.27 The schools should carry out a first aid risk assessment for their school, to ensure there are enough first aiders for each of its sites. A full list of names and qualifications will be found within the school H&S policy. A list of staff holding a first aid at work certificate is on notices displayed around the individual schools or available from the school main office. Reference should also be made to the HET first aid policy.

Following an accident

14.28 In all cases where an accident involves a severe injury, e.g., broken bone, or where there is any doubt about the injury the injured person is not to be moved, unless in danger, until assessed by the first aider. The first aider will then decide what action is to be taken but where they are in doubt as to the severity of the injury the advice is to obtain



immediate medical attention by dialling 999 and asking for an ambulance. In cases involving pupils, their parent/guardian should be contacted as soon as possible, but this should not result in a delay obtaining medical attention. E.g., in the event of a bump to the head it is essential that persons be monitored and not left alone or unsupervised. A bumped head form must be filled in for younger pupils.

Recording

14.29 Any accident where first aid is administered to is to be recorded on the minor accident form (small graze minor accident) or, if more serious then, on the online accident form found on the intranet.

First aid boxes/materials

14.30 First aid boxes are kept on site and these only contain approved materials. A list of approved materials can be found on the intranet. The boxes are available for use by all staff/adult visitors on site. The first aiders or appointed person is responsible for checking that first aid kits are kept well stocked. This is also delegated to staff in charge of technicians in the DT, science, and PE departments. First aiders should keep a record of supplies used for treatment purposes and inform the relevant person as soon as possible so that stock can be replaced/ordered. All school vehicles are to carry appropriately stocked first aid kit, which is checked and restocked by the person responsible for the general maintenance of the vehicle.

Injuries involving bleeding

14.31 Staff dealing with injuries involving bleeding must wear appropriate protective clothing. Disposable gloves and disposable aprons are provided for this purpose and kept in/next to the first aid box.

Fire evacuation

14.32 All staff are expected to know what to do in the event of a fire and what measures are required to reduce the fire risk as far as possible. This will be done through regular fire drills and induction. To assist in achieving this, all induction sessions will include fire safety awareness. (See individual school health and safety policy for more specific school details). Fire drills will be conducted to ensure that staff are familiar with the procedures as they are updated. In addition, fire notices and posters will be positioned around site.

14.33 Any interference with any safety systems within the schools (e.g., blocking fire exits) will be regarded as a serious breach of Health and Safety Regulations.

14.34 The following is a summary of the procedure:

- a) Anyone discovering an emergency should press the nearest "break glass" to activate the fire alarm.
- b) When the fire alarm sounds all persons should leave the building by the nearest exit. Lifts should not be used.
- c) Walk quickly to the assembly point and stay there unless requested to do otherwise by the fire marshal. Assembly points are noted on the evacuation notices displayed around the school sites.
- d) Do not stand near any buildings. Assembly points are a safe distance away from the building.



- e) Do not re-enter the building until instructed to do so. Obey instructions issued by the fire officer, School Leader and fire marshal.

Basic fire safety rules

14.35 There are a number of basic fire safety rules, many of which are no more than tidiness and good housekeeping:

- a) Combustible materials, such as cardboard boxes and packaging materials should not be kept about the school unless they are specifically required for some purpose. When such materials are not in use, they are to be kept in a designated storage area.
- b) Corridors, stairways, entrances, and exits are to be kept clear and kept free of combustible materials. Stairways and corridors, which form part of escape routes, must always be kept clear.
- c) Classroom displays and work displayed in corridors are to be set up with care. Decorations can be a fire risk if they are hung near sources of heat or from light fittings.
- d) Waste-paper bins are to be made of metal or other non-combustible materials.
- e) HET operates a NO SMOKING/ VAPING policy for their schools.
- f) Stock rooms for stationery and other combustible materials are to be kept tidy and securely locked.
- g) Boiler rooms must be kept clean, clear, and locked.
- h) Electrical equipment must be used properly and kept in a safe working order. Electrical points are never to be overloaded, and wiring must be checked regularly.
- i) Clothing and costumes used for school plays and shows are highly inflammable. These must never be placed close to any heat source, e.g., floodlights, candles, or other stage lighting.
- j) General rubbish bin storage areas must be kept locked.

Personal emergency Evacuation Plan (PEEP)

14.36 School must ensure that the Personal Emergency Evacuation Plan (PEEP), where needed is conducted for children and staff who require assistance, because of a physical, disabling, or medical condition. Ensuring they are safely evacuated in the event of an emergency situation. Please notify your line manager if you need to discuss this further.

Hazardous substances - COSHH

4.37 The requirement to assess hazardous substances either in use or created by schools' operations is a requirement of the control of Substances Hazardous to Health (COSHH) Regulations. Hazardous substances are those identified as corrosive, irritant, toxic, harmful and any with a Workplace Exposure Limit (WEL), which will include dusts, e.g., pottery, wood etc. and biological hazards.

14.38 The records of the risk assessments conducted are kept in specific COSHH assessment files in relevant subject areas or in the standards followed, e.g., CLEAPSS documentation for both Science and DT. If staff have any questions on hazardous substances these should be raised with line managers or the subject leaders.

14.39 Staff are to be aware that they must not bring substances onto site without approval. Cleaning chemicals used by cleaners must be kept in a locked cupboard and there were material data sheets in place for these substances.

Infectious diseases



14.40 HET follows the national guidance produced by the health protection agency, which is summarised on the poster, "Guidance on infection control in schools and other childcare settings."

Legionella

14.41 HET will ensure all schools have a legionella risk assessment in place to identify potential areas of the system that may promote uncontrolled legionella bacterium growth. Schools will follow up immediately on any remedial actions in the given timescales. Where necessary water system pipework improvements may be made and regular treatment of the water system is conducted by a competent company, schools will ensure a maintenance schedule is in place to flush the water systems on a regular basis and after school holidays.

Manual handling

14.42 All pupils who may need to be lifted or supported are assessed using the manual handling assessment forms for schools. The need for training will form part of the risk assessment but all staff with a significant involvement will receive basic awareness training, whilst instruction will be given on how to use equipment provide for the pupil's use, e.g., standing frames, wheeled chairs, and hoists.

New and expectant mothers

14.43 HET recognises when conducting risk assessments for its undertakings that in general, the risks to new and expectant mothers are to be considered and the findings of the assessment communicated to the employees.

14.44 As soon as an employee has given written notification that she is pregnant, has given birth in the last six months or is breast feeding, the Head of Estates must be informed. A specific risk assessment will be conducted for that person by the schools or with support from the Head of Estates.

14.45 This risk assessment must consider any medical advice given by the employee's GP or midwife and will pay particular attention to any of the following that may be applicable:

- a) Manual handling
- b) Standing or sitting for extended periods of time
- c) Exposure to infectious diseases
- d) Exposure to lead
- e) Work related stress.
- f) Workstations and posture.
- g) Exposure to radioactive material.
- h) Threat of workplace violence.
- i) Long working hours.
- j) Excessive workplace noise.
- k) Exposure to hazardous substances.
- l) Compliance of employees with the company's smoking policy

14.46 This risk assessment will be regularly reviewed to ensure that it remains valid. Employees will be afforded the following maternity rights:

- a) Paid time off work for antenatal care. An appointment card or other document showing that an appointment has been made will be required (with exception of the first appointment).



- b) Maternity leave.
- c) Statutory maternity pays.
- d) Protection against unfair treatment in the workplace.
- e) Employees returning to work after maternity leave should inform their school in writing if they intend to breastfeed. Employees are requested to make this notification as early as possible to allow further risk assessment and arrange suitable facilities. This will be a private, safe, and healthy location. Though not a legal requirement, the school will endeavour, where required and possible, to also provide safe and hygienic storage for expressed milk.

Noise

14.47 The noise at work legislation identifies specific noise levels at which specified action is required and a general duty to reduce noise levels. The noise assessment in the HET will identify areas with a high level of machinery as potentially exceeding the noise levels appropriate. If staff have any questions on noise levels, they should initially speak to their line manager or subject leader who will refer the matter on to the Head of Estates if unable to resolve it.

Office safety

14.48 HET recognises that if the school's office/ classroom environment is not properly maintained some office workers may be affected resulting in them experiencing some forms of ill health (e.g., headaches, lethargy, eye, nose and throat problems) and with that in mind, we will monitor the schools are checking their environments and they investigate any adverse effects. To prevent such ill health in the office we will ensure the following issues are addressed in schools.

Ventilation

14.49 Schools will ensure there is adequate ventilation. For most of the office's requirements, opening windows or doors will provide adequate ventilation. Where needed fans will be supplied.

Workstations

14.50 Workstations will be assessed in accordance with the relevant section of this policy.

Temperature

14.51 Ensure as far as is reasonably practical (taking note of extreme changes in weather) a comfortable temperature is maintained.

Lighting

14.52 We will provide adequate lighting. Where possible, the offices will have natural lighting where reasonably practicable. Where artificial lighting is used it should be sufficient to avoid visual fatigue and prevent glare and reflection into the employee's eyes.

Noise

14.53 See more detailed notes under noise.



Maintenance

14.54 All offices are provided and maintained in accordance with the Workplace (Health and Safety) Regulations 1992 as a minimum. We will ensure that all office machinery is sited and maintained correctly and is serviced regularly. Staff required to use office machinery will be given training and instruction in its use, relevant to the safety aspects of the equipment.

Storage

14.55 High shelving should be avoided, or if not, use of proper facilities provided to enable staff to reach items safely. Storage units/shelving should be inspected at regular intervals for damage and overloading. The site manager will ensure that shelving is marked where deemed appropriate with its safe working load to ensure it is not overloaded.

Portable electrical equipment

14.56 Portable electrical equipment is to be visually checked by staff before use and if any defects are noted the item is to be put out of use. In addition, the portable electrical equipment is subject to a regular check in line with guidance on the checking of electrical equipment. All staff and pupils are not allowed to bring any private electrical equipment.

Risk assessments

14.57 All staff have a responsibility to highlight risks likely to impact staff, pupils, or visitors to the site through any aspect of the school's work. The School Leader and senior support staff regularly review general risk assessments including those required by legislation, this includes DSE and lone working risk assessments. Staff are consulted during the production of risk assessments. Completed risk assessments are circulated to all applicable staff.

14.58 Teachers and the site manager are responsible for producing risk assessments covering the activities they plan to undertake. These are reported to the School Leader who reviews and monitors their effectiveness alongside senior support staff.

14.59 The school will conduct suitable risk assessments as per those listed on the risk register. Using the appropriate risk assessment templates.

- a) **Risk identification** – all hazards will be identified and recorded unless eliminated completely
- b) **Responsibility for risk assessment** – the risk assessment will be signed by both the person responsible and School Leader
- c) **Training requirements** – risk assessment training is offered at regular intervals for all staff to attend
- d) **Risk rating** – the overall risk will be low, if any higher, the risk assessment will need to be revisited
- e) **Control measures** – adequate control measures will be put in place to eliminate/reduce the risk, these will be written on the risk assessment
- f) **Communication process** – all staff will be made aware of the risk assessment applicable to them
- g) **Review process** – risk assessments will be reviewed every 2 years or earlier if there are significant changes.



Computer workstation assessments

14.60 Any member of staff who is a “user” as defined by the Display Screen Equipment (DSE) regulations, which lays down specific requirements for workstations incorporating computers etc., must complete the HET online DSE course and associated risk assessment for the workstation(s) where they work. A “user” being someone who is habitually employed to work on a computer and does so for more than an hour at a time daily. Such staff are also entitled to a free eye test, claim forms available from the school main office, and payment for a basic set of glasses where they are required for use with DSE. However, all staff with any concerns should raise it initially with their line manager.

Fire risk assessments

14.61 A fire risk assessment has been undertaken in line with the requirements of the Regulatory Reform (Fire Safety) Order and this identified the physical fire precautions in place, the measures to prevent fires starting and the measures to ensure everyone can escape from the building in the event of a fire. A fire drill will be conducted once a term or more often (but not less) as the School Leader deems it necessary.

14.62 All staff are reminded that in the event of a fire the priority is to raise the alarm and ensure that everyone gets out of the building; fire extinguishers are provided to aid escape if required and if you are competent to use them.

Safeguarding

14.63 The Trust and schools have a separate policy dealing with the safeguarding and protection of children and young people and a school DSL (Designated Safeguarding Lead) has been appointed. All staff need to be aware of the policy, a copy of which is included in the staff handbook. Child protection will be included in induction and a more detailed training session will be conducted once a year. DBS checks will be obtained.

Site security

14.64 The school sites have been assessed against the information contained on the HET intranet and security issues are regularly reviewed. If staff have any questions on security, they should initially speak to their line manager or subject leader who will refer the matter on to the Head of Estates if unable to resolve it.

Stress

14.65 HET is committed to staff health and wellbeing, and information is available on the health and wellbeing pages found on the intranet.

No smoking/vaping policy

14.66 HET has a “no smoking” policy which bans smoking/vaping in all schools. This is to encourage and promote a clean, safe, and healthy environment in which staff and pupils can work. Smoking materials present a potential fire hazard in schools and research has also indicated that there are risks to health from “passive smoking/vaping.”

Training



14.67 HET and schools will ensure that employees are given adequate instruction, information, and training to carry out their jobs safely and without risks to health, in accordance with the HET's legal obligations.

14.68 These obligations are written into the Health and Safety at Work etc. Act 1974 and the Management of Health and Safety at Work Regulations 1999. Employees have a duty to attend relevant health and safety training courses (Section 7 of the Health and Safety at Work etc. Act 1974).

14.69 New employees will have a health and safety induction before starting work, they will also be trained on the use of relevant equipment they will use, and employees must read the staff handbook and new staff induction guide to become familiar with HET policies and procedures.

14.70 Online courses are available, and all staff must complete the "Health & Safety" training yearly, DSE where relevant to office staff, COSHH for cleaners and site staff etc. All other courses should be made available to staff and completed where advised to do so.

14.71 Employees are also advised of their duties under Section 7 of the Health and Safety at Work etc. Act 1974 and under Regulation 14 of the Management of Health and Safety at Work Regulations 1999.

In summary these duties are to:

- a) Take reasonable care for your own health and safety and that of others who may be affected by what you do or do not.
- b) Co-operate with your manager on health and safety and reporting promptly any situation you believe to be unsafe.
- c) Correctly use work items provided to you, including personal protective equipment, in accordance with training or instructions; and
- d) Not interfere with or misuse anything provided for your health, safety, or welfare.

Violent incidents

14.72 Employees must feel secure in their work, and this is facilitated by the introduction of safe guidance procedures.

14.73 Whenever there is the potential for a violent or aggressive incident, a risk assessment must be conducted and recorded as a legal requirement, and action taken to reduce the risk to a tolerable level that is as low as reasonably practicable. The risk assessment must identify risks from all sources including clients, general public client's family and friends, and visitors or other parties that have the potential to become involved.

14.74 Physical safety of staff is more important than the security of buildings or cash. The HET will do all it can to ensure the safety of the staff is met. Employees involved in violent incidents always can discuss what has happened in detail with their line manager and counselling will be offered.

14.75 Any incidents of violence must be recorded on the online violent incident report form.

Wellbeing/welfare



14.76 The wellbeing of staff is seen as an integral part of the HET's health and safety responsibilities. The BoT have statutory obligations under a duty of care but also wish to promote an ethos of mutual respect and support across all the trust. All staff have the right to a reasonable work/life balance and to expect appropriate support or intervention when they experience health or personal difficulties. Staff are encouraged to raise any concerns with the School Leader or line manager. Sickness absence or health concerns will be dealt with under the schools' absence policy.

Work at height

14.77 Work at height legislation identifies work at height as any work where someone or something can fall a distance likely to cause injury. This will include putting up displays if not able to stand on the ground to do so, accessing high level storage if not able to reach and any work where access equipment is needed, e.g., step ladder, ladders, scaffolds. Most staff will therefore undertake an element of work at height and any frequent operations, and any involving use of equipment must be covered by a work at height assessment.

14.78 Before commencing any work at height activity all staff are required to ensure that they are familiar with the contents of the work at height risk assessment. Staff are not to conduct work at height unless it is agreed in advance by the senior leader and then only if in line with the control measures indicated on the appropriate risk assessment.

14.79 The site managers and IT Managers will ensure they have attended work at height training.

Staff must not work at height alone on school premises.

Working alone

14.80 Staff should not work alone at the school sites due to the many risks involved, such as personal assault, accident, or sudden illness. Any member of staff wishing to work outside of normal school hours should try to ensure that at least one other colleague is also on site – ideally within "hailing distance," or with both parties having mobile phones programmed with each other's numbers. If you arrive at the school outside of normal school hours and find another colleague is already in the building, let them know you are on site. If you are about to leave the building, and just one or two other colleagues are remaining on site, let them know you are going.

14.81 However, if this is not possible and you urgently need to access the premises you must advise the premises team of when you intend to arrive and leave. An appropriate text to confirm safe arrival and departure should also be sent to allow monitoring of safe working to take place.

- a) Do not work at heights on a ladder or steps.
- b) Do not go into lofts or any other space in which you might become trapped.
- c) Do not do any tasks involving hazardous tools or materials.
- d) Avoid working outside of the main building.
- e) Lock the doors and close the windows to prevent intruders.
- f) Know the location of your nearest fire exit and how to open it in an emergency.
- g) Know the location of the nearest first aid kit.
- h) Carry a mobile phone with you.
- i) If working after dark, carry a torch.



- j) Park your car at the front of the building where there is an external light. Move it there whilst there are still others on site if you are planning to work late.
- k) When leaving, limit the amount you are carrying to have one hand free.
- l) Ensure someone knows where you are and your estimated time of arrival home,
- m) If you arrive at the school and find any sign of intruders, do not enter the building. Instead, call the police.
- n) If you become aware of intruders or vandals, do not challenge them. Instead, call the police
- o) Do not work alone if you know you have a medical condition that might cause you to become incapacitated or unconscious.
- p) When working alone, do not attempt any tasks which have been identified as medium or high risk, or which common sense tells you are potentially hazardous given your own level of expertise and the nature of the task.

14.82 See the Lone Working Policy and safe guidance procedure.

Workplace inspection / Estates Health Check

14.83 An inspection of the workplace, buildings/grounds, has been undertaken against the requirements of The Workplace (Health, Safety and Welfare) Regulations 1992. The HET will undertake a yearly inspection, and the individual schools will undertake regular inspections, to identify defects within the workplace. The schools also have an electronic help desk reporting system to report defects and hazards to the site managers.

If you have any concerns about your workplace, please report them to the relevant persons identified within your place of work.

REMEMBER EVERYONE IS RESPONSIBLE FOR HEALTH AND SAFETY. IF YOU ARE IN DOUBT ABOUT ANYTHING PLEASE ASK YOUR SCHOOL LEADER/LINE MANAGER

For Further guidance please contact the Head of Estates on 07889602896 – nikki.thorne@hamwic.org