



# Health and Safety Policy

### HEALTH AND SAFETY POLICY

**Incorporating the Local Health and Safety Arrangements for:**

**Acorns Primary School  
GLD (Generic Learning Difficulty) Primary Special School  
School Number 6134  
Blackpool Rd  
Preston  
PR1 6AU**

This policy is based on the requirements of the Health and Safety at Work etc Act 1974 and associated Health and Safety and other Legislation. It should be read in conjunction with the Lancashire County Council's Health and Safety Management System which is held on the School's Portal.

As a Community or Voluntary Controlled School, the County Council is the employer. The Governing Body is responsible for the use of the premises. The Headteacher is responsible for the day-to-day implementation and management of health, safety and welfare within the school. The County Council, the Governing Body and the Headteacher should work in partnership to meet these responsibilities.

As the person with responsibility for the implementation and management of proper health and safety controls within the school, I will, as far as is reasonably practicable:

- Provide adequate control of the health and safety risks arising from our work activities;
- Provide and maintain safe plant and equipment;
- Ensure all employees are competent to do their tasks and ensure the provision of adequate training;
- Maintain safe and health working conditions;
- Ensure safe handling and use of substances;
- Consult with employees on matters affecting their health and safety;
- Provide information, instruction and supervision for employees;
- Prevent accidents and cases of work-related ill health;
- Comply with appropriate directions given by the county council on health and safety requirements;
- Act in accordance with the relevant provisions in the Scheme for Financing Schools in

## HEALTH & SAFETY POLICY

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- Review and revise this policy and arrangements as necessary at regular intervals, and, as a minimum, following each 5-yearly review by the county council;
- Lancashire and the School Teachers Pay and Conditions Document”.

### Responsibilities

The responsibility for implementation and management of proper health and safety controls within the school is that of:	<i>Paula Barlow - Headteacher</i>
The authorised members of staff with day-to-day responsibility for ensuring this policy is put into practice is (e.g. Health & Safety Co-ordinator):	<i>SLT – Paula Barlow, Katy Stringer, Laura Hall , Dan Williams and Janet Phillpis (H&amp;S Rep.)</i>
To ensure health and safety standards are maintained/improved, the following people have responsibility in their specific areas e.g. premises issues, fire safety and other emergencies, out-of-hours arrangements, educational visits:	<i>Paula Barlow, Site Supervisor (TBC) , The Governors of Acorns School</i>
The Health & Safety objectives * for the school (as identified by accident/incident investigation, consultation, review of risk assessments, health & safety management support and audit visits; advice from the county council etc. or other sources e.g. DCSF, Teachernet, other schools, the HSE) will be developed and monitored by:	<i>Paula Barlow , H &amp; S Governor (Martin Horton) , SLT, LCC H &amp; S representative through the SLA</i>
<p>All employees within the school have a responsibility to:</p> <ol style="list-style-type: none"> <li>1. Co-operate with the Headteacher and their nominated representatives on all matters relating to health and safety;</li> <li>2. Not interfere with anything provided to safeguard their health and safety;</li> <li>3. Take reasonable care of their own health and safety, and not knowingly place anyone who may be affected by their work activities at risk; and</li> </ol>	

## HEALTH & SAFETY POLICY

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| <ol style="list-style-type: none"><li>4. Report all health and safety concerns to an appropriate person (as detailed in this policy statement).</li><li>5. The Conditions of Employment of Teachers provide that teachers' professional duties include maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.</li></ol> |
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Health & Safety objectives should be set for improvements in the management of health & safety within the school. These can be formal or informal objectives e.g. within the School Development Plan or in the minutes of Governors or Staff meetings respectively. Any actions arising from those objectives should be documented e.g. as an action plan, and monitored to ensure they are achieved.

### **Examples of objectives might be:**

- A % reduction in accidents will be achieved by changes to playground supervision;
- A revised procedure for dealing with contractors on site will be devised and implemented;
- Revised arrival and departure arrangements will be put in place to separate vehicles and pedestrians on school grounds;
- Raising health & safety awareness by using the County Council's e-learning courses.

### **Health and Safety Risks Arising from Work Activities**

I/we will ensure that so far as is reasonably practicable, all areas of risk are assessed and adequate control measures are put in place to ensure the health and safety of all employees, pupils, contractors, non-employees and anyone else affected by the school's activities.

Risk assessments will be undertaken by: Risk assessments will be undertaken prior to the introduction of any new work tasks / activities that pose a significant risk to health and safety.	<i>Paula Barlow Headteacher TBC (SS)– Site Supervisor Via ICS Sophie Martindale: Physical/trim trail/bikes Christian Worsley (EVC) All class teachers if necessary</i>
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## HEALTH & SAFETY POLICY

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The significant findings of risk assessments will be reported to:	<i>SLT team and Governors and DW (HT and SBM) Evolve: KS</i>
Action required to remove/control risks will be approved by:	<i>Paula Barlow Dan Williams</i>
The responsibility for ensuring the action required to reduce risks is implemented is that of:	<i>Paula Barlow Dan Williams Governors</i>
Checking that implemented actions have removed/reduced the risks is the responsibility of:	<i>Paula Barlow Dan Williams</i>
Risk Assessments will be reviewed regularly (3 yearly is the minimum review period recommended for task risk assessments and 5 yearly for COSHH assessments) or in the event of any significant changes. Responsibility for this rests with:	<i>Paula Barlow via ICS Dan Williams</i>

### **School's Commitment**

To meet the requirements of this Policy Statement, the Headteacher/Governing Body and/or his/her/their nominated representative(s) will:

- a) Draw up and implement appropriate health & safety procedures for the school;
- b) Share appropriate elements of these procedures with all employees, pupils, visitors and anyone else who may be affected by them;
- c) Arrange for risk assessments to be completed for all areas of work and review them on a regular basis;
- d) As part of the risk assessment process, produce safe systems of work where necessary and arrange for their implementation including any appropriate training, resourcing, auditing and monitoring;
- e) Identify adequate resources for the implementation of the health and safety policy and arrangements with the school;
- f) Comply with appropriate directions given by the county council on health and safety requirements; and,
- g) Act in accordance with the relevant provisions in the Scheme for Financing Schools in Lancashire and the School Teachers Pay and Conditions Document.

The school will, upon request, make available for general inspection specific, procedures and documentation and will regularly review its arrangements in respect of the applicable topics and activities listed in the table at the end of this Policy document.

### **Consultation with employees**

The school recognises and accepts its duty to consult with employees and will do so via a union-appointed safety representative and/or through elected employee representatives where union appointed representatives are not available.

Employee representative(s) for the school are:	<i>Janet Phillips</i>
Consultation with employees is provided via:	<i>Individual staff appraisals, review of documents, team meetings, circulation of draft documents for consultation, full staff meeting via site supervisor actions</i>

### **Safety Representatives**

The school recognises and accepts that safety representatives must be given the paid time necessary to carry out their functions, and paid time as is necessary to undergo training in those functions, as is reasonable in the circumstances.

### **Safety Representatives functions are to:**

- Investigate potential hazards and dangerous occurrences at the workplace, and complaints by employees relating to health, safety and welfare at work, and examine the causes of workplace accidents.
- Make representations to the Headteacher/Governing Body on the above investigations, and on general matters affecting the health and safety of the employees they represent.
- Inspect the workplace.
- Represent employees in dealings with health and safety inspectors.
- Attend health and safety committee meetings.

### Safe Plant and Equipment

The school will ensure that all plant and equipment that requires maintenance is identified, that maintenance is carried out and that new or second-hand plant and equipment meets any required health and safety standards before it is purchased.

Responsible person(s) for identifying all equipment/plant needing maintenance:	<i>Dan Williams TBC SS- external plant including boiler and internal radiators</i>
Responsible person(s) for ensuring effective maintenance procedures are drawn up:	<i>Dan Williams and Paula Barlow</i>
Responsible person(s) for ensuring that all identified maintenance is carried out:	<i>Dan Williams and Paula Barlow</i>
Any problems found with equipment should be reported to:	<i>Dan Williams</i>
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	<i>Dan Williams Paula Barlow</i>

### Information, Instruction and Supervision

The Health and Safety Law poster* is displayed at:	<i>Workroom</i>
Health and safety advice is available from:	<i>Dan Williams Paula Barlow LCC (Portal)</i>
Induction, supervision of trainees/work placements etc. will be arranged/undertaken/monitored by:	<i>Katy Stringer and ICS if undertaking cleaning/maintenance</i>

It is a legal requirement to display the Health & Safety Law Poster in a prominent position in each workplace e.g. in the school's Reception area, or to give employees a copy of the Health & Safety Law leaflet.

### Competency for Tasks and Training

The school has arrangements in place to ensure that all new employees are provided with appropriate health and safety induction training when they

## HEALTH & SAFETY POLICY

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start work. This will cover basics such as first aid and fire safety. Specific on the job and job specific health and safety training will also be provided if needed to achieve the required competency. Training provision will include regular refresher training where appropriate. Write down your arrangements for training here including arrangements for record keeping.

Induction training will be provided for all employees by:	<i>Dan Williams Paula Barlow</i>
Job specific training will be provided by:	<i>Moving and handling: Janet Phillips SS/Dan Williams</i>
Jobs requiring specific health & safety training are:	<i>Paula Barlow/Dan Williams</i>
Training records are kept at/by:	<i>Katy Stringer- on shared drive</i>
Training will be identified, arranged and monitored by:	<i>Through appraisal, SLT and training matrix. Ongoing dynamic RA Dan Williams/Paula Barlow/Katy Stringer.</i>

### Accidents, First Aid and Work-related Ill Health

The school acknowledges the legal requirement to:

- Ensure that there is a recognised system in place to deal with the reporting, recording and investigation of incidents and accidents.
- Ensure that there is a recognised system in place for reporting work related injuries, diseases and dangerous occurrences under the RIDDOR Regulations.
- Provide appropriate first aid arrangements for employees and anyone attending the premises that may be affected by the school's activities.
- Provide health surveillance for any employees who may be **at risk** of ill-health as a direct result of work activities, and has made appropriate arrangements to deal with this issue.

The first aid box(es) is/are available:	<i>Office, some classrooms, minibuses.</i>
The first aider(s) and appointed person(s) is/are:	<i>All staff trained in first aid.</i>



## HEALTH & SAFETY POLICY

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All accidents and cases of work-related ill health are to be reported to:	<i>Paula Barlow Dan Williams</i>
Health surveillance will be arranged by:	<i>Dan Williams/Paula Barlow</i>
Health surveillance/records will be kept by/at:	<i>Dan Williams/Paula Barlow/SLT</i>

### **Performance Monitoring**

The school acknowledges its requirement to monitor the health and safety of employees and anyone who may be affected by its work activities and has appropriate arrangements in place to fulfil this requirement and to keep records.

To check our working conditions and ensure our safe working practices are being followed, we will:  Conduct workplace inspections. These are carried out by:	<i>Paula Barlow  Dan Williams/Martin Horton</i>
Review all risk assessments regularly (3 yearly is recommended for task risk assessments and 5 yearly for COSHH assessments) or in the event of any significant changes.	<i>See Section: Health and Safety Risks Arising from Work Activities for responsibility details Dan Williams</i>
Responsible person(s) for investigating accidents - e.g. road traffic accidents, slips, trips and/or falls accidents etc. before requesting assistance from the Health, Safety and Quality Team if necessary:	<i>Paula Barlow</i>
Responsible person(s) for investigating work-related causes of sickness absences:	<i>Dan Williams/Paula Barlow</i>
Responsible person(s) for acting on investigation findings to prevent recurrences:	<i>Paula Barlow</i>
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	<i>Paula Barlow / Heba Saleh</i>

### Emergency Procedures - Fire and Evacuation

The school acknowledges its responsibility for ensuring that appropriate emergency procedures are in place and that these are communicated to all concerned, including other users of the premises, and monitored on a regular basis.

Responsibility for ensuring the fire risk assessment is undertaken and implemented rests with:	<i>Paula Barlow</i>
Escape routes are checked by/every:	<i>SS (TBC) Weekly (interim PB and DW)</i>
Fire extinguishers are maintained and checked by/every:	<i>Annually serviced externally</i>
Alarms are tested by/every:	<i>SS- Monday 8 am:</i>
The emergency evacuation procedure is tested by/every:	<i>SLT</i>
Responsibility for ensuring arrangements are in place to deal with other emergency situations e.g. bomb threat, flood, etc. rests with:	<i>Paula Barlow – School Emergency Plan in Head Teachers office and in Reception</i>

Table of Occupational Health &amp; Safety Topics/Activities that apply

Occupational Health & Safety Topic/Activity (This is not a comprehensive list. Please add any further topics/activities relevant to the school). Information and Guidance is available on the web site, link below: <a href="#">Health, Safety &amp; Quality web site</a>	Applicable (√)	Details of where information about the school's arrangements can be found
Accident Reporting, Recording and Investigation	#	Shared drive Individual Oracle
Bodily Fluids (urine; blood; faeces; vomit) & Biological Agents	#	
Catering		
Cleaning/caretaking	#	Shared drive
Control of contractors	#	Office file
Disability access (health & safety implications)	#	
Display Screen Equipment and Eye Tests	#	
Driving at Work	#	
Electrical Safety e.g. installations, PAT tests, visual checks, local policy on bringing electrical items into school etc.	#	Office files
Emergency Procedures other than Fire e.g. flood, services failure	#	Shared and displayed
Extended school and community use	#	
Falling Objects/Safe storage	#	
Fire Safety	#	Shared and displayed
First Aid	#	Shared
Gas safety e.g. installations, servicing, tests, visual checks, local policy on use of gas items in school etc.	#	

<b>Occupational Health &amp; Safety Topic/Activity</b> (This is not a comprehensive list. Please add any further topics/activities relevant to the school). Information and Guidance is available on the web site, link below: <a href="#">Health, Safety &amp; Quality web site</a>	<b>Applicable (√)</b>	<b>Details of where information about the school's arrangements can be found</b>
Hot surfaces, scalds and burns	#	
Health & Safety Induction (checklist available on web site)	#	
Lettings to non-school groups		
Manual Handling	#	Shared drive/Physical files
Minibuses	#	Shared
Mobile phones (the use of)	#	Shared
Needles and needle stick injuries	#	
Personal safety including lone working and violence and aggression	#	
Play Equipment installations inspections	#	Shared
Playgrounds and external areas	#	Shared
Ponds and Water features		
Premises Management (see Premises Management Guidance & Records on Health & Safety web site)	#	Shared
Pupil moving and handling (special needs)	#	Shared and physical file
Pregnant employees and nursing mothers	#	Shared (SLT) PB
Reporting of health & safety concerns/faults	#	Shared
Shared use of buildings		
Sharps e.g. broken glass either in school building or external grounds	#	

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Slips and trips	#	
Stress	#	
Substances – COSHH	#	Shared and ICS files
Swimming pools		
Vehicle and pedestrian traffic	#	
Visitor and volunteers safety	#	
Waste storage and disposal	#	
Water hygiene (Legionella, lead etc.) – a Legionella Risk Assessment should be in place as part of your premises management arrangements	#	Shared
Work equipment and machinery	#	
Working at height – ladders, access equipment etc.	#	
Workplace Inspection	#	

**Table of Non-Occupational Health & Safety Topics/Activities that apply**

<b>Curriculum and other non-occupational activities</b> (information and guidance is available in various parts of the <a href="#">Schools Portal</a> )	<b>Applicable</b> (√)	<b>Details of where information about the school's arrangements can be found</b>
Administration of medication	#	Shared/class groups/nurse records
*Educational Visits	#	EVOLVE
Food safety and hygiene	#	
Outdoor activities	#	
PE Equipment	#	Shared (Staff)
Pupil handling and positive handling	#	
Grounds maintenance activities		Shared
Pupil movement and flow	#	
School transport		LCC
Science (only where not covered by curriculum safety procedures set down in CLEAPSS)		
Smoking	#	
Special needs of pupils health & safety issues	#	Shared
Stage and drama activities		
Supervision of pupils	#	
Technology rooms and equipment		
Wearing of jewellery	#	
Work experience		

The school will also take into account the risks, and make health and safety arrangements for, non-routine, out of hours, 'one-off', seasonal or sporadic activities for example special school and community events such as school fetes, etc.

Note: Educational Visits have a separate intranet site on the Schools Portal at [Educational Visits](#).

Signed By:

.......... Headteacher

Date: September 2022

.......... Chair of Governors

Date: September 2022

Next Review Date: September 2023