

# HEALTH AND SAFETY POLICY

## Incorporating the Local Health and Safety Arrangements for:

- **Downholland Haskayne CE Primary School**
- **Voluntary Aided**
- **8883419**
- **Black-a-Moor Lane, Haskayne, L39 7HX**

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 Voluntary Aided School the governing body is the employer and is responsible for the use of the premises. The headteacher is responsible for the implementation and management of health, safety and welfare within the school. The governing body and the headteacher should work in partnership to meet these responsibilities.

As the person(s) with responsibility for the implementation and management of proper health and safety controls within the school, I/we 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 healthy working conditions;
- ensure safe handling and use of substances;
- review and revise this policy and arrangements as necessary at regular intervals, and, as a minimum, following each 5 yearly review of this template by the county council;
- 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 Lancashire" and the "School Teachers Pay and Conditions Document".

Signed: David Swindells	Signed: Val Dyer  On behalf of the Governing Body
Headteacher's name: David Swindells	Chair of Governors name: Wendy Kelly
Date: 25 <sup>th</sup> February 2026	Proposed Review date: February 2027

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## Responsibilities

<p>The responsibility for implementation and management of proper health and safety controls within the school is that of eg headteacher:</p>	<p>Headteacher</p>
<p>The delegated member of staff with day-to-day responsibility for ensuring this policy is put into practice is eg school business manager, health and safety co-ordinator etc:</p>	<p>Headteacher</p>
<p>To ensure health and safety standards are maintained/improved, the following people have responsibility in their specific areas eg premises issues, fire safety and other emergencies, out-of-hours arrangements, educational visits:</p>	<p>Headteacher and Health &amp; Safety Committee</p>
<p>Health and safety objectives for the school (as identified by accident/incident investigation, consultation, review of risk assessments, health and safety management support and audit visits; advice from the county council etc, or other sources eg DfE, Teachers.Net, other schools, the HSE) will be developed and monitored by:</p>	<p>Headteacher and Health &amp; Safety Committee</p>
<p>Documented health and safety objectives and any associated action plan(s) can be found:</p> <p>Note: Any actions arising from those objectives should be documented eg as an action plan, and monitored to ensure they are achieved.</p>	<p>Minutes of Governors meetings.</p>
<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 his 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;</li> <li>4. Report all health and safety concerns to an appropriate person (as detailed in this policy statement); and,</li> <li>5. Adhere to the School Teachers Pay and Conditions Document which state 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>	

## 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.	Any staff and signed off by Headteacher
The significant findings of risk assessments will be reported to:	Headteacher and Health & Safety Committee
Action required to remove/control risks will be approved by:	Headteacher
The responsibility for ensuring the action required to reduce risks is implemented is that of:	Headteacher
Checking that implemented actions have removed/reduced the risks is the responsibility of:	Health & Safety Committee
Risk assessments will be reviewed regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes. Responsibility for this rests with:	Staff will review task risk assessments when required. Non-technical aspects of the Fire risk assessment is renewed annually by Headteacher and Health & Safety Committee and technical aspects every 3 years COSHH – responsibility of the contract cleaners

# 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 and 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 within 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:

- make health and safety procedures and documentation available for inspection upon request
- 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:	Headteacher
Consultation with employees is provided via:	Staff noticeboard

# 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;
- regularly inspect the workplace;
- represent employees in dealings with health and safety inspectors; and,
- 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:	Headteacher
Responsible person(s) for ensuring effective maintenance arrangements are in place:	Headteacher
Responsible person(s) for ensuring that all identified maintenance is carried out:	Headteacher
Any problems found with equipment should be reported to:	Headteacher or Admin Officer
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	Headteacher

## Information, instruction and supervision

<p>The Health and Safety Law poster is displayed at:</p> <p>Note: It is a legal requirement to display the Health and Safety Law Poster in a prominent position in each workplace eg in the school's reception area, or to give employees a copy of the Health and Safety Law leaflet.</p>	Staffroom
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Health and safety advice is available from:	LCC Health & Safety Team and Schools Portal
Induction, supervision of trainees/work placements etc will be arranged/undertaken/monitored by:	Headteacher & Admin Officer

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

Induction training will be arranged/undertaken for all employees by:	Self E-learning
Job specific training will be provided by:	E-learning
Jobs requiring specific health and safety training are:	Headteacher – Asbestos & Legionella  Health & safety Governors – Legionella, General Health & Safety  Cleaners - COSHH
Training records are kept by:	Admin Officer
Training will be identified, arranged and monitored by:	Headteacher and Admin officer

## Accidents, first aid and work-related ill health

The school acknowledges the legal requirement to:

- ensure there are adequate arrangements in place for the reporting, recording and investigation of incidents and accidents;
- ensure there are adequate arrangements 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;
- ensure there are adequate arrangements in place to provide health surveillance for any employees who may be **at risk** of ill-health as a direct result of their work activities.

The first aid box is available:	Staffroom
The first aiders are:	David Swindells Joanne Gibson Roberta White Barbara Winrow
All accidents and cases of work-related ill health are to be reported to:	Work related ill health and any staff or visitor accidents are to be recorded in the accident book and reported to the headteacher. Pupils accidents are recorded in the accident book.

## 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:	Headteachers and Health & Safety Committee
Review all risk assessments regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes.	See Section: <b>Health and safety risks arising from work activities</b> for responsibility details Staff will review task risk assessments when required. Non-technical aspects of the Fire risk assessment is renewed annually by Headteacher and Health & Safety Committee and technical aspects every 3 years COSHH – responsibility of the contract cleaners
Responsible person(s) for investigating accidents eg road traffic accidents, slips, trips and/or falls etc before requesting assistance from the Health, Safety and Quality team if	Headteacher

necessary:	
Responsible person(s) for investigating work-related causes of sickness absences:	Headteacher and Health & Safety Committee
Responsible person(s) for acting on investigation findings to prevent recurrences:	Headteacher and Health & Safety Committee
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	Headteacher

## 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:	Headteacher
Escape routes are checked by/every:	Visually by all staff daily
Fire extinguishers are maintained and checked by/every:	Annually by LCC contractor currently Wallker Fire
Alarms are tested by/every:	Week by Admin Officer
The emergency evacuation procedure is tested by/every:	Termly Fire Drill's and emergency lockdown & shelter procedures yet to be tested
Responsibility for ensuring arrangements are in place to deal with other emergency situations eg bomb threat, flood, etc. rests with:	Headteacher

**Table of occupational health and safety topics/activities that apply**

<b>Occupational health and safety topic/activity</b> (Note: This is not a comprehensive list. Please add any further topics/activities relevant to your school.) Information and guidance is available on the <a href="#">Health, Safety and Quality team website</a> :	<b>Applicable</b> (√)	<b>Details of where information about the school's arrangements can be found</b>
Accident reporting, recording and investigation	✓	Accident Book – staffroom
Asbestos management plan	✓	Asbestos Survey and asbestos management plan – office and staff noticeboard
Bodily fluids (urine; blood; faeces; vomit) and biological agents	✓	Risk Assessment – portal
Cleaning/caretaking tasks	✓	Risk Assessment Cleaning carried out by contact cleaner
Control of contractors	✓	School Policy - office Risk Assessments
Control of substances hazardous to health (COSHH)	✓	COAHH register provided by contract cleaners in site supervisors room
Disability access (health and safety implications)	✓	Accessibility Plan
Display screen equipment and eye tests	✓	Risk assessment, self-assessment and on-line modules available for all staff on portal/astute
Driving at work	N/A	N/A
Electrical safety, for example, installations, PAT tests, visual checks, local policy on bringing electrical items into school etc	✓	PAMIS
Emergency procedures other than fire, for example flood, services failure	✓	Fire log book - office
Extended school and community use	✓	Risk assessments
Finger traps (internal and external)	✓	Risk Assessment
Fire safety	✓	File log book and fire policy - office Risk assessments

<b>Occupational health and safety topic/activity</b> (Note: This is not a comprehensive list. Please add any further topics/activities relevant to your school.) Information and guidance is available on the <a href="#">Health, Safety and Quality team website</a> :	<b>Applicable</b> (√)	<b>Details of where information about the school's arrangements can be found</b>
First aid and administering of medication	✓	School policy and risk assessments
Gas safety, for example, installations, servicing, tests, visual checks, local policy on use of gas items in school etc	N/A	N/A
Health and safety induction (a checklist is available on the health safety and quality website)	✓	E-learning - astute
Infection control, including needles and needlestick injuries	✓	Risk Assessments
Lettings to non-school groups	N/A	
Manual handling	✓	E-learning - astute
Minibuses	N/A	
Mobile phones (the use of)	✓	Staff code of conduct
Personal safety including lone working and violence and aggression	✓	Risk Assessments and e-learning
Play equipment installations inspections	✓	PAMIS
Playgrounds and external areas	✓	PAMIS
Ponds and water features	N/A	
Premises management (see premises management guidance on the Health, Safety and Quality team's website)	✓	PAMIS
Pupil moving and handling (special needs)	✓	Individual Care Plan - PEEP
Pregnant employees and nursing mothers	✓	Schools Portal
Reporting of health and safety concerns/faults	✓	Health & Safety Policy

<b>Occupational health and safety topic/activity</b> (Note: This is not a comprehensive list. Please add any further topics/activities relevant to your school.) Information and guidance is available on the <a href="#">Health, Safety and Quality team website</a> :	<b>Applicable</b> (√)	<b>Details of where information about the school's arrangements can be found</b>
Severe weather including winter gritting	✓	PAMIS
Shared use of buildings	N/A	
Sharps, for example, broken glass in the school building or external grounds	✓	Risk assessment
Stress	✓	E-learning
Swimming pools	N/A	
Transport safety/vehicle movement – arrangements for vehicle movement, car parking and vehicle/pedestrian segregation on site	✓	PAMIS
Visitor and volunteers' safety	✓	School policy
Waste storage and disposal	✓	West Lancashire District Council Risk assessment
Water hygiene (Legionella, lead etc) – a Legionella Risk Assessment should be in place as part of your premises management arrangements	✓	Legionella file
Work equipment and machinery	✓	PAMIS & risk assessments
Working at height – ladders, access equipment etc	✓	E-learning - astute
Workplace inspection (internal and external)	✓	PAMIS
<i>-add more as required</i>		

### Table of non-occupational health and 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	✓	School Policy & risk assessment
*Educational visits	✓	LCC educational visits policy and procedures
Food safety and hygiene	✓	Lancashire Catering
Outdoor activities	✓	Risk assessments
PE equipment	✓	Risk assessments
Pupil handling and restraint	✓	School Policy
Grounds maintenance activities	✓	PAMIS
Pupil movement and flow	✓	Risk assessments
School transport	N/A	
Science (only where not covered by curriculum safety procedures set down in CLEAPSS)	✓	Portal
Smoking	✓	School policy
Special needs of pupils (health and safety issues)	✓	School policy
Stage and drama activities	N/A	
Supervision of pupils	✓	School policy
Technology rooms and equipment	N/A	
Wearing of jewellery	✓	School policy
Work experience	✓	Portal

<i>-add more as required</i>		
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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](#).