

# HEALTH AND SAFETY POLICY

Incorporating the Local Health and Safety Arrangements for:

**Downholland Haskayne CE Primary School**

**School Number: 08025**

**DFES Number: 8883419**

**Black-A-Moor Lane  
Haskayne  
Lancashire  
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 day-to-day 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 health 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 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:	Signed:
Rev Paul Robinson	On behalf of the Governing Body
Headteacher's name: Carol McIlwain	Chair of Governors name: Rev Paul Robinson
Date: 28 <sup>th</sup> January 2019	Proposed Review date: January 2020

## Responsibilities

The responsibility for implementation and management of proper health and safety controls within the school is that of:	<i>Carol McIlwain Headteacher</i>
The authorised member of staff with day-to-day responsibility for ensuring this policy is put into practice is (e.g. Health & Safety Co-ordinator):	<i>Carol McIlwain Headteacher</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>Carol McIlwain - Headteacher Health &amp; Safety Committee</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. DfE, Teachers.Net, other schools, the HSE) will be developed and monitored by:	<i>Carol McIlwain – Headteacher Health &amp; Safety Committee</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 his/her 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> <li>4. Report all health and safety concerns to an appropriate person (as detailed in this policy statement).</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 & 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>Carol McIlwain – Headteacher Health &amp; Safety Committee Senior members of staff Any other people as appropriate</i>
The significant findings of risk assessments will be reported to:	<i>Health &amp; Safety Committee</i>
Action required to remove/control risks will be approved by:	<i>Carol Mcilwain Headteacher</i>
The responsibility for ensuring the action required to reduce risks is implemented is that of:	<i>Carol Mcilwain Headteacher</i>
Checking that implemented actions have removed/reduced the risks is the responsibility of:	<i>Carol Mcilwain - Headteacher and Health &amp; Safety Committee</i>
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:	<i>Carol McIlwain – Headteacher Health &amp; Safety Committee</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.

(The list in the table at the end of this document is not comprehensive - some hazards may not apply to your premises and there may be additional hazards that are not listed in the table. Please add any additional hazards to the list or remove any that do not apply. You should delete this paragraph once you have done this.)

## 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 is:	<i>Carol McIlwain Headteacher</i>
Consultation with employees is provided via:	<i>Health &amp; Safety Meetings Staff meetings</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>Carol Mcilwain- Headteacher</i>
Responsible person(s) for ensuring effective maintenance procedures are drawn up:	<i>Carol Mcilwain Headteacher</i>
Responsible person(s) for ensuring that all identified maintenance is carried out:	<i>Carol Mcilwain - Headteacher Barbara Winrow – Admin Officer</i>
Any problems found with equipment should be reported to:	<i>Carol Mcilwain – Headteacher or Barbara Winrow – Admin Officer</i>
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	<i>Carol Mcilwain Headteacher</i>

## Information, Instruction and Supervision

The Health and Safety Law poster* is displayed at:	<i>Staffroom and Site Supervisors room</i>
Health and safety advice is available from:	<i>Lancashire County Council &amp; school portal</i>
Induction, supervision of trainees/work placements etc. will be arranged/undertaken/monitored by:	<i>Carol Mcilwain – Headteacher &amp; Barbara Winrow - Admin officer</i>

Health & Safety in shared premises (where applicable) is managed by:  - delete if premise is not shared	N/A
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\* 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 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>Staff Handbook Carol McIlwain – Headteacher or Barbara Winrow - Admin Officer</i>
Job specific training will be provided by:	<i>Lancashire County Council</i>
Jobs requiring specific health & safety training are:	<i>Lone working Use of ladders Manual Handling Legionella COSH Asbestos</i>
Training records are kept at/by:	<i>Barbara Winrow Admin Officer</i>
Training will be identified, arranged and monitored by:	<i>Carol McIlwain Headteacher</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>Staff room &amp; school office</i>
The first aider(s) and appointed person(s) is/are:	<i>Carol McIlwain Joanne Gibson Nicola Hains Roberta White Joseph Noble</i>
All accidents and cases of work-related ill health are to be reported to:	<i>Reported in accident book</i>
*Health surveillance is required for employees doing the following jobs within the school:  *Health surveillance is not required for any roles within the school.  * delete as appropriate	<i>Cleaning, general Health &amp; Safety Wellbeing of all staff</i>
Health surveillance will be arranged by:	<i>Carol McIlwain – Headteacher and Health &amp; Safety Committee</i>
Health surveillance/records will be kept by/at:	<i>Carol McIlwain – Headteacher and Health &amp; Safety Committee</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>Carol McIlwain – Headteacher and Health &amp; Safety Committee</i>
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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.	Carol Mcllwain - Headteacher
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>Carol Mcllwain – Headteacher Health &amp; Safety Committee</i>
Responsible person(s) for investigating work-related causes of sickness absences:	<i>Carol Mcllwain – Headteacher and Health &amp; Safety Committee</i>
Responsible person(s) for acting on investigation findings to prevent recurrences:	<i>Carol Mcllwain – Headteacher and Chair of Governors</i>
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	<i>Carol Mcllwain - Headteacher</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>Carol Mcllwain - Headteacher</i>
Escape routes are checked by/every:	<i>Visually by all staff on a regular basis</i>
Fire extinguishers are maintained and checked by/every:	<i>Walker Fire UK annually</i>
Alarms are tested by/every:	<i>Contract cleaners in accordance with H&amp;S requirements</i>
The emergency evacuation procedure is tested by/every:	<i>Termly by Barbara Winrow – Admin Officer</i>
Responsibility for ensuring arrangements are in place to deal with other emergency situations e.g. bomb threat, flood, etc. rests with:	<i>Carol Mcllwain - Headteacher</i>



## Table of Occupational Health & Safety Topics/Activities that apply

<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>
Accident Reporting, Recording and Investigation	✓	Portal
Bodily Fluids (urine; blood; faeces; vomit) & Biological Agents	✓	Risk Assessments & Policies
Catering	✓	Kitchen
Cleaning/caretaking	✓	Risk assessments
Control of contractors	✓	Health & Safety File
Disability access (health & safety implications)	✓	Accessibility Plan
Display Screen Equipment and Eye Tests	✓	Health & Safety File & Portal
Driving at Work	✓	Health & Safety File & Portal
Electrical Safety e.g. installations, PAT tests, visual checks, local policy on bringing electrical items into school etc.	✓	PAMS file
Emergency Procedures other than Fire e.g. flood, services failure	✓	PAMS file & Health & Safety file
Extended school and community use	✓	HT
Falling Objects/Safe storage	✓	Risk assessments
Fire Safety	✓	Fire log book & PAMS
First Aid	✓	First Aid file & Health & Safety file
Gas safety e.g. installations, servicing, tests, visual checks, local policy on use of gas items in school etc.	N/A	
Hot surfaces, scalds and burns	✓	Risk assessments
Health & Safety Induction (checklist available on web site)	✓	Staff induction file
Lettings to non-school groups	N/A	
Manual Handling	✓	Portal & Risk Assessments
Minibuses	N/A	
Mobile phones (the use of)	✓	Staff handbook
Needles and needle stick injuries	✓	Risk Assessments

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Personal safety including lone working and violence and aggression	✓	Portal
Play Equipment installations inspections	N/A	
Playgrounds and external areas	✓	Risk assessments
Ponds and Water features	✓	Risk assessments
Premises Management (see Premises Management Guidance & Records on Health & Safety web site)	✓	PAMS
Pupil moving and handling (special needs)	✓	H&S Policies
Pregnant employees and nursing mothers	✓	Portal
Reporting of health & safety concerns/faults	✓	H&S Policy
Shared use of buildings	N/A	
Sharps e.g. broken glass either in school building or external grounds	✓	Risk assessments
Slips and trips	✓	Portal & Risk Assessments
Stress	✓	Portal & Policies
Substances – COSHH	✓	COSH File
Swimming pools	N/A	
Vehicle and pedestrian traffic	✓	Risk Assessment & Travel Plan
Visitor and volunteers safety	✓	Visitors Policy
Waste storage and disposal	✓	PAMS
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	✓	Risk Assessments
Working at height – ladders, access equipment etc.	✓	Risk Assessments & Portal
Workplace Inspection	✓	PAMS

## 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	✓	School Policies
*Educational Visits	✓	Educational Visits File & EVOLVE
Food safety and hygiene	✓	Kitchen
Outdoor activities	✓	PE Policy, Risk assessments & Ed Visits Policy
PE Equipment	✓	PAMS
Pupil handling and restraint	✓	Behaviour Policy & Portal
Grounds maintenance activities	✓	Risk assessments
Pupil movement and flow	✓	Risk assessments
School transport	N/A	
Science (only where not covered by curriculum safety procedures set down in CLEAPSS)	N/A	
Smoking	✓	No Smoking Policy
Special needs of pupils health & safety issues	✓	SEND Policy
Stage and drama activities	✓	Risk Assessment
Supervision of pupils	✓	School Policies & Welfare Assistants Guidelines
Technology rooms and equipment	N/A	
Wearing of jewellery	✓	School Brochure
Work experience	✓	Work Experience File & Portal

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](#).