

Health and Safety Policy



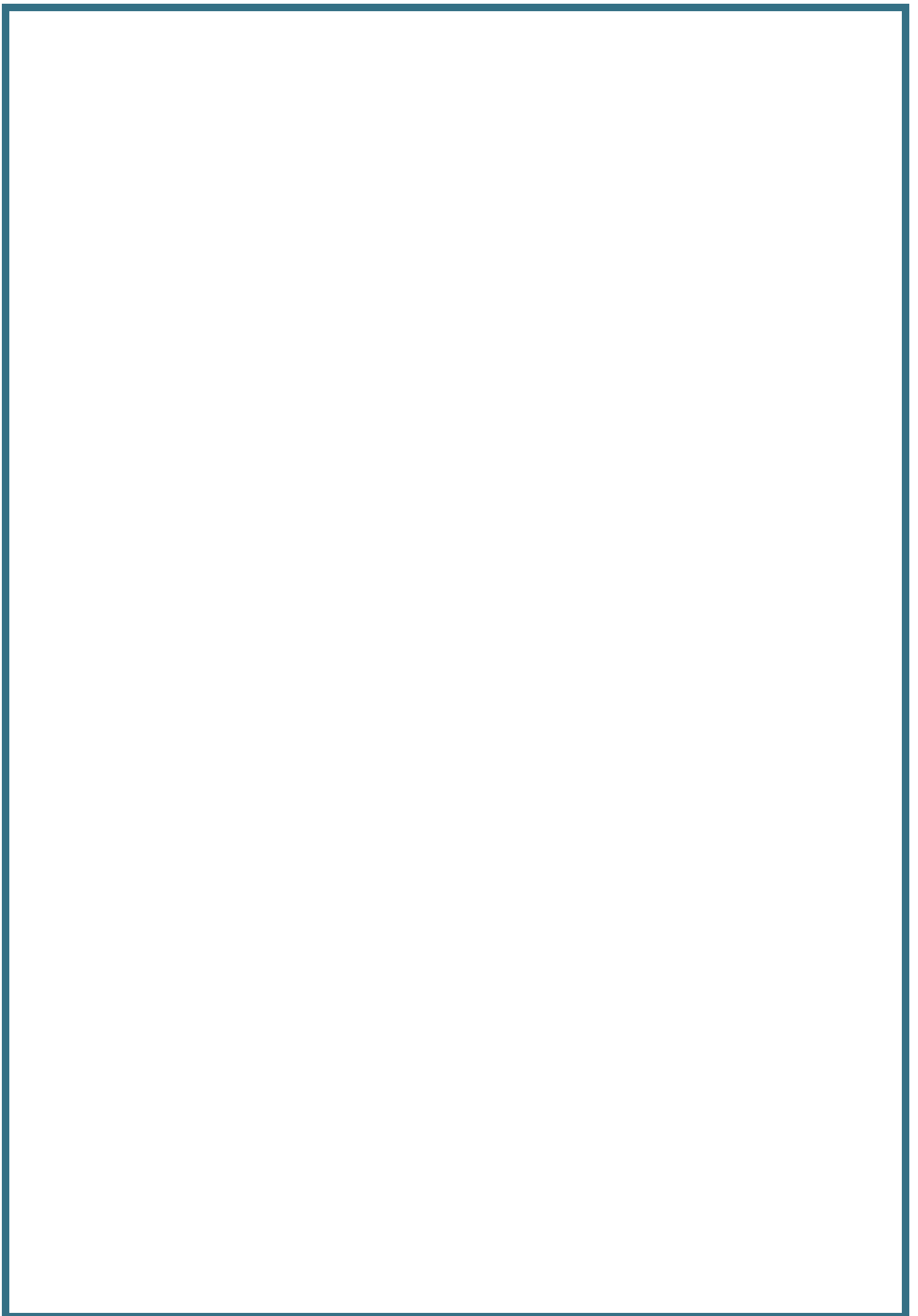
Harper Bell Seventh-day Adventist School Primary School

Approved by:

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Chair's signature:



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Statement of intent

At Harper Bell , we are committed to the health and safety of our staff, pupils and visitors. Ensuring the safety of our community is of paramount importance and this policy reflects our dedication to creating a safe learning environment.

We are committed to:

- Providing a productive and safe learning environment.
- Preventing accidents and any work-related illnesses.
- Compliance with all statutory requirements.
- Minimising risks via assessment and policy.
- Providing safe working equipment and ensuring safe working methods.
- Including all staff and representatives in health and safety decisions.
- Monitoring and reviewing our policies to ensure effectiveness.
- Setting high targets and objectives to develop the school's culture of continuous improvement.
- Ensuring adequate welfare facilities are available throughout our school.
- Ensuring adequate resources are available to address health and safety issues, so far as is reasonably practicable.

Legal framework

1.1. This policy has due regard to statutory legislation including, but not limited to, the following:

- Health and Safety at Work etc. Act 1974
- Workplace (Health, Safety and Welfare) Regulations 1992
- Management of Health and Safety at Work Regulations 1999
- Control of Substances Hazardous to Health Regulations 2002
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
- The Construction (Design and Management) Regulations 2015

1.2. This policy has due regard to national guidance including, but not limited to, the following:

- DfE (2014) 'Health and safety: advice on legal duties and powers'
- DfE (2015) 'Health and safety for school children'
- DfE (2016) 'Keeping children safe in education'
- DfE (2017) 'Safe storage and disposal of hazardous materials and chemicals'
- HSE (2014) 'Sensible health and safety management in schools'

1.3. This policy should be used in conjunction with the following school policies and procedures:

- First Aid Policy
- Supporting Pupils with Medical Conditions Policy
- Educational Trips and Visits Policy
- Manual Handling Policy
- Lone Working Policy
- Family Support Worker Lone Working Policy
- Adverse Weather Procedures
- Full Lockdown Procedure
- Lockdown and Evacuation Policy
- Fire Risk Assessment
- Fire Evacuation Plan
- Accident Reporting Procedure Policy
- Visitor Policy

2. Duties of the Governing Body

2.1. The Governing Body , in consultation with the headteacher, will:

- Ensure familiarity with the requirements of the appropriate legislation and codes of practice.
- Create and monitor a management structure responsible for health and safety in the school.
- Ensure there is a detailed and enforceable policy for health and safety, and that the policy is implemented by all.
- Periodically assess the effectiveness of the policy and ensure any necessary changes are made.
- Identify risks relating to possible accidents and injuries, and make reasonable adjustments to prevent them occurring.

2.2. The governing board endeavours to provide:

- A safe place for all users of the site including staff, pupils and visitors.
- Safe means of entry and exit for all site users.
- Equipment, grounds and systems of work which are safe.
- Safe arrangements for the handling, storage and transportation of any articles and substances.
- Safe and healthy working conditions that comply with statutory requirements, codes of practice and guidance.
- Supervision, training and instruction so that all staff can perform their duties in a healthy and safe manner.
- Where necessary, protective equipment and clothing, along with any necessary guidance and instruction.

3. Duties of the headteacher

3.1. The headteacher has the overall responsibility for the day-to-day development and implementation of safe working practices and conditions for all staff, pupils and visitors.

3.2. The headteacher will take all reasonably practicable steps to ensure the Health and Safety Policy is implemented by the heads of the appropriate departments and other members of staff.

3.3. The headteacher will designate a health and safety officer to be responsible for the day-to-day implementation of the Health and Safety Policy. This person will also be the designated contact with the LA and the HSE where necessary.

4. Duties of supervisory staff/department heads

4.1. Supervisory staff will be familiar with the requirements of health and safety legislation.

4.2. In addition to general duties, supervisory staff will be responsible for the implementation and operation of the school's Health and Safety Policy in their department, and for areas of responsibility delegated by the headteacher.

4.3. Supervisory staff are responsible for adhering to the aspects of health and safety that are outlined in their job descriptions.

4.4. Supervisory staff will take a keen interest in the Health and Safety Policy and assist in ensuring all staff, pupils and visitors comply with its requirements.

5. Duties of all members of staff

5.1. All members of staff will:

- Take reasonable care of their own health and safety, and that of others who may be affected by what they do at work.
- Cooperate with their employers on health and safety matters.
- Carry out their work in accordance with training and instructions.
- Inform the employer of any work situation representing a serious and immediate danger, so that remedial action can be taken.

- Familiarise themselves with the Health and Safety Policy and aspects of their work related to health and safety.
- Avoid any conduct which puts themselves or others at risk.
- Be familiar with all requirements laid down by the governing board.
- Ensure that all staff, pupils and visitors are applying health and safety regulations and adhering to any rules, routines and procedures in place.
- Ensure all machinery and equipment is in good working order and safe to use, including adequate guards. They will also not allow improper use of such equipment.
- Use the correct equipment and tools for the job and any protective clothing supplied.
- Ensure any toxic, hazardous or flammable substances are used correctly, and stored and labelled as appropriate.
- Report any defects in equipment or facilities to the designated health and safety officer (Deanne Jackson) .
- Take an interest in health and safety matters, and suggest any changes that they feel are appropriate.
- Make suggestions as to how the school can reduce the risk of injuries, illnesses and accidents.
- Exercise good standards of housekeeping and cleanliness.
- Adhere to their common law duty to act as a prudent parent would when in charge of pupils.

6. Construction/maintenance of the premises

6.1. When undertaking construction or maintenance work, the school will do so in accordance with The Construction (Design and Management) (CDM) Regulations 2015.

6.2. Construction work means:

- The carrying out of any building, civil engineering or engineering construction work and includes:
 - The construction, alteration, conversion, fitting out, commission, renovation, repair, upkeep, redecoration or other maintenance, decommissioning, demolition or dismantling of a structure;
 - The preparation for an intended structure, including site clearance, exploration, investigation (but not site survey) and excavation (but not pre-construction archaeological investigations), and the clearance or preparation of the site or structure for use or occupation at its conclusion;
 - The installation, commission, maintenance, repair or removal or mechanical, electrical, gas, compressed, air, hydraulic, telecommunications, computer or similar services which are normally fixed within or to a structure;
 - The assembly on site of prefabricated elements to form a structure or the disassembly on site of the prefabricated elements which, immediately before such disassembly, formed a structure;
 - The removal of a structure, or of any product or waste resulting from demolition or dismantling of a structure, or from disassembly of

prefabricated elements which immediately before such disassembly formed such a structure.

- 6.3. The headteacher will ensure that all construction and maintenance projects have a formally appointed principal designer and principal contractor.
- 6.4. The headteacher will liaise with the principal contractor to identify if the scope of the project means that it should be notified to the HSE.
- 6.5. The headteacher will ensure that:
 - The principal designer and principal contractor are provided with a 'client brief/CDM pre-construction information' at the earliest opportunity, to contain relevant information which should, as a minimum, include the following:
 - What the school wants built or maintained
 - The site and existing structures
 - Hazards such as asbestos
 - Timescales and budget for the build
 - How the school expects the project to be managed
 - CDM appointments of principal contractor/principal designer
 - Welfare arrangements
 - Details of nearest A&E department
 - The principal contractor draws up a Construction Phase Plan that explains how health and safety risks will be managed – permission will not be given for construction or maintenance work to begin until this is in place.
 - The principal designer prepares a health and safety file containing information that will help the school manage risks associated with any future maintenance, repair, construction or demolition work.
 - The roles, functions and responsibilities of the project team are clearly defined in writing, e.g. in the project plan.
 - Sufficient time and resources are allocated and effective mechanisms are in place to ensure good communication, cooperation and coordination between all members of the project team.
 - The principal contractor has made arrangements for adequate welfare facilities for their workers before the construction or maintenance work starts.
 - Following completion of the project, the health and safety file is handed over to the headteacher, kept up-to-date by the health and safety officer, and is made available to anyone who needs to alter or maintain the building.
- 6.6. The headteacher will hold weekly progress meetings with the project team to ensure that all members are carrying out their roles as required.
- 6.7. Where the project is for a new workplace or alterations to an existing workplace, it must also meet the standards set out in The Workplace (Health, Safety and Welfare) Regulations 1992.

7. Pupils

7.1. Pupils will:

- Exercise personal responsibility for the health and safety of themselves and others.
- Dress in a manner that is consistent with safety and hygiene standards.
- Respond to the instruction of staff given in an emergency.
- Observe the health and safety rules of the school.
- Not misuse, neglect or interfere with items supplied for their, and other pupils', health and safety.

8. Training

- 8.1. The school will ensure that staff members are provided with the health and safety training they need for their job. This may not mean attendance at training courses; it may simply involve providing staff with basic instructions and information about health and safety in the school.
- 8.2. The headteacher will ensure that at least two staff members are suitably trained in the handling of hazardous chemicals and materials.
- 8.3. The headteacher will ensure that there are an appropriate number of first-aid trained staff members working within in each classroom.
- 8.4. Staff members will be provided with regular training opportunities and have access to support where needed.
- 8.5. Staff members are expected to undertake appropriate CPD in order to further contribute to the running and success of Harper Bell.

9. First aid

- 9.1. Harper Bell will act in accordance with the First Aid Policy at all times.
- 9.2. The school will ensure ample provision is made for both trained personnel and first-aid equipment on-site.
- 9.3. The following staff members are trained first-aiders:
- 9.4. First-aid boxes are located as follows, and the named staff members are responsible for their secure storage and use:

10. Contacting the emergency services

- 10.1. Following an accident/injury, the first-aider will contact the emergency services as necessary, or direct a staff member to do so while they tend to the victim.
- 10.2. If there is no first-aider immediately available, a common-sense judgement will be made by those attending the injured party regarding whether to contact the emergency services.

11. Fire safety

11.1. All staff members fully understand and effectively implement the Fire Evacuation Plan.

- 11.2. The headteacher is responsible for certifying that procedures for ensuring that safety precautions are properly managed will be discussed, formulated and effectively disseminated to all staff.
- 11.3. The procedure for fire drills and the use of fire extinguishers will be clear and understood by all staff.
- 11.4. The school will test evacuation procedures on a termly basis.
- 11.5. The evacuation of visitors and contractors will be the responsibility of the person they are visiting or working for.
- 11.6. Firefighting equipment will be checked on an annual basis by an approved contractor.
- 11.7. Fire alarms will be tested weekly from different 'break glass' fire points around the school, and records will be maintained and held in the school office.
- 11.8. Emergency lighting will be tested on a six-monthly basis, and records will be maintained and held in the school office.

12. Accident reporting

- 12.1. All accidents and incidents, including near-misses or dangerous occurrences, will be reported as soon as possible to the nominated health and safety officer using the standard Accident Report Form.
- 12.2. The health and safety officer will be responsible for informing the headteacher if the accident is fatal or a "major injury", as outlined by the HSE.
- 12.3. More in-depth information concerning reporting accidents and near-misses can be found in the Accident Reporting Procedure Policy and Near-miss Policy.

13. Significant accidents

13.1. Significant accidents, as defined in the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013, will be reported to the HSE at the earliest opportunity.

13.2. The 'specified injuries' which must be reported include the following:

- Accidents to employees causing either death or major injury
- Accidents resulting in employees being away from work or being unable to perform their normal work duties for more than seven consecutive days (this seven-day period does not include the day of the accident)
- Fractures, other than to fingers, thumbs and toes
- Amputation of an arm, hand, finger, thumb, leg, foot or toe
- Any injury likely to lead to permanent loss of sight or reduction in sight in one or both eyes
- Any crush injury to the head or torso, causing damage to the brain or internal organs
- Any burn injury (including scalding) which covers more than 10 percent of the whole body's surface area or causes significant damage to the eyes, respiratory system or other vital organs

- Any degree of scalping requiring hospital treatment
- Any loss of consciousness caused by head injury or asphyxia
- Any other injury arising from working in an enclosed space which leads to hypothermia or heat-induced illness, or that requires resuscitation or admittance to hospital for more than 24 hours

13.3. Additional reportable occurrences include the following:

- The collapse, overturning or failure of any load-bearing part of any lifting equipment
- The explosion, collapse or bursting of any closed vessel or pipe work
- Electrical short circuit or overload resulting in a fire or explosion
- Unintentional explosion, misfire or failure of demolition to cause the intended collapse, projection of material beyond a site boundary, or injury caused by an explosion
- Any accidental release of a biological agent likely to cause severe human illness
- Any collapse or partial collapse of scaffolding over five metres in height
- When a dangerous substance being conveyed by road is involved in a fire or is released
- The unintended collapse of any building or structure under construction, alteration or demolition, including walls or floors
- Any explosion or fire resulting in the suspension of normal work for over 24 hours
- Any sudden, uncontrolled release in a building of: 200kg or more of flammable liquid, 10kg or more of flammable liquid above its boiling point, 10kg or more of flammable gas, or 500kg or more of these substances if the release is in the open air
- Accidental release of any substances which may damage health
- Serious gas incidents
- Poisonings
- Skin diseases including, but not limited to: occupational dermatitis, skin cancer, chrome ulcer, oil folliculitis/acne
- Lung diseases including, but not limited to: occupational asthma, farmer's lung, asbestosis, mesothelioma
- Infections including, but not limited to: leptospirosis, hepatitis, anthrax, legionellosis, tetanus
- Other conditions such as occupational cancer, certain musculoskeletal disorders, decompression illness and hand-arm vibration syndrome

Reporting procedure

14.

- 14.1. Should an incident require reporting to the Incident Control Centre (ICC) (part of the HSE), the health and safety officer, or a person appointed on their behalf, will file a report as soon as is reasonably possible.
- 14.2. The person will complete the relevant report on the HSE website:
<http://www.hse.gov.uk/riddor/report.htm>.

- 14.3. The HSE no longer accepts written accident reports, except for in exceptional circumstances. The school will report all accidents and injuries online where possible (using the above link/web address).
- 14.4. Fatal and specified injuries, as outlined in 13.2, may only be reported using the telephone service on 0845 300 9923 (open Monday to Friday 8.30am to 5pm).

15.

Reporting hazards

- 15.1. Staff, pupils, contractors and visitors have a legal duty to report any condition or practice they deem to be a hazard.
- 15.2. In the main, reporting should be conducted verbally to the site manager as soon as possible, who will then inform the headteacher as appropriate.
- 15.3. Serious hazards will be reported using the appropriate form available in the school office.

16.

Accident investigation

- 16.1. All accidents, however small, will be investigated by an appointed party and the outcomes recorded.
- 16.2. The length of time dedicated to each investigation will vary on the seriousness of the accident.
- 16.3. After an investigation takes place, a risk assessment will be carried out, or the existing assessment amended, to avoid reoccurrence of the accident.

17. Our active monitoring system

17.1. It is good practice to actively monitor systems prior to accidents, ill health or incidents taking place; this involves regularly checking compliance procedures and the achievement of objectives. Our procedure for actively monitoring our system includes:

- Annual audits, including fire risk assessments and health and safety audits.
- Termly examination of documents to ensure compliance with standards.
- Termly inspection of premises, plants and equipment.
- Monthly reports and updates to the headteacher.
- External measures, such as surveys by contractors and service providers, along with visits from Environmental Health and Ofsted.

18. Bomb threat procedure

18.1. All staff members fully understand and effectively implement the school's Lockdown and Evacuation Policy

18.2. In the event of an emergency, the procedures outlined in the Lockdown and Evacuation Policy and Lockdown will be followed.

18.3. All staff members are trained in handling bomb threats and have easy access to instructions of the procedure.

- 18.4. Upon receipt of a bomb threat or a suspicious package, staff members will ask the following types of questions, regardless of the call's source (including if the call is from the police):
- Where is it?
 - In which building is it and on what floor?
 - What time will the bomb go off?
 - What does the bomb look like and what colour is it?
 - What type of bomb is it and what type of explosive?
 - Who are you?
 - Why are you doing this?
 - Do you have a code word?
- 18.5. The appropriate evacuation procedure will be followed whether staff members believe the threat to be a hoax or not.
- 18.6. Where possible, caller ID or dialling the 1471 service will be used to identify where the call has come from.
- 18.7. Staff should note the time of the call and write down exactly what was said by the person calling, as this may be useful for the police.
- 18.8. Where possible, recording devices will be used whilst receiving a bomb threat.
- 18.9. The staff member receiving the call will contact the headteacher immediately, who will then alert the police and the LA.
- 18.10. The headteacher will decide whether or not to evacuate the building.

19. Evacuation

19.1. Harper Bell will follow the procedure outlined in the Personal Emergency Evacuation Plan in the event of a crisis.

19.2. In the event of a fire, the Fire Evacuation Plan will be implemented.

19.3. If an evacuation is deemed necessary, the following procedure will take place:

- All senior staff will be informed of the situation either in person or via the internal computer system, not by the use of radios or mobile phones. The evacuation will then take place as per fire drill procedures, except staff will be instructed to:
 - Leave all doors and windows open (excluding the area in which the bomb or suspicious package is positioned; this room should be sealed with all windows and doors closed).
 - Take all personal items with them, to avoid unnecessary searching.
- Staff and pupils will be asked to make their way to the normal fire assembly area (the area should be moved if close to the area of the bomb or suspicious package).
- Staff will be positioned at all gates leading into the school and nobody will be allowed in or out except for emergency personnel.

□ Once the police have arrived, staff will await further instruction from the emergency services.

20. Visitors to the school

- 20.1. The procedures outlined in the Visitor Policy and the will be implemented by relevant staff when receiving visitors to the school.
- 20.2. All visitors will sign in to reception.
- 20.3. Once signed in, visitors will be collected from reception by the member of staff they are visiting, or escorted to the area of the school concerned.
- 20.4. No contractor will carry out work on the school site without the express permission of the headteacher, other than in an emergency or to make the site safe following theft or vandalism.
- 20.5. Contractors will be responsible for the health and safety of their employees and for ensuring safe working practices. They will not constitute a hazard to staff, pupils or visitors to the school.
- 20.6. Anyone hiring the premises will be made aware of their health and safety obligations when making the booking.
- 20.7. Visitors and contractors will wear a visitor's badge at all times while on school grounds.
- 20.8. Cleaning contractors will wear an easily identifiable uniform or badge at all times.
- 20.9. Temporary teaching staff and assistants will inform reception of their presence by reporting to reception on arrival and signing the visitors' log.
- 20.10. Staff members who encounter an unidentifiable visitor will enquire if they require assistance and direct them to reception or off site.
- 20.11. Staff members who encounter uncooperative visitors threatening violence, refusing to leave the site, or carrying out physical or verbal abuse will seek immediate help via a 999 phone call.

21. Personal protective equipment (PPE)

- 21.1. Harper Bell provides employees and pupils who are exposed to a hazard at the school, which cannot be controlled by other means, with PPE.
- 21.2. PPE means all equipment worn, or held, by staff or pupils which is designed to protect them from specified hazards.
- 21.3. All staff and pupils will be provided with protective eyewear in all workshops and laboratories. Visitors will also be supplied with PPE when appropriate.
- 21.4. Staff and pupils will use the PPE provided, and care for it according to the instructions and training given. They will also report any loss or defects to their superior/class teacher.
- 21.5. The PPE will fit the wearer properly. Where more than one item of PPE must be worn, they should be compatible and remain effective.
- 21.6. PPE will not be worn if the hazard is caused by wearing it that is greater than the hazard it is intended to protect the wearer from.
- 21.7. PPE includes laboratory and workshop equipment such as tool box tools, protective clothing, safety footwear and face masks, PE equipment, ICT equipment, photocopiers and other office equipment, lifting equipment and respiratory protective equipment.
- 21.8. Clothing which is not specifically designed to preserve the health and safety of the wearer does not constitute as PPE, e.g. school uniform.
- 21.9. Thorough risk assessments are carried out by the class teacher to determine the suitable PPE to be used for each hazard and these are reviewed on a termly basis.
- 21.10. Staff and pupils can expect that any equipment they use is suitable for its intended use and is properly maintained.
- 21.11. Staff will receive health and safety training in order to ensure they know how to properly use, maintain and store PPE, and how to detect and report faults.
- 21.12. Equipment manuals are readily available and warning signs are clearly displayed in areas, and on equipment, where PPE is mandatory.

22.

Maintaining equipment

22.1. When not in use, PPE will be properly stored, kept clean, and in good repair. Inspectors, or a trained health and safety technician, will inspect the following equipment for health and safety issues annually:

- All electrical appliances
- All fixed gymnasium equipment
- Any workshop equipment, e.g. lathes and kilns □ All fume cupboards

23. Hazardous materials

23.1. Harper Bell will act in accordance with the school's COSHH Policy at all times.

23.2. No chemicals or other hazardous materials will be used without the permission of the headteacher.

23.3. The school will only purchase hazardous materials from a reputable source, making sure that the relevant material safety data sheet (MSDS) is provided by the retailer on delivery.

23.4. The school will only order supplies of hazardous materials when existing stocks are no longer adequate, and in quantities that are no larger than necessary.

23.5. The site manager is responsible for ensuring all products that may be hazardous to health are risk assessed before being used, taking into account the advice on the relevant MSDS or Hazard – the latter is provided from

CLEAPPS, recognised by Ofsted and HSE as a definitive basis for undertaking practical work safely.

- 23.6. The site manager will ensure that the relevant control measures and appropriate guidelines are put in place to manage the risks identified in risk assessments.
- 23.7. Control measures will be checked and reviewed by the site manager on a termly basis to ensure continued effectiveness, even when they are known to be reliable.
- 23.8. All equipment, materials and chemicals will be held in appropriate containers and areas conforming to health and safety regulations.
- 23.9. Hazardous substances will be labelled with the correct hazard sign and contents label.
- 23.10. Low toxic products, such as corrective fluid and aerosol paints, will be stored securely and only used under supervision in a well-ventilated area.
- 23.11. Dust and fumes will be safely controlled by local exhaust ventilation regulations.
- 23.12. No staff member or pupil should ever be put at risk through exposure to any hazardous substance used in our practical curriculum.
- 23.13. Where a substance has a workplace exposure limit, control measures will ensure that exposure is below the limit.
- 23.14. The site manager will keep an up-to-date inventory of all the hazardous chemicals and materials held at the school.

24. Asbestos management

- 24.1. In accordance with HSE guidance, an asbestos management survey was undertaken on date by name of surveying organisation, which is a United Kingdom Accreditation Service accredited surveying organisation.
- 24.2. As a result of the asbestos management survey, risks were identified and dealt with on a priority basis.

25. Medicine and drugs

- 25.1. The school's Supporting Pupils with Medical Conditions Policy will be read, understood and adhered to by all staff.

26.

Smoking

26.1. The school is a non-smoking premises and no smoking will be permitted on the grounds.

26.2. The school's Smoke Free Policy will be read, understood and adhered to by all staff.

27. Housekeeping and cleanliness

27.1. Contract cleaners will be monitored by the site manager. The standard required will be clear in the service level agreement held with the contracted cleaners.

27.2. Special consideration will be given to hygiene areas.

27.3. Waste collection services will be monitored by the site manager.

27.4. Special consideration will be given to the disposal of laboratory materials and clinical waste.

27.5. The headteacher is responsible for ensuring that the school is at a safe temperature for staff and pupils to work in. Rooms will be kept at a minimum of 16° with a constant supply of fresh air.

28. Infection control

28.1. Harper Bell actively prevents the spread of infection through the following measures:

- Routine immunisation
- Maintaining high standards of personal hygiene and practice
- Maintaining a clean environment

28.2. Harper Bell employs good hygiene practice in the following ways:

- Displaying posters throughout the school, encouraging all pupils, staff members and visitors to wash their hands after using the toilet, before eating or handling food, after touching animals, and following any other actions that increase the risk of the spread of infection, such as coughing or sneezing
- Ensuring there is sufficient liquid soap, warm water and paper towels available for everyone to wash their hands throughout the school
- Employing cleaners to carry out thorough and frequent cleaning that follows national guidance
- Providing PPE where necessary
- Immediately cleaning any spillages of bodily fluids with a combination of detergent and disinfectant, and always wearing PPE. Mops will not be used to clean up body fluid spillages; instead, paper towels will be used and discarded properly, following the procedures for clinical waste
- Washing all laundry in a separate dedicated facility and washing any soiled linens separately
- Hygienically bagging any pupils' soiled clothing to go home and never rinsing it by hand
- Storing all clinical waste in clinical waste bags and in a secure, dedicated area, before it is removed by a registered waste contractor
- Providing a secure sharps bin, out of reach of pupils, for the disposal of sharps
- Discouraging pupils, staff members and visitors from touching any stray animals that may come onto the school premises

28.3. Staff and pupils displaying signs of infection, such as rashes, vomiting, diarrhoea, etc., will be sent home and recommended to see a doctor.

28.4. All staff are subject to a full occupational health check before starting employment at Harper Bell

28.5. Harper Bell keeps up-to-date with national and local immunisation scheduling and advice. All pupils' immunisation status is checked at school entry and at the time of any vaccination.

28.6. Harper Bell encourages parents to have their children immunised.

28.7. All cuts and abrasions should be covered with waterproof dressings.

28.8. Wall-mounted hand sanitiser is available in all toilets,

29. Risk assessment

29.1. The headteacher has overall responsibility for ensuring potential hazards are identified and risk assessments are completed for all areas of risk in the school..

29.2. Risk assessments will identify all defects and potential risks along with the necessary solutions or control measures.

29.3. The governing board will be informed of risk assessments, allowing issues to be prioritised and actions to be authorised, along with funds and resources.

29.4. A designated staff member will ensure risk assessments are completed by staff leading day trips or residential stays.

30. Slips and trips

30.1. In line with HSE guidance, control measures are in place to effectively control slip and trip risks. The school utilises the following procedure:

- Identify the hazards – risk factors considered include:
 - Environmental (floor, steps, slopes, etc.)
 - Contamination (water, food, litter, etc.)
 - Organisational (task, safety, culture, etc.)
 - Individual factors (rain, supervision, pedestrian behaviour, etc.)
- Decide who might be harmed and how
- Consider the risks and decide if existing precautions are sufficient, or if further measures need to be introduced
- Record the findings
- Review the assessment regularly and revise if necessary

Security and theft

31.

31.1. Policy and procedures to reduce security risks are addressed in the Security Plan.

31.2. CCTV systems will be used to monitor events and identify incidents taking place.

31.3. CCTV systems may be used as evidence when investigating reports of incidents.

31.4. Money will be held in a safe and banked on a weekly basis to ensure large amounts are not held on-site.

31.5. Money will be counted in an appropriate location, such as the school office, and staff should not be placed at risk of robbery.

31.6. Staff and pupils are responsible for their personal belongings and the school accepts no responsibility for loss or damage.

31.7. Thefts may be reported to the police and staff members are expected to assist police with their investigation.

31.8. All members of staff are expected to take reasonable measures to ensure the security of school equipment being used.

31.9. Missing or believed stolen equipment will be reported immediately to a senior staff member.

32. Severe weather

32.1. The headteacher, in liaison with the governing board, makes a decision on school closure on the grounds of health and safety.

32.2. If a closure takes place, the governing board will be promptly informed.

32.3. Harper Bell will act in accordance with the Adverse Weather Procedures at all times.

Safe use of minibuses

- 33.1. The health and safety officer is responsible for arranging the annual maintenance of the minibus, including MOTs and road tax.
- 33.2. The driver will have a current license, be aged 25 years or over and hold a full licence in Group A or passenger carrying vehicles.
- 33.3. Drivers will complete the relevant form from the and supply a photocopy of their driving licence.
- 33.4. If passengers are paying a charge, the minibus permit will be clearly displayed in the vehicle.
- 33.5. Internal damage to the minibus is the responsibility of the individual or organisation using the minibus. The school will decide who is responsible for covering the cost of any repairs.

- 33.6. The minibus will carry strictly one person per seat and seat belts will be worn at all times.
- 33.7. Fines accrued will be paid by the driver at the time the offence was committed.
- 33.8. Starting and closing mileage, along with any potential risks or defects identified, will be reported upon return to the school.
- 33.9. The following staff members hold the required licence and have completed specific training allowing them to drive the minibus:

34.

School trips and visits

- 34.1. Health and safety policy and procedures concerning school trips and visits, including trips abroad, are contained in the school's Educational Trips and Visits Policy.

35. Manual handling

35.1. Manual handling can prove hazardous when it has the potential to cause a musculoskeletal disorder. This can be due to repetition of the action, the force and/or posture involved in the completion of a handling task, and/or a person's ability to hold/grasp the particular item in a safe and balanced manner.

35.2. In order to manage these risks, we have adopted policies and procedures. Further information concerning the safe management of manual handling can be found in the Manual Handling Policy.

36. Working at heights

36.1. Policy and procedures concerning employees working at heights are addressed in the Working at Heights Policy.

36.2. Staff members are required to sign statements confirming that they have received, read and understood the policy, prior to being allowed to work at heights.

37. Lone working

37.1. Policy and procedures concerning employees' lone working are addressed in the Lone Working Policy.

37.2. Policy and procedures concerning family support workers' lone working outside of the school site are addressed in the Family Support Worker Lone Working Policy.

37.3. Staff members are required to sign statements confirming that they have received, read and understood the relevant policy/policies, prior to being allowed to undertake lone working.

38. Workplace health and safety: stress management

38.1. Staff will be aware of the symptoms of stress, including sleeping problems, dietary problems, mood swings, feeling lethargic, fatigue, emotional problems, chest pains and elevated heart rate, lack of focus, inability to concentrate and increased sweating. Staff members who suffer from any of these symptoms are advised to consult their GP as soon as possible.

39. Workplace health and safety: display equipment

39.1. Display screen assessments will be carried out by the health and safety officer for teaching staff and administrative staff who regularly use laptops or desktops computers.

40. Monitoring and review

40.1. The effectiveness of this policy will be monitored continually by the headteacher and the governing board. Any necessary amendments may be made immediately.

