

The Keele and North Staffordshire Teacher Education SCITT

Health, Safety and Wellbeing Policy

Approved by: KNSTE Strategic Board

Review interval: Annually

Last Review date: January 2026

Next Review Date: January 2027

Audience: KNSTE Staff, Trainees & Visitors

Date: _____

Signed: _____

Name: (Print) _____

Position: _____

1. Success Indicators

KNSTE has a Health, Safety and Wellbeing policy which:

- Provides an overview of the KNSTE policy on health, safety and wellbeing.
- Outlines the arrangements that KNSTE has in place for health, safety and wellbeing.
- Assigns roles and responsibilities to key staff in KNSTE.
- Is monitored and reviewed regularly by senior leaders.

2. Equality Impact Statement

This policy has been equality impact assessed and we believe in line with the Equality Act 2010. It does not have an adverse effect on race, gender or disability equality.

3. Overview

KNSTE is required to have a Health, Safety and Wellbeing Policy in place.

KNSTE's Health, Safety and Wellbeing Policy has been developed by the course Director and members of the KNSTE Leadership team in conjunction with the Strategic Board.

4. Employer responsibilities

Where the school/sponsor/board of governors is the direct employer of school staff (such as in Academies, Trust Schools, Foundation Schools and Voluntary Aided (VA) Schools) the school must have a Health and Safety Policy in place to comply with the Health and Safety at Work Act. This can be in any format.

Where a County Council is the employer of school staff, such as in Maintained or Community Schools, Voluntary Controlled (VC) or Short Stay Schools it is recommended that schools use the Health, Safety and Wellbeing Policy template to develop their Health, Safety and Wellbeing Policy.

5. Day to day management of Health, Safety and Wellbeing

The organisation and arrangements which support the Health, Safety and Wellbeing Policy (day to day management of Health & Safety) are the responsibility of the course Director and the SCITT Leadership Team (supported and monitored by the Strategic Board).

Note that the Management of Health and Safety at Work Regulations requires employers to appoint one or more competent people to support their management of health and safety. This may be done by appointing an external provider to provide this advice.

6. Occupiers Liability

Regardless of the status of the employer, all school governing bodies have health and safety responsibility as the **occupier** of the premises and therefore must take steps to ensure that the premises are managed effectively to reduce risk to those using, entering or accessing the premises at any time for any reason.

Introduction

This policy statement should be read in conjunction with the Shaw Education Trust (SET) Health and Safety Policy. It records the local organisation and arrangements for implementing the SET policy. KNSTE works within the requirements of SET.

Policy Statement

The requirement to provide a safe and healthy working environment for all employees is acknowledged and KNSTE Strategic Board recognise and take responsibility for compliance with the statutory duties under the Health and Safety at Work etc. Act 1974.

The Strategic Board will ensure so far as is reasonably practicable that:

- all places and premises where staff and trainees are required to work and engage in SCITT activities are maintained in a condition which is safe and without risk to health. (This includes the health and safety of persons on the premises or taking part in educational activities elsewhere);
- all equipment is safe to use and that arrangements exist for the safe use, handling and storage of articles and substances at work;
- appropriate safe systems of work exist and are maintained;
- sufficient information, instruction, training and supervision is available and provided to ensure that staff and trainees can avoid hazards and contribute in a positive manner towards their own health and safety and others;
- a healthy working environment is maintained including adequate welfare facilities.

In addition to the above KNSTE will ensure that, so far as is reasonably practicable, the health and safety of other non-employees is not adversely affected by its activities.

Employee involvement is an important part of managing safety, and consultation on health and safety with employees and employee representatives forms part of this policy.

This policy statement and the accompanying organisational arrangements supersede any previously issued.

Management Arrangements

The following procedures and arrangements have been established within KNSTE to eliminate or reduce health and safety risks to an acceptable level and to comply with minimum legal requirements. This document should be read in conjunction with the SET Health and Safety Policy.

Responsibility for Trainee Health & Safety

- KNSTE is responsible for the health & safety of trainees whilst in direct supervision with the SCITT. KNSTE also works within the health & safety policies and guidance of Kidsgrove Secondary School which is the main training site.
- Trainees are responsible for the health & safety of themselves and others whilst with KNSTE and on placement in schools. (see Appendix – Roles & Responsibilities which is shared with trainees at the start of the course).
- Placement schools are responsible for the health & safety of trainees whilst they are on placement with them. Schools are required to conduct a health & safety induction at the start of the placement and sign to say that this has been completed.

Competent Health and Safety Advice

The school obtains competent health and safety advice from	Shaw Education Trust
The contact details are	Kidsgrove Secondary School, Gloucester Road, Kidsgrove, ST7 4DL. Tel: 01782 948259.
In an emergency we contact	Shaw Education Trust

Monitoring Health and Safety

Name of person(s) responsible for the overall monitoring of health and safety in school/academy:	Ruth Argyle
Our arrangements for the monitoring of health and safety are:	
KNSTE carries out formal evaluations and audits on the management of health and safety as follows: <ul style="list-style-type: none"> - We have lease arrangements with Kidsgrove High School and therefore fit into their schedules of evaluations and audits. 	
The last audit took place (full audit)	Date: N/A By: N/A
Name of person responsible for monitoring the implementation of health and safety policies	Ruth Argyle
All staff and trainees are made aware of the key performance indicators in section E of this policy and how they are monitored	
Workplace inspections – type	Name of person who carries these out
SET IOE buildings (office & teaching spaces)	SET – as per their schedules

A. Detailed Health and Safety Arrangements

For further information from the Health, Safety and Wellbeing Service in any of these areas you may also wish to view the information on the SLN

[https://education.staffordshire.gov.uk/School-](https://education.staffordshire.gov.uk/School-Admin/HealthSafetyWellbeing/Health-Safety-and-Wellbeing-Service.aspx)

[Admin/HealthSafetyWellbeing/Health-Safety-and-Wellbeing-Service.aspx](https://education.staffordshire.gov.uk/School-Admin/HealthSafetyWellbeing/Health-Safety-and-Wellbeing-Service.aspx) or consult with your Health and Safety Adviser / Other Specialist Adviser.

Please note that where reference is made to Shaw Education Trust (SET) policies, these can be found on Teams in the Admin folder - Policies. Trainees have access to these policies on Teams in the Policies folder.

1. Accident Reporting, Recording & Investigation

<p><i>Our arrangements for recording and investigating:</i></p> <p>All accidents (no matter how minor an injury may be), incidents, and near misses will be reported at both premises. KNSTE recognises and accepts the legal duties placed upon them by the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 that require them to report and record some work-related accidents.</p>
<p><i>Trainee, Staff and Visitor Accidents:</i></p> <ul style="list-style-type: none"> • Kidsgrove Secondary School: Accidents are recorded in the accident book located in the main office at Kidsgrove Secondary School • The person involved in the accident completes the accident form. If this is not possible, a member of staff completes this for them
<p><i>The person responsible for reporting accidents to the Health and Safety Executive (under RIDDOR) is:</i></p> <p>This is the responsibility of Kidsgrove Secondary School</p>
<p><i>Our arrangements for reporting to the Strategic Board are:</i></p> <p>N/A</p>
<p><i>Our arrangements for reviewing accidents and identifying trends are:</i></p> <p>All accidents in KNSTE teaching areas are checked and/or investigated and issues arising are reported to the Health & Safety Coordinator at Kidsgrove Secondary School.</p>

2. Asbestos

<i>Name of Premises Manager responsible for Managing Asbestos.</i>	This is managed by Kidsgrove Secondary School.
<i>Location of the Asbestos Management Log or Record System.</i>	This is the responsibility of Kidsgrove Secondary School.
<p><i>Our arrangements to ensure contractors have information about asbestos risk prior to starting any work on the premises are:</i></p> <ul style="list-style-type: none"> • N/A 	
<p><i>Our arrangements to ensure all KNSTE staff and trainees have information about asbestos risk on the premises:</i></p> <ul style="list-style-type: none"> • All staff and trainees, are aware that Kidsgrove Secondary have a register for asbestos. 	
<i>Staff must report damage to asbestos materials to:</i>	Kidsgrove Secondary School: Estates
Staff and trainees must not drill or affix anything to walls without first obtaining approval from each establishment	

3. Communication

Name of SLT member who is responsible for communicating with staff on health and safety matters:	Ruth Argyle
Our arrangements for communicating about health and safety matters with all staff & trainees are: <ul style="list-style-type: none"> • through the KNSTE email; • on Teams • through staff appraisal; • through tutorials (trainees) 	
Staff can make suggestions for health and safety improvements by: <ul style="list-style-type: none"> • speaking to any member of the SLT at any time, including tutor meetings; • emailing the Health & Safety Coordinator; • discussion at appraisal meetings (staff) • discussion with the Lead Mentor at any time (trainees) e.g. tutorials, via email etc Trainees can make suggestions for health and safety improvements by: <ul style="list-style-type: none"> • speaking to any member of the SCITT staff at any time; • emailing the Health & Safety Coordinator 	

4. Construction Work *See also Contractor Management

Name of person coordinating any construction work / acting as Client for any construction project.	Kidsgrove Secondary School: Estates
Our arrangements for managing construction projects within the scope of the Construction Design and Management Regulations are: <ul style="list-style-type: none"> • Construction projects are completed with full liaison between the relevant building i.e. Kidsgrove Secondary School • There is clear communication between KNSTE, Shaw Education Trust (SET), Kidsgrove Secondary School and the contractors. 	
Duty holders will be identified and named as part of any Construction project.	
Our arrangements for the exchange of health and safety information / risk assessments/ safe working arrangements/monitoring are: <ul style="list-style-type: none"> • KNSTE follows the procedures outlined by either Kidsgrove Secondary School. 	
Our arrangements for the induction of contractors are: <ul style="list-style-type: none"> • KNSTE follows the procedures outlined by either Kidsgrove Secondary School. 	
Staff should report concerns about contractors to: Kidsgrove Secondary School: Estates	
We will review any construction activities on the site by: <ul style="list-style-type: none"> • Regular visual checks while the construction is in progress; • Post completion inspections are made to ensure work has been completed to meet the specifications. 	

5. Consultation

Name of SLT member who is responsible for consulting with staff on health and safety matters:	Ruth Argyle
The name of the Trade Union Health and Safety Representative is:	N/A
Our arrangements for consulting with staff on health and safety matters are: <ul style="list-style-type: none"> • through the KNSTE email; • on Teams • through staff appraisal; • through tutorials (trainees) 	
Staff can raise issues of concern by: <ul style="list-style-type: none"> • speaking to any member of the SLT at any time, including tutor meetings; • emailing the Health & Safety Coordinator; • discussion at appraisal meetings (staff) • discussion with the Lead Mentor at any time (trainees) e.g. tutorials, via email etc Trainees can make suggestions for health and safety improvements by: <ul style="list-style-type: none"> • speaking to any member of the SCITT staff at any time; • emailing the Health & Safety Coordinator 	

6. Contractor Management

Name of person responsible for managing and monitoring contractor activity	Kidsgrove Secondary School: Estates
Our arrangements for selecting competent contractors are: <ul style="list-style-type: none"> • For smaller scale projects, quotes are obtained from three contractors; • Contractors are selected on the basis of local and prior knowledge of work completed. 	
Our arrangements for the exchange of health and safety information / risk assessments/safe working arrangements/monitoring are: <ul style="list-style-type: none"> • KNSTE follows the procedures outlined by either Kidsgrove Secondary School 	
Our arrangements for the induction of contractors are: <ul style="list-style-type: none"> • KNSTE follows the procedures outlined by either Kidsgrove Secondary School 	
Staff should report concerns about contractors to: Kidsgrove Secondary School: Estates	

7. Curriculum Areas – health and safety

Name of person who has overall responsibility for the curriculum areas as follows: e.g. Science, D&T, PE	Curriculum Lead Name Computing: Jon Goulding Early Years: Samantha Summerfield English: Jon Goulding Humanities: Kerry Howle Mathematics: Marie Bateman Science: Jon Goulding PE: Caroline Holder (External)
Risk assessments for these curriculum areas are the responsibility of:	The members of staff listed above, assisted by Ruth Argyle

8. Display Screen Equipment use (including PC's, laptops and tablets) (Refer to SET's DSE Policy)

KNSTE assesses the risk of the use of computers/laptops by carrying out a DSE assessment for staff using this type of equipment continuously and regularly for over an hour.	
Our arrangements for carrying out DSE assessments are: <ul style="list-style-type: none"> • All tutor staff complete a DSE Assessment every 2 years or if there is a change of working arrangements; • All tutor staff complete Flick Learning DSE training every 3 years or if there is a change of working arrangements; • DSE assessments are reviewed by Ruth Argyle to identify actions to reduce risk; • Actions are implemented; • KNSTE Leadership Team ensure that all relevant training and information is provided to all employees to enable them to undertake the work involving DSE in a safe manner. 	
Name of person who has responsibility for carrying out Display Screen Equipment Assessments	Ruth Argyle
DSE assessments are recorded and any control measures required to reduce risk are managed by	Ruth Argyle

9. Early Years Foundation Stage (EYFS)

Name of person who has overall responsibility for EYFS	This section is not applicable
Our arrangements for the safe management of EYFS are: <ul style="list-style-type: none"> • N/A 	

10. Educational visits / Off-Site Activities

Name of person who has overall responsibility for Educational Visits	This section is not applicable
The Educational Visits Coordinator (EVC) is	N/A
Our arrangements for the safe management of educational visits (Please refer to the Educational Visits Policy): <ul style="list-style-type: none"> • N/A 	

11. Electrical Equipment [fixed & portable]

Name of person responsible for arranging Fixed Electrical Wiring Tests and taking any remedial action required:	Kidsgrove Secondary School Fixed: Tested every five years KNSTE Portable: Every 2 years.
Fixed electrical wiring test records are located:	This is the responsibility of Kidsgrove Secondary School
Our arrangements for bringing personal electrical items onto the school site are: <ul style="list-style-type: none"> • KNSTE follows the procedures of Kidsgrove Secondary School. • For the testing of portable appliances at Kidsgrove Secondary School, KNSTE liaises with the school for the timing and the cost of this. 	
Name of person responsible for arranging the	Ruth Argyle

testing of portable electrical equipment (PAT):	
Name of person responsible for defining the frequency of portable electrical equipment (PAT) testing:	Ruth Argyle Testing is bi-annually
Portable electrical equipment (PAT) testing records are located:	Kidsgrove Secondary School Office
Staff must take defective electrical equipment out of use and report to:	Ruth Argyle or KNSTE Admin team
<ul style="list-style-type: none"> All staff and trainees are required to visually inspect electrical equipment before use; If staff/trainees are concerned about the safety of equipment, they are advised to stop it from being used and report the matter to a member of the Leadership Team or Admin Team, who will arrange for the faulty equipment to be removed from service until a qualified electrician undertakes a more thorough check. 	

12. Fire Precautions & Procedures [and other emergencies incl. bomb threats]

Name of competent person responsible for undertaking & reviewing fire risk assessment in addition to any associated action planning	Kidsgrove Secondary School: Estates
The Fire Risk Assessment is located	Kidsgrove Secondary School: In the Fire Log Book in the school office
When the fire alarm is raised the person responsible for calling the fire service is:	This is the responsibility Kidsgrove Secondary School. KNSTE will follow the procedures for Kidsgrove Secondary School for this.
Name of person responsible for arranging and recording of fire drills	Kidsgrove Secondary School: – whole campus KNSTE specific drills: Ruth Argyle
Name of person responsible for creating and reviewing Fire Evacuation arrangements	This is the responsibility of Kidsgrove Secondary School. KNSTE follows these procedures.
Our Fire Evacuation Arrangements are published:	Kidsgrove Secondary School: In the SET offices and IOE teaching rooms
Our Fire Marshals are listed	Kidsgrove Secondary School: Listed Fire Marshalls
Results of the testing and maintenance of fire equipment and installations is recorded in a Fire Log Book located:	Kidsgrove Secondary School: In the school Office
Name of person responsible for training staff and trainees in fire procedures	Ruth Argyle
<ul style="list-style-type: none"> All staff and trainees must be aware of the Fire Procedures at Kidsgrove Secondary School; Fire Action signage is placed in prominent positions throughout both premises to act as a reminder for all staff, trainees and visitors of the emergency evacuation procedure; Fire drills are held at both premises and these are documented; Kidsgrove Secondary School are responsible for regular testing of the fire alarm and 	

recording this in the Fire Log Book;

- Kidsgrove Secondary School are responsible for regular testing of the emergency lighting and ensuring fire exit doors are working correctly;

13. First Aid *see also Medication (Refer to SET's First Aid Policy)

Name of person responsible for carrying out the First Aid Assessment	Ruth Argyle
The First Aid Assessment is located	Kidsgrove Secondary School
First Aiders are listed	Kidsgrove Secondary School: In the school office
Name of person responsible for arranging and monitoring First Aid Training	Ruth Argyle
Location of First Aid Box	Kidsgrove Secondary School: School Office
Name of person responsible for checking & restocking first aid boxes	This is the responsibility of Kidsgrove Secondary School
In an emergency staff and trainees are aware of how to summon an ambulance	
Our arrangements for dealing with an injured person who has to go to hospital are (who is contacted/ who accompanies staff or trainees to hospital):	
Staff, trainees and visitors	<ul style="list-style-type: none"> • Next of kin / relatives are contacted to take them to the hospital; • If this is not possible, a member of staff will take / accompany them to the hospital until a relative arrives.
Our arrangements for recording the use of First Aid are:	
<ul style="list-style-type: none"> • KNSTE follows the procedures for Kidsgrove Secondary School 	

14. Glass & Glazing

<ul style="list-style-type: none"> • This is the responsibility of Kidsgrove Secondary School 	
A glass and glazing assessment took place in ... and the record can be found	This is the responsibility of Kidsgrove Secondary School

15. Hazardous Substances (COSHH) (Refer to SET's COSHH Policy)

Name of person responsible for carrying out risk assessment for hazardous substances (COSHH Assessments)	Ruth Argyle
Our arrangements for managing hazardous substances (selection, storage, risk assessment, risk control etc.) are:	
<ul style="list-style-type: none"> • KNSTE has a register of substances used within the SCITT and each substance has a COSHH risk assessment attached to it and the corresponding data sheet. This information is shared with all staff who will, in turn, share this with trainees if appropriate. • No substances are purchased or used until an assessment has been completed. • COSHH assessments are kept on Teams (LM/Health & Safety) and as hard copies in the KNSTE offices at Kidsgrove Secondary School 	

<i>The Health and Safety at Work poster is located:</i>	This is the responsibility of Kidsgrove Secondary School
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17. Housekeeping, cleaning & waste disposal

All staff and trainees share the responsibility for keeping KNSTE teaching and learning spaces clean, tidy and free from hazards	
<i>Our waste management arrangements are:</i>	
<ul style="list-style-type: none"> This is the responsibility of Kidsgrove Secondary School 	
<i>Our site housekeeping arrangements are:</i>	
<ul style="list-style-type: none"> Kidsgrove Secondary: A book for recording jobs for the Site Supervisor is located in the school office. Staff add any jobs that need addressing to the book and these are actioned in a timely way by the Site Supervisor. Trainees should inform a member of the SCITT Admin Team of any jobs that need addressing so that they can be logged and actioned in a timely way; All other issues e.g. cleaning, are the responsibility of Kidsgrove Secondary School 	
<i>Site cleaning is provided by an external cleaning company</i>	See documents for Kidsgrove Secondary School
<i>Cleaning staff have received appropriate information, instruction and training about the following and are competent:</i>	
<ul style="list-style-type: none"> This is the responsibility of Kidsgrove Secondary School 	
Waste skips and bins are located away from the KNSTE buildings at both sites.	
All staff and trainees are aware of the arrangements for disposing of waste and the location of waste bins, skips and the paper recycling bins.	

18. Infection Control

<i>Name of person responsible for managing infection control:</i>	Ruth Argyle
<i>Our infection control arrangements (including communicable diseases/hand hygiene standards) are:</i>	
<ul style="list-style-type: none"> Hand Gel is available in the teaching spaces at Kidsgrove Secondary School. A COSHH assessment has been completed for this. KNSTE follows the procedures laid out by Kidsgrove Secondary School 	

19. Lettings

<i>Name of Premises Manager or member of Leadership team responsible for Lettings</i>	N/A
<i>Our arrangements for managing Lettings of the school/academy /rooms or external premises are:</i>	
<ul style="list-style-type: none"> This is the responsibility of Kidsgrove Secondary School 	
<i>The health and safety considerations for Lettings are considered and reviewed on an ongoing basis.</i>	

20. Lone Working (Refer to SET Lone Working Policy and Guidance Document)

Our arrangements for managing lone working are:

- Lone working is to be avoided wherever possible. However, KNSTE is aware that employees may be required to work alone at either the school premises
 - Employees must carry their mobile telephone which will enable communications between them and members of the KNSTE Leadership Team;
 - All employees must ensure that they have read and understood any specific risk assessments that have been compiled for the activity they are working on;
1. All employees must adhere to any systems developed for their protection while working alone;
 2. All employees must take personal responsibility for sharing information regarding their whereabouts (time out, location being visited, contact details, expected time of return);
 3. Restrictions are in place for staff working at height when lone working; All employees must report any incidents concerning lone working to enable systems to be reviewed and revised.
 4. Trainees should not be left to work alone at Kidsgrove Secondary School.

21. Maintenance / Inspection of Equipment (including selection of equipment)

Ladders and steps

- This is the responsibility of Kidsgrove Secondary School
- Ladders must be checked before use to ensure they are safe to use;

PE Equipment

- This is the responsibility of Kidsgrove Secondary School

Fixed Playground Equipment

- N/A

Cookery Room

- This is the responsibility of Kidsgrove Secondary School

Fire Alarm

- Kidsgrove Secondary: Weekly test on Monday morning at 9am which is recorded in the Fire Log by the school.

Fire Call Points and Emergency Lighting

- This is the responsibility of Kidsgrove Secondary School

Fire Extinguishers

- This is the responsibility of Kidsgrove Secondary School

Security Alarm

- This is the responsibility of Kidsgrove Secondary School

Kitchen Equipment

- This is the responsibility of Kidsgrove Secondary School

<i>Name of person responsible for the selection, maintenance / inspection and testing of equipment</i>	This is the responsibility of Kidsgrove Secondary School
<i>Records of maintenance and inspection of equipment are retained and are located:</i>	This is the responsibility of Kidsgrove Secondary School
<i>Staff report any broken or defective equipment</i>	Kidsgrove Secondary: Estates

to:	
Trainees report any broken or defective equipment to:	A member of the KNSTE staff who, in turn, report this as indicated above.

22. Manual Handling

Name of competent person responsible for carrying out manual handling risk assessments	Ruth Argyle
Our arrangements for managing manual handling activities are: <ul style="list-style-type: none"> • Staff & trainees must be aware of the requirement to avoid hazardous manual handling and carry out a risk assessment where the task cannot be avoided; • Staff who carry out manual handling must be aware of the manual handling risk assessment and the control measures in place for the task; • Staff carrying out manual handling activities receive appropriate training. 	

23. Medication

Name of person responsible for the management of and supervision of administration of medication to pupils in the academy	This is not applicable because trainees are adults and administer their own medication
Our arrangements for the administration of medicines to ATs are: <ul style="list-style-type: none"> • Trainees administer their own medication; • A safe space is provided for this if needed 	
The names members of staff who are authorised to support pupils with medication are:	N/A
Medication is stored:	Trainees are responsible for keeping their own medication safe.
A record of the administration of medication is located:	N/A
Our arrangements for administering emergency medication (e.g. Asthma inhalers/Epipen) are: <ul style="list-style-type: none"> • Trainees are responsible for their own medication and must keep this personal medication in a secure area; • Trainees share medical information with KNSTE and Care Plans are written if the trainee wishes for both KNSTE sessions and the schools where trainees are on placement; • Staff who are taking medication must keep this personal medication in a secure area in a staff only location; • Staff must advise the school/academy leaders if they are taking any medication which might impair their ability to carry out their normal work; • Staff who require Epipens or more complex medication may have a Care Plan if they wish. 	

24. Personal Protective Equipment (PPE) (links to Risk Assessment)

PPE is provided free of charge where a risk assessment identifies this is needed to control a risk and the risk cannot be controlled by another means.	
Name(s) of person responsible for selecting	Ruth Argyle

<i>suitable personal protective equipment (PPE) for academy staff.</i>	
<i>Name of person responsible for the checking and maintenance of personal protective equipment provided for staff</i>	Ruth Argyle
<i>Name(s) of person responsible for selecting suitable personal protective equipment (PPE) for trainees.</i>	Ruth Argyle Subject leaders for specific subjects
<ul style="list-style-type: none"> • All PPE provided for use in the classroom environment is kept clean, free from defects and replaced as necessary; • KNSTE ensures that there is sufficient supply of PPE when required and that all employees are suitably trained in its safe storage and use; • All PPE issued is be stored as per the manufacturer's specification; • It is the employee's and trainee's duty to not misuse or interfere with any Health and Safety equipment, including PPE, supplied for their safety. 	
<i>Name(s) of person responsible for cleaning and checking pupil PPE.</i>	N/A

25. Reporting Hazards or Defects

All staff and trainees must report any hazards, defects or dangerous situations they see at Kidsgrove Secondary School

Our arrangements for the reporting of hazards and defects:

- Kidsgrove Secondary School: All hazards and /or defects should be reported at the earliest opportunity. Staff should do this by using the site supervisor's jobs book which is located in the school office. Trainees should do this by reporting the hazard/defect to a member of the KNSTE Admin Team who will log the action in the site supervisor's book.

26. Risk Assessments (Refer to SET's Risk Assessment Policy)

KNSTE has in place risk assessments for any identified significant risk. Control measures which are put in place to eliminate or reduce risk are communicated to staff, trainees and other who may be exposed to the risk.

Risk assessments are in place for the following areas:

COVID-19, DSE, Hazardous Substances, Manual handling activities, Working at Height, Risks related to individuals where appropriate e.g. health issues

<i>Name of person who has overall responsibility for the school/academy risk assessment process and any associated action planning</i>	Ruth Argyle
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Our arrangements for carrying out, recording, communicating and reviewing risk assessments are:

- Risk assessments are created or reviewed when something new is introduced or a change has occurred;
- Risk assessments are written by an appropriate member of staff supported by Ruth Argyle
- All risk assessments are shared with staff by email and through Teams (KNSTE

<p>LM/Health & Safety) and staff sign to show that they have read them;</p> <ul style="list-style-type: none"> • Relevant risk assessments are shared with the trainees through the Health & Safety folder on Vantage; • Risk assessments are reviewed at least annually; • Risk assessments are stored for a period of 5 years.
Appropriate training is provided for staff who are creating, reviewing or implementing risk assessments.
When an accident or incident occurs a post risk assessment takes place when a new hazard has been identified.

27. Smoking (Refer to SET Smoking at Work Policy)

<ul style="list-style-type: none"> • Kidsgrove Secondary School: No smoking or vaping is permitted on site or in vehicles owned or operated by the school/academy. Staff or trainees wishing to smoke should leave the premises to do so.
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28. Shared use of premises/shared workplace

<i>Name of Premises Manager or member of Leadership team responsible for Premises Management</i>	This section is not applicable as we are the tenants of Kidsgrove Secondary School
<i>The school/academy premises are shared with another organisation (e.g.Contract caterer/public leisure centre).</i>	N/A
<i>Our arrangements for managing health and safety in a shared workplace are:</i> <ul style="list-style-type: none"> • KNSTE follows the Health & Safety procedures of Kidsgrove Secondary School 	

29. Stress and Staff/Trainee Well-being

<i>Name of person who has overall responsibility for the health and wellbeing of KNSTE staff and trainees</i>	Ruth Argyle
<i>All staff have responsibility to take care of their own health and wellbeing and KNSTE supports staff to do this by implementing the following arrangements:</i> <ul style="list-style-type: none"> • Solutions to stress hazards and suggestions on how to minimise stress have been identified, discussed and communicated; • All staff have an opportunity to contribute to discussions, meetings and initiatives around wellbeing issues at work; • Individual stress risk assessments take place when a member of staff requires additional individual support; • Staff are encouraged to make use of online referral services for counselling where appropriate. • At least one member of staff has completed on Mental Health First Aid training. 	

All trainees have responsibility to take care of their own health and wellbeing and KNSTE supports them to do this by implementing the following arrangements:

- Trainees have the opportunity to declare issues with mental health at the start of the course and at any other time;
- Trainees are allocated a Lead Mentor to whom they can refer any concerns around mental health and well-being;
- The course has a mental health and well-being strand to help trainees look after their own mental health;
- Solutions to stress hazards and suggestions on how to minimise stress have been identified, discussed and communicated;
- All trainees have an opportunity to contribute to discussions, meetings and initiatives around wellbeing issues at on the course;
- Trainees are encouraged to make use of online referral services for counselling where appropriate.

30. Training and Development

<i>Name of person who has overall responsibility for the training and development of staff.</i>	Ruth Argyle
<i>Our arrangements for carrying out suitable and sufficient health and safety training for all staff are:</i>	
<ul style="list-style-type: none"> • All new staff receive an induction which includes health and safety, fire procedures, first aid and emergency procedures; • All staff receive a refresher induction in September of each year which includes health & Safety, fire procedures, first aid and emergencies; • Staff identified as needing training e.g. for First Aid, Fire Marshalls, manual handling etc, receive appropriate training. • KNSTE uses Flick Learning – courses identified by SET, as well as other training providers 	
Training records are retained and are located on Teams in the Admin folder	
<i>Training and competency as a result of training is monitored and measured by:</i>	Ruth Argyle

31. Vehicle movement on site

<i>Name of Premises Manager responsible for the management of vehicles on site</i>	This is the responsibility of Kids Grove Secondary School
<i>Our arrangements for the safe access and movement of vehicles on site are:</i>	
<ul style="list-style-type: none"> • KNSTE staff and trainees follow the policies of Kids Grove Secondary School and any schools used on placements or for visits. 	

32. Violence and Aggression and School/Academy Security (Refer to SET's Violence and Aggression Policy)

KNSTE provides a place of work which is designed and managed to minimise the risk of violence and aggression to staff, trainees and visitors.
A risk assessment is carried out where staff are at increased risk of injury due to their work.
Training, information and instruction is available to staff to help them manage the risk of

violence and aggression where required.	
Staff and trainees must report all incidents of verbal & physical violence to:	Ruth Argyle
Incidents of verbal & physical violence are investigated by:	Ruth Argyle
Name of person who has responsibility for site security:	This is the responsibility of Kidsgrove Secondary School
Our arrangements for site security are: <ul style="list-style-type: none"> This is the responsibility of Kidsgrove Secondary School 	

33. Water System Safety

Name of Premises Manager responsible for managing water system safety.	This is the responsibility of Kidsgrove Secondary School
Name of contractors who have undertaken a risk assessment of the water system	This is the responsibility of Kidsgrove Secondary School
Name of contractors who carry out regular testing of the water system:	This is the responsibility of Kidsgrove Secondary School
Location of the water system safety manual/testing log	This is the responsibility of Kidsgrove Secondary School
Our arrangements to ensure contractors have information about water systems are: <ul style="list-style-type: none"> This is the responsibility of Kidsgrove Secondary School 	
Our arrangements to ensure all school/academy staff carrying out checks or testing or maintenance have information about the water system: <ul style="list-style-type: none"> This is the responsibility of Kidsgrove Secondary School 	

34. Working at Heights (Refer to SET's Working at Heights Policy)

Name(s) of person responsible managing the risk of work at height on the premises:	Ruth Argyle
Work at height is avoided where possible.	
Our arrangements for managing work at height are: <ul style="list-style-type: none"> A working at height risk assessment is in place which is reviewed annually. Staff are required to use step ladders when working at height. Trainees should avoid working at height A step ladder leaflet is given to staff at induction. Step ladders should be checked before use. 	
Appropriate equipment is provided for work at height where required.	
Work at height equipment is regularly inspected, maintained and records are kept.	

35. Work Experience

Name of person who has overall responsibility for managing work experience and work placements for school/academy pupils.	This section is not applicable
Our arrangements for assessing potential work placements, arrangements for induction and	

<i>supervision of students on work placement are:</i>	
<ul style="list-style-type: none"> N/A 	
<i>The name of the person responsible for the health and safety of people on work experience in the school/academy premises:</i>	N/A
<i>Our arrangements for managing the health and safety of work experience students in the school/academy are:</i>	
<ul style="list-style-type: none"> N/A 	

36. Volunteers

<i>Name of person who has overall responsibility for managing/coordinating volunteers working within the school/academy:</i>	This section is not applicable
<ul style="list-style-type: none"> N/A 	

E. Health and Safety Key Performance Indicators (KPI's)

It is important that school leaders, governors and managers can monitor the health and safety performance of their school in order to determine where progress is being made and where further actions and resources may be required.

Our KPIs are:

- Reports to Strategic Board (start and end of the year)
- Annual review of H&S Policy
- Annual review of key risk assessments
- Annual review of the Business Continuity Plan
- Annual review of the Critical Incident Policy
- Annual review of COSHH assessments
- Termly Fire Drills with actions identified and addressed

The Health Safety and Wellbeing Service may also request feedback on certain KPI's more details of these can be obtained from your Health and Safety Adviser.

Appendix for H & S roles and responsibilities for trainees is below. KNSTE staff should refer to the Shaw Education Trust Health & Safety Policy for specific Health & Safety roles and responsibilities.

Appendix: Health & Safety Roles and Responsibilities

1. KNSTE Staff

All KNSTE staff and external tutors have an important role to play in achieving a healthy and safe environment and maintaining and improving Health and Safety standards.

All employees will:

- Take reasonable care for the health and safety of themselves and of other persons who may be affected by what they do or neglect to do whilst at work;
- be familiar with and follow instructions (verbal and written), safe working practices and systems, control measures (including the use of PPE) and guidance given to ensure personal safety and the safety of others including fire evacuation procedures;
- only use machinery, equipment, substances and materials for the purpose intended and in accordance with guidance, training and instruction provided;
- not intentionally or recklessly interfere with or misuse anything provided in the interests of Health and Safety;
- report unsafe conditions, methods of work, practices, tools, plant, premises or equipment immediately;
- be suitably dressed for the particular work conditions and activities and conduct themselves in an appropriate manner in the workplace, refraining from any horseplay;
- co-operate fully in the reporting and investigation of any accident/near misses, dangerous occurrences or incidents of violence, including reporting them to the line manager as soon as possible and entering the details in the accident book;
- co-operate in occupational health screening and the completion of any occupational health surveillance activities;
- participate in events and attend training courses designed to further the needs of health and safety as required including fire evacuation practices;
- when operating in a work environment outside the direct control of their immediate supervisor, identify and report to the person controlling the site so as to be informed of site safety rules or special requirements e.g. protective clothing;
- suggest areas for improvement to their manager and support improvement measures that are introduced;
- seek advice on health and safety responsibilities and best practice where necessary.

All employees always have a duty to co-operate in the furtherance of the policy objectives. The Trust insists on safe working methods and employees disregarding safety rules and procedures drawn up for their and others' benefit will be liable to disciplinary action not excluding dismissal.

Appendix: Health & Safety Roles and Responsibilities

2. Trainees

Trainee Teachers have an important role to play in achieving a healthy and safe environment and maintaining and improving Health and Safety standards.

All trainees will:-

- take reasonable care for the health and safety of themselves and of other persons who may be affected by what they do or neglect to do whilst at work;
- be familiar with and follow instructions (verbal and written), safe working practices and systems, control measures (including the use of PPE) and guidance given to ensure personal safety and the safety of others including fire evacuation procedures;
- only use machinery, equipment, substances and materials for the purpose intended and in accordance with guidance, training and instruction provided;
- not intentionally or recklessly interfere with or misuse anything provided in the interests of Health and Safety;
- report unsafe conditions, methods of work, practices, tools, plant, premises or equipment immediately.
- be suitably dressed for the particular work conditions and activities and conduct themselves in an appropriate manner in the workplace, refraining from any horseplay;
- cooperate fully in the reporting and investigation of any accident/near misses, dangerous occurrences or incidents of violence, including reporting them to a member of the KNSTE staff as soon as possible;
- participate in events and attend training courses designed to further the needs of health and safety as required including fire evacuation practices;
- follow the health & safety policies and procedures of placement schools whilst on teaching practice;
- suggest areas for improvement to KNSTE where appropriate and support improvement measures that are introduced;
- seek advice on health and safety responsibilities and best practice where necessary.

All trainees have a duty to co-operate at all times in the furtherance of the policy objectives. The Trust and KNSTE insist on safe working methods and trainees disregarding safety rules and procedures drawn up for their and others' benefit will be liable to disciplinary action.