



Milverton Community Primary School Health and Safety Policy

Reviewed and Approved	November 2017
Due for Review	November 2018

Rationale

The health, safety and welfare of pupils and staff at Milverton Community Primary School must be the primary concern for everyone and maintaining a safe site is the responsibility of all. Specific responsibilities are detailed below.

THE LAW

Health and safety in schools is governed by legislation and associated regulations, which are enforced by the Health and Safety Executive (HSE).

In **community schools, such as ours**, statutory health and safety responsibilities fall on the Local Authority (LA) (as the employer) and on the Headteacher and all other school staff (as employees).

As the management body, **the Board of Governors** must ensure that school staff and premises comply with the LA's health and safety policy and practices (e.g., reporting accidents, first aid provision), and:

- Implement a health and safety policy and advise employees of it;
- Have a critical incident/Business Continuity plan that considers emergency scenarios;
- Ensure, **so far as is reasonably practicable**, the health, safety and welfare of teachers and other education staff; the health and safety of pupils in school and on off-site visits; and the health and safety of visitors to schools, and volunteers involved in any school activity;
- Assess the risk of all activities, both in school and off-site; introduce measures to mitigate and manage those risks, and tell employees about those measures;
- Ensure that staff are competent and trained in their health and safety responsibilities; and are actively involved in health and safety;
- Take reasonable steps to make sure that the buildings, equipment and materials are safe and do not put the health of users and visitors at risk.

In practice, the Board of Governors may delegate specific health and safety tasks to others at the school.

The Board of Governors, and Headteacher, must comply with any direction given to them by the LA concerning the health and safety of persons on the school's premises or taking part in any school activities elsewhere.

THE ROLE OF EMPLOYEES IN ANY SCHOOL

Employees must take reasonable care of their own health and safety, and that of anyone else who may be affected by what they do at work. They must also cooperate with others who have duties for health and safety by carrying out instructions and reporting unsafe practices. The Headteacher, who has delegated responsibility for the day-to-day management of the school, has a particular role in seeing that the governing body's health and safety policies and procedures are carried out.

COVERAGE

A list of all the issues to be covered by a school's health and safety policy is given on pages 6 - 8 of this document with electronic links to the relevant County Council or other appropriate guidance.

MODEL HEALTH AND SAFETY POLICY

1. THE GOVERNORS OF: Milverton Community Primary School will

- 1.1 Provide as far as reasonably practicable a safe and healthy environment for all persons who work at, attend or visit the school.
- 1.2 Ensure, as far as reasonably practicable, the health and safety of pupils, staff and volunteers on off-site visits and activities.
- 1.3 Endorse and support the safety policy of Somerset County Council, and to assist the Council to discharge those responsibilities, which it holds as employer.
- 1.4 Seek improvement to working conditions according to priorities within existing resources.
- 1.5 Recognise their responsibilities when they make available premises or equipment for hire, and will ensure that risks to the safety or health of hirers and other persons are adequately controlled as far as possible.
- 1.6 Ensure that Risk Assessments are carried out within the school using an identified method for recording (e.g. EEC Safety Suite) and to review as appropriate.
- 1.7 Encourage informal meetings and ensure time is made available in staff meetings where health and safety issues can be raised.
- 1.8 Ensure that staff can access training to ensure their competence for their tasks.
- 1.9 Accept the duties that they may hold as a client where they arrange for work through contractors or volunteers. Follow the Council's guidance for the selection of competent contractors and **will** seek assistance from the Council's Property Services when necessary. Ensure that volunteers receive adequate instruction and supervision to work safely.
- 1.10 Report all incidents/accidents, using the Accident Reporting Module in EEC Safety Suite and ensure appropriate follow up action has been carried out.
- 1.11 Review on an annual basis, all accidents and incidents reported to identify trends.
- 1.12 Consult with the school council and inform pupils of their responsibilities for Health and Safety.
- 1.13 Recognise the role of safety representatives appointed by recognised trade unions and co-operate with them so that they may undertake their health and safety related functions, including reasonable paid time off for consultation inspection and investigations.

The following individuals are recognised as safety representatives at the school.

Name (1) Richard Stead (2) Sue Greenway

Trade Union No Union Reps at the time of writing

The Governors and Headteacher will draw this policy to the attention of all staff, and review annually.

Signed: _____ Chair of Governors: Andy Powell

Dated: _____

Signed: _____ Headteacher: Richard Stead

Dated: 8/11/2017

2. ORGANISATION IN SUPPORT OF HEALTH AND SAFETY

- 2.1 The safety representatives named above, the caretaker and the SLT are responsible for seeing that the staff follow the school's policy, and in particular in respect of:
 - 2.1.1 Identification and control of risks associated with any hazardous or dangerous substances.
 - 2.1.2 Selection of equipment suitable for its purpose, and ensuring that it is properly used.
 - 2.1.3 Identifying and securing the training needs of members of staff
 - 2.1.4 Provision of suitable personal protective equipment when required and ensuring that it is properly used.
- 2.2 The Headteacher and Governors recognise the importance of all staff being competent and possessing the necessary current skills, knowledge and qualifications for the use of specialist equipment or facilities.
- 2.3 With regard to premises issues this will include a check of the school buildings, in conjunction with their property surveyor and prioritisation of needs on the school's Asset Management Plan (AMP). Also ensuring that appropriate training needs of person responsible for premises is delivered.
- 2.4 Governors to agree delegation for approval of off-site visits and activities and review on an annual basis.
- 2.5 The Governors have appointed the following Governor to have a watching brief for health and safety issues, and bring to their notice such issues that require their attention
Lindsey Waddington

Assistance on health and safety issues is provided by
The Corporate Health and Safety Unit, Somerset County Council

3. Appointment of Appropriate Persons

Schools should appoint appropriate persons for their delegated areas of responsibility within the school (see Table A for areas which need including in your policy). They should ensure that new staff have the necessary skills and qualifications on appointment, or are able to receive the necessary training and certification, after appointment or on change of responsibilities or work methods.

4. Guidance for Schools

The following guidance, produced by the Local Authority, is available for schools to use for their own standards:

- [Guidance for Schools Volume 4](#)

4.1 The Governors adopt the standards of the following publications, which are endorsed by Somerset County Councils Learning and Achievement service as standards for its schools:

- Safe Practice in Physical Education, published by BAALPE - 2008 Edition
- Health and Safety: advice on legal duties and powers June 2013 Link
<http://media.education.gov.uk/assets/files/pdf/h/dfe%20health%20and%20safety%20advice%2003%2006%2013.pdf>
- Health and Safety Executive risk-assessment and policy template link:
<http://www.hse.gov.uk/risk/risk-assessment-and-policy-template.doc>
- Building Bulletin 100: Design for Fire Safety in Schools: DCSF 2007 link:
http://media.education.gov.uk/assets/files/pdf/b/buildingbulletin100_onlineversion.pdf
- Health and Safety of Pupils on Educational Visits: published by Department for Education 2011, link:
<http://www.education.gov.uk/schools/adminandfinance/healthandsafety/f00191759/departmental-advice-on-health-and-safety-for-schools>
- Guidance on First Aid for Schools: published by Department for Education; link:
<http://www.education.gov.uk/schools/pupilsupport/pastoralcare/health/firstaid>
- Supporting Pupils with Medical Needs: published by Department for Education; link:
<https://www.gov.uk/government/publications/supporting-pupils-at-school-with-medical-conditions--3>

The School has established its own policies on

Anti- Bullying
Safer Internet Use
Critical Incident Policy
Business Continuity Plan
SEN
PE
Medical Needs Policy

DELEGATED AREAS OF RESPONSIBILITY WITHIN THE SCHOOL

Name of School: Milverton Community Primary School

Headteacher: Richard Stead

Delegated Senior Manager: Richard Stead

Premises Manager: Richard Stead/ Sue Greenway(Finance Officer)/ Robin Smith (Caretaker)

Area	Location of Policy/Guidance	Name of person responsible
ACCIDENTS/INCIDENTS (NEAR MISSES):		
Incidents/Injuries	Accident Reporting (EEC Safety Suite)	Marian Barlow
EMERGENCY PROCEDURES:		
Emergency Procedures	School Closures	Richard Stead
Critical/Major Incidents and updating your Contingency Plan	Updating your Contingency Plan	SLT
	Critical Incidents in Schools	Richard Stead
EXTERNAL VISITS:		
External Visit Co-ordinator	EEC Safety Suite>External Visits Management	Richard Stead
MEDICAL:		
Hygiene Control	Guidance for Schools: Volume 4	Richard Stead
Infection Control	Health Protection Agency Guidance	Richard Stead
Medicines in school	Guidance for Schools: Volume 4	Richard Stead
Needlestick Injuries	H & S Policy Manual - HS007	Richard Stead
New and Expectant Mothers	H & S Policy Manual - HS017	Richard Stead
Pupils with medical needs	Physical Impairment and Medical Support Team – Medical Guidance	SENCo
RISK MANAGEMENT:		
Computer Use	DSE Assessment Form – HS030 Managers Guide, User Guide and also training course and descriptions	Richard Stead

Area	Location of Policy/Guidance	Name of person responsible
COSHH	H & S Policy Manual – HS008 Hazardous substances COSHH Assessment Form (F08)	Robin Smith
Employee or Volunteer Driver	Driver Risk Assessment HS014	Richard Stead
First Aid	H & S Policy Manual HS012	Richard Stead
SITES AND BUILDINGS:		
SCC Overarching Guidance document	Corporate Property Standards and Guidance including construction work/contractors on school site	Richard Stead/ Sue Greenway
Asbestos	Asbestos Register - in School	Richard Stead
Electrical Safety <ul style="list-style-type: none"> • Portable Appliance Testing 	Guidance for Schools: Volume 4	Richard Stead / Sue Greenway
Equipment Maintenance <ul style="list-style-type: none"> • Lifting Equipment • PE Equipment • CDT Equipment • LEV 	Contact Property Services - Contracts available for purchase by schools.	Sue Greenway
Fire Safety <ul style="list-style-type: none"> • Arson Prevention 	Fire H&S010 See Arson Prevention Policy	Richard Stead
Gas Appliances <ul style="list-style-type: none"> • Boilers • Kitchen 	Contact Property Services: Contracts available for purchase. School responsibility unless Special.	Richard Stead/ Sue Greenway
Minibus Safety	Transporting Somerset Vehicle guide	N/A
Safety Glazing		Richard Stead

TABLE B

ESTABLISHMENT Milverton Community Primary School

Documents relating to this Policy are listed below along with the locations in which they can be found:

Document	Location (Eg, office, web address)
Asbestos Register	Bookcase outside Headteacher's Office
Guardian Pest Prevention Services File	Bookcase outside Headteacher's Office
Risk Assessment Forms File	Bookcase outside Headteacher's Office (paper copies) / EEClive (electronic copies)
Water Hygiene Record System	Bookcase outside Headteacher's Office
Play Equipment Inspection Log	Bookcase outside Headteacher's Office
COSHH forms	Bookcase outside Headteacher's Office
IR1 Incident Reporting File	Bookcase outside Headteacher's Office (paper copies) / EEClive (electronic copies)
Inspection and Servicing Certificates File (e.g. boiler, fire alarms, intruder alarm etc)	Bookcase outside Headteacher's Office
Fire Safety Log Book	Bookcase outside Headteacher's Office
Legionella Risk Assessment File	Bookcase outside Headteacher's Office
Asset Management Plan	Accessible from SiX website (although planned to move to the SLP)

Document Prepared by (Signature)

(Print Name) Richard Stead

Title: Headteacher
(eg, Headteacher/Governor)

Date: 8/11/2017

The monitoring/review arrangements in place are summarised below:

External Monitoring

Safety Audit
Inspection Report (CHSU)
Accident/Incident Report
Safety Representation Reports (Recognised Trade Union/Professional Association)
Property Services Report – Capital Support
Fire Risk Assessment
Legionella Risk Assessment

Internal Monitoring

Governors Annual Report
H & S Committee Inspection
Annual Safety Self review
Self Audits