

Aspirational Futures Multi Academy Trust



Contractor Policy

Aspirational Futures Multi Academy Trust Wide Policy

April 2024

Document Control

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Contents

1. [Statement of intent](#)
2. [Legal framework](#)
3. [Roles and responsibilities](#)
4. [Planning](#)
5. [CDM regulations](#)
6. [Identifying a contractor](#)
7. [Risk assessment](#)
8. [Safeguarding](#)
9. [Lone working](#)
10. [Working together](#)
11. [Managing contractors](#)
12. [Reporting incidents](#)
13. [Monitoring and review](#)

Appendix

[Incident Report Form](#)

1. Statement of intent

The trust takes its responsibility to ensure the health and safety of pupils and staff is taken very seriously. From time-to-time, work must be carried out on school premises by contractors not directly employed by the trust.

Contractors, sub-contractors and specialists working on school premises are all required to comply with relevant health and safety legislation and HSE guidance.

In addition, the trust is required to ensure the safety of contractors by informing them of all risks on the premises, such as asbestos, that may affect them during their activities.

This policy has been created to ensure that contractors meet their legal duty to not cause risk to the health and safety of themselves or others when carrying out their activities.

Throughout this policy, the term 'contractor' refers to any party (company or individual) that the trust hires to complete work but is not an employee, including designers. Where contractors and designers are referred to independently, this is done to reflect a specific duty in relation to that role.

2. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Health and Safety at Work etc. Act 1974
- The Management of Health and Safety at Work Regulations 1999
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)
- The Control of Substances Hazardous to Health Regulations 2002 (COSHH)
- The Construction (Design and Management) Regulations 2015 (CDM)
- DfE (2024) 'Keeping children safe in education 2024'

This policy operates in conjunction with the following school policies:

- Child Protection and Safeguarding Policy
- Health and Safety Policy
- First Aid Policy
- COSHH Policy
- Lone Worker Policy

3. Roles and responsibilities

The Board of Trustees will be responsible for appointing a member of staff to be the coordinator for health and safety. The trust recommends that the headteacher be appointed to the role in conjunction with the school's SLT.

The headteacher will be responsible for:

- Ensuring the health and safety of all staff, pupils, visitors and contractors by ensuring a risk assessment of the premises is undertaken.
- Ensuring that all contractors work in line with the Health and Safety Policy.
- Ensuring all planned work is organised out of school time, wherever possible.
- Ensuring that contractors work in a responsible and professional manner.
- Making arrangements for contractors to work safely on site during the school day.
- Ensuring that the working agreement is adhered to.
- Notifying the contractor of any potential risks posed by the premises.
- Providing lit and ventilated toilets and washing facilities, drinking water and cups, and facilities for rest.
- Ensuring the CDM Regulations are adhered to.
- Setting standards for the work expected.
- Providing all building contractors and designers with pre-construction information.
- Facilitating good working relationships between the school and the contractor's employers.
- Monitoring and reviewing this policy.

All members of staff will be responsible for:

- Taking reasonable care of their own health and safety, along with the health and safety of pupils, visitors and contractors.
- Making themselves aware of any upcoming work on site and associated working agreements.

Contractors will be responsible for:

- Complying with all health and safety policies and procedures provided by the school and their employer.
- Acting in a responsible and professional manner.
- Actively working towards an optimal working agreement between themselves and the school.
- Complying with their duties under the CDM Regulations.
- Ensuring they leave the school clean and tidy at the end of the day.
- Testing all works on completion as necessary and supplying the headteacher with test data.
- The provision of all necessary protection of floors, walls and doors against damage through works.
- The provision of their own first aid facilities.
- Posting notices to inform staff, pupils and the public of works being undertaken, as an aid to their safety.
- Dressing appropriately for the work being undertaken, including the use of correct PPE at all times.

4. Planning

Prior to commencing work, the school will identify all aspects of the work requiring a contractor and consider the health and safety implications of each. Before moving forwards, the school will ensure that:

- It has obtained the consent of the landlord, Aspirational Futures Multi Academy Trust.
- It has all required statutory approvals and planning permission.
- It is certain that existing building utilities sustain the new work.
- It is certain that the contractor is competent.
- It understands its duties under the CDM regulations.

5. CDM regulations

The trust will always adhere to the Construction, Design and Management (CDM) regulations. The CDM regulations apply to all building, maintenance, refurbishment and demolition work.

The trust will ensure it meets its duties as a client under the CDM regulations. These duties include the following:

Duties relating to managing projects

The trust will:

- Make suitable arrangements for managing the project, including the allocation of sufficient time and other resources. This includes making arrangements that ensure that:
 - The construction work can be carried out, so far as is reasonably practicable, without risks to the health and safety of any person affected by the project.
 - The required welfare facilities are provided for any person carrying out construction work.
- Ensure that the arrangements are maintained and reviewed throughout the project.
- Provide pre-construction information as soon as is practicable to every designer and contractor appointed, or being considered for appointment, to the project.
- Ensure that a construction phase plan is drawn up by the contractor (where only one contractor is used) or the principal contractor (where multiple contractors are used).
- Ensure that the designer or principal designer prepares a health and safety file for the project and keeps this file upon completion of the project. If the school disposes of the client's interest in the structure, the school will provide the file to the person who acquires the client's interest.
- Take reasonable steps to ensure that the principal designer and contractor comply with their duties under the CDM regulations.

Duties relating to appointing a principal designer and principal contractor

Where there will be more than one contractor working on a project, or where it is reasonably foreseeable that more than one contractor will be working on the project at any time, the trust will appoint in writing:

- A principal designer, who will have control over the pre-construction phase.
- A principal contractor.

The appointments will be made as soon as practicable before the project begins.

Duties relating to notification

The trust will notify the HSE of a project as soon as possible before the construction phase begins if it meets the following criteria:

- It will last longer than 30 days and have more than 20 workers working at the same time; or
- It will exceed 500 individual worker days.

6. Identifying a contractor

Before confirming a contractor to work on trust premises, the COO and the individual school will be satisfied that they have the skills, knowledge and experience to fulfil the role they are appointed to undertake, in a manner that secures the health and safety of any person affected by the project.

When choosing contractors, the trust will determine competency via a series of checks. These may include:

- Previous experience of the work.
- Clear health and safety policies and procedures.
- Copies of their safety method statements and relevant risk assessments.
- Their accident reporting systems, including the number of accidents in the last year.
- Whether they subcontract and how this is selected. The school must be satisfied that their selection criteria are sufficient.
- Details about the health and safety training and supervision provided for their workforce.
- Whether they have been independently assessed for competency and by whom.
- Membership of any relevant trade or professional bodies.
- Contact details for any references.
- Details relating to any HSE actions, i.e. improvement or prohibition notices, or any prosecutions.

7. Risk assessments

Both the trust and the contractor will make a 'suitable and sufficient' assessment of the risks associated with any activities undertaken and put in place appropriate measures to control these risks.

Contractors will submit copies of site- and task-specific risk assessments and method statements prior to commencing work.

8. Safeguarding

The Board of Trustees will take a proportionate risk-based approach to the level of information that is provided to contractors. Contractors will be provided with a copy of the Child Protection and Safeguarding Policy, where appropriate.

The trust's safeguarding requirements will be set out in the contract between the contractor and the school.

The headteacher will be responsible for ensuring contractors have been subject to the appropriate level of DBS check.

A contractor will require an enhanced DBS check with children's barred list information if they work in regulated activity relating to children.

Contractors who are not engaged in regulated activity, but whose work provides them with an opportunity for regular contact with children will be required to have an enhanced DBS check (not including barred list information). In considering whether the contact is regular, it will be considered irrelevant whether the contractor works on a single site or across a number of sites.

Contractors working outside with no contact with pupils will not require a DBS check.

Under no circumstance will a contractor who has not undergone a DBS check be left unsupervised with pupils. The headteacher will determine the appropriate level of supervision required in line with the circumstances.

Where possible, the trust will aim to effectively manage the risk of potential harm via segregation.

If a contractor working at a school is self-employed, the school will consider obtaining the DBS check if one is required.

The identity of contractors will always be checked upon their arrival at the school.

When appointing contractors, the trust will consider their responsibilities under the Prevent Duty. Due diligence checks will be conducted on contractors working at the school or providing extra-curricular activities.

The DSL will manage any safeguarding concerns or allegations regarding contractors in line with the Child Protection and Safeguarding Policy. Where staff have a concern or allegation of a contractor harming or posing a risk of harm to pupils, this will be referred to the headteacher. Concerns that do not meet the harm threshold will be shared and managed in line with low-level safeguarding concerns.

Low-level concerns which are shared about a contractor will be notified to their employer to enable any potential patterns of inappropriate behaviour to be identified.

In line with established procedures, all contractors must wear a visitor's badge at all times while on school grounds. All visitors' badges will be returned at the conclusion of the work.

No contractor will execute work on a school site without the express permission of the headteacher via their designated competent person, other than in an emergency or to make the area safe following theft or vandalism.

Staff members who encounter an unidentifiable visitor will enquire if they require assistance and direct them to reception or off site.

Where there are uncooperative visitors, whether in agreement to work with the school or not, threatening violence, refusing to leave the site or carrying out physical or verbal abuse, immediate help will be sought via a 999 phone call.

9. Lone working

Contractors will adhere to the trust's Lone Worker Policy and any relevant lone working policies enforced by their employer.

The headteacher will conduct a risk assessment to identify and mitigate the risks associated with lone working, prior to lone working commencing.

Contractors must ensure they are first aid trained and have their own means to report any incidents directly through their company.

Lone-working contractors will ensure they have the necessary equipment to assist with lone working and this equipment is in working order.

10. Working together

The managers and supervisors from all parties will exchange all information regarding the work to be undertaken, risks, safety procedures, etc. that may affect the other party.

A pre-contract meeting will take place between the trust and contractor prior to work commencing. A programme of work will be established and agreed. During this meeting, the parties will discuss the following:

- Emergency procedures
- Whether any emergency alarm practices are due
- The use of appropriate clothing
- The use of appropriate language
- Limiting disruptive noise
- Designated persons from each party will meet on a regular basis to discuss concerns and progress.

Where there is more than one contractor on site, parties will communicate to ensure that work will not affect other parties.

11. Managing contractors

The headteacher or COO will be the designated contact with contractors. No other staff member may give the contractors instructions without being delegated by the above.

The contractor will provide full and adequate supervision during work and provide the name of the person responsible for site supervision. There will be one point of contact for both the contractor and the school.

The contractor will ensure that all agreed work practice is in place. If they utilise sub-contractors, they will ensure they adhere to the agreed work practice and that supervision is provided where necessary.

Contractors will be required to:

- Provide a copy of any relevant health and safety policies – this is a requirement if there are five or more workers.
- Comply with all relevant health and safety legislation.
- Keep noise and waste to a minimum.
- Ensure phones are not used whilst pupils are in the area of work.
- Ensure that no products containing asbestos or chlorofluorocarbons (CFCs) are used on school premises.
- Be aware of and comply with the school's emergency procedures, including the evacuation, invacuation and lockdown procedures.
- Evacuate buildings at the sound of the fire alarm, report their safe evacuation to the headteacher and go to the nominated assembly area(s).
- Provide written risk assessments and method statements before work commences.
- Work in a safe manner and not endanger staff, pupils, the public or themselves.
- Work behind substantial physical barriers, with appropriate warning signs, at all times, unless agreed otherwise with the headteacher.
- Adequately control physical and chemical hazards to prevent risks to school staff, pupils and visitors (e.g. trailing leads, solvent fumes, absence of lighting or fire alarm).
- Avoid obstructing the means of escape or interfering with fire doors. Fire doors must not be propped or wedged open. Blocking of corridors and staircases or other fire escape routes may take place only with the consent of the headteacher.

- Get prior agreement to break through fire compartments and make good any damage, e.g. when running electrical cabling or pipework.

The following activities will be prohibited on trust school grounds:

- Smoking, including vaping
- Possessing or drinking alcohol
- Taking, possessing or being under the influence of illegal substances
- Shouting, swearing, and over-familiarity with pupils or staff
- Taking photographs without prior consent from the school
- Working alone and in isolation unless adequate safety arrangements are provided by the contractor and approved by the headteacher

If any of these requirements are not met, the headteacher will have the authority to stop the work. If the headteacher believes a danger is posed to contractors, staff or pupils, they may stop the work.

12. Reporting incidents

The trust will maintain an incident register. It will contain accurate details of all significant incidents. All staff members will be expected to report the following incidents using the Incident Report Form:

- Trespassing
- Aggressive behaviour by persons other than pupils
- Security matters reported by pupils
- Other security-based incidents giving cause for concern

The SBM/office manager will securely store all completed forms in an incident register.

Together with the headteacher, the SBM/office manager will monitor the register to identify developing patterns and to consider the need for action.

13. Monitoring and review

This policy is reviewed on an annual basis by the trust's Chief Operations Officer.

Incident report form

Members of staff should use this form to report incidents of trespassing, nuisance, disturbances on school premises, verbal abuse, sexual or racial abuse, threats, aggression, physical violence and intentional damage to property occurring on school premises.

The form should be completed as fully as possible – a member of staff should complete the form for an incident witnessed by a pupil.

Member of staff reporting the incident			
Name		Position	
Personal details of person assaulted/abused (if appropriate)			
Class		Age	
Position (if staff)			
Witnesses (if any)			
Name		Age	
Position (if staff)			
Address			
Name		Age	
Position (if staff)			
Address			

Incident details	
Time and date of incident	
Type of incident	[Identify the type of incident, e.g. trespassing, assault.]
Location of incident	

Description of incident	[Describe the incident, including events leading to it and who else was involved.]
Outcome	[Describe how the incident was resolved, e.g. whether police were called, parents were contacted.]