

Pope Francis Multi Academy Trust

HEALTH & SAFETY POLICY

Presented & Approved by Trust Board	Thursday 25th March 2021
Signed by Chair Of Trust Board	
Name of Chair of Trust Board	Fr Michael Fitzsimons
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INTRODUCTION

This policy is written within the framework of the Health and Safety at Work Act 1974 and its subsequent Regulations. It is to be read in conjunction with advice and guidance provided by the Risk Protection Assurance (RPA), the Archdiocese of Liverpool and consultants who support school health and safety arrangements within the schools in the Academy Trust.

It will be reviewed, added to, or modified from time to time and may be supplemented in appropriate cases by further statements related to the work of the schools within The Pope Francis Academy Trust.

The success of this policy depends on the active support of all employees to achieve its objectives.

THE POLICY STATEMENT

The Headteachers will be responsible to the Academy Trust for the implementation, management and monitoring of the health and safety policies and procedures provided by the Department for Education (DfE), the Archdiocese, any Health and Safety consultants commissioned by the Trust and those of the School.

The Headteachers need to recognise and accept their responsibility to, as far as is reasonably practicable, provide a safe and healthy workplace and working environment for all employees, students, visitors and others who may be affected by the work of the school, eg. parents, carers and volunteers.

In discharging responsibilities, the Headteachers will pay due regard to relevant Regulations, Codes of Practice, Guidance Notes and professional advice.

The Headteachers similarly require all employees to recognise their responsibilities to take care for the safety of themselves, other workers, students, visitors and others who may be affected by the work of the school and to co-operate fully with the Headteacher and the Academy Trust in achieving this policy.

The Headteachers need to accept responsibility as far as is reasonably practicable for the effect of the school's activities on the safety of contractors and others whilst working on school premises.

The Headteachers similarly require contractors and others, when working on school premises, to take all reasonable care for the protection of their own employees, school staff, students, visitors and others who may be affected by their work.

The Headteachers will need to co-operate fully in the appointment of Safety Representatives by recognised Trade Unions as set out in the Safety Representatives and Safety Committees Regulations 1978.

GENERAL RESPONSIBILITIES

The Headteachers will be responsible to the Academy Trust for the implementation, management and monitoring of the relevant policies and procedures.

The Headteachers will approve and monitor any arrangements made by the school senior leadership team (SLT) to discharge their responsibilities, as well as monitoring the outcome of any arrangements they may make.

Line managers will take all reasonable measures to assist the Headteachers in carrying out this health and safety policy. So far as is reasonably practicable, they will ensure that those under their control and the areas in which they work are safe and that those employees under their control fulfil their responsibilities.

Employees have the duty to take reasonable care for their own health and safety and of others who may be affected by their actions and/or omissions; they are to co-operate with the Headteachers and SLTs and relevant line managers to enable them to maintain a safe and healthy workplace.

Disregarding or failure to comply with safety instructions shall be a breach of disciplinary rules and dealt with accordingly.

The Headteachers will liaise with the Academy Trust in matters where its responsibilities relate to the Health and Safety at Work Act.

The Academy Trust must comply so far as it is within their power to do so.

ADVICE AND TRAINING

The Headteachers note that the RPA, Archdiocese and Health & Safety consultants provide a range of professional advice, information and training in support of health and safety issues and will make available such advice, information and training to appropriate members of staff.

TRUST BOARD STATEMENT

The Trust Board of The Pope Francis Academy Trust will, so far as is reasonably practicable, ensure that all activities under its control are carried out in accordance with the Health and Safety at Work etc. Act 1974, relevant regulations, approved codes of practice, guidance notes, of the RPA, Archdiocese and Health & Safety consultants and paying due regard to advice and information provided by relevant advisers.

The Academy Trust will ensure, so far as is reasonably practicable, that all means of entering or leaving the premises available for use are safe and without risks to health and, that any plant or substances in the premises or provided for use there are similarly safe and without risks to health.

In this respect, the Academy Trust will comply with appropriate arrangements and procedures made to ensure that appropriate health and safety arrangements are in place.

The Academy Trust will review this statement annually or if circumstances change in the interim. It will ensure that the schools maintain, monitor and review their Health and Safety policy including the necessary items of organisation, arrangements and procedures.

In order to assist in the discharge of its responsibilities, the Academy Trust will receive copies of all Health and Safety reports made by relevant agencies.

HEALTH, SAFETY & WELFARE AT WORK ORGANISATION AND RESPONSIBILITIES

INDUCTION

Training and guidance will be given to all new staff.

Revision and updating of information will be given to existing staff as and when necessary.

Risk assessments will be carried out regularly for those activities which attach a degree of risk and where there are hazards identified.

Risk Assessments will also be carried out for individuals where appropriate.

Health and Safety audits will be carried out by the schools regularly.

RESPONSIBILITIES

Headteachers

The Headteachers will be responsible to the Academy Trust for all aspects of Health and Safety in each school and will delegate to particular individuals specific functions for which they will be responsible to the Headteacher.

In particular he/she will ensure the following in each school:

- There are arrangements for playground supervision; at the start and end of school days, break times and lunchtimes.
- There are arrangements for adequate supervision during changeover of lessons.
- There are procedures for educational visits and learning outside the classroom including the appointment of an Educational Visits Co-ordinator.
- There are arrangements for personal safety and security.
- That regular evacuation and fire drills are arranged.
- That all incidents, accidents and assaults involving students, staff and any other individuals are reported as per the school procedure.
- That dangerous incidents are reported to the Academy Trust.
- That, in the event of a bomb warning the building is evacuated and the emergency services are called, that the police are met and informed of the situation and that the Academy Trust is informed of the incident.
- That repairs needed to the building and equipment are reported and acted upon.
- That major aspects of the school's policy relating to Health and Safety at Work are reported to the Academy Trust.
- An internal safety audit will be conducted once a term and ensure that new members of staff including students on teaching practice and work experience students are inducted into the Safety Policy of the school, and that volunteers who frequently visit the school are appraised of the relevant parts of the School's Safety Policy. They will keep a record of all such training.
- That the school's Health & Safety Policy is reviewed annually or as and when appropriate, that members of staff are notified of any changes to it during the year.
- To ensure that staff are given appropriate training and guidance.

In general, headteachers will be finally responsible for the maintenance of a safe working environment and safe practice within the school in accordance with guidance received from the

Health and Safety Executive, Department for Education, Archdiocese or any guidance received from the RPA and Health and Safety consultants.

Teachers

Every Teacher will be responsible for:

- The general safety of furniture and equipment in use in their own classroom;
- Deficiencies must be reported to the member of staff with responsibility for the defective item.
- The safe storage of equipment in their room when not in use; deficiencies should be reported to the site supervisor or other appropriate member of school staff.
- The safe use of equipment and furniture in whichever area they may be working;
- Ensuring equipment is stored away safely as appropriate in whichever area she/he may be working.
- Ensuring that any materials that have been used during a lesson are cleared away.
- Training students in the safe use, movement and storage of equipment where appropriate.
- Ensuring that work is displayed safely.
- Ensuring that students in their class know and understand the sections of this policy statement and any other instructions that are relevant to them.
- Know the procedures in an emergency, evacuation or accident.
- Completing appropriate risk assessments for activities where there are significant hazards present.

Other Designated Staff

Designated Staff will have responsibility as follows:

Specialist Curriculum equipment eg Science, DT, Art, PE

All relevant teachers using the equipment and the Curriculum Leader.

AV & IT equipment

All relevant teachers using the equipment, the Curriculum Leader and ICT support/Network Technician.

Furniture

All relevant teachers using the furniture, the Curriculum Leader, cleaning staff and Site Supervisor.

First Aid

Staff in receipt of 3-day training.

Kitchens

Kitchen staff, contractors or other staff using cooking appliances.

It will be the responsibility of the designated staff to ensure that:

- By regular inspection equipment has no obvious faults.

- If faults are found, equipment is withdrawn and repaired in accordance with procedures.
- New equipment is inspected on receipt to confirm that it is in working order.
- All staff are aware of safe practices concerned with such equipment and follow manufacturer's instructions where appropriate.
- Where equipment is checked regularly by a contractor (as distinct from a day to day usage basis), this is done and a record kept of such checks - this record will involve noting the date of the inspection in the Health and Safety file and keeping details of the inspection.

First Aiders

Current First Aid qualifications are held by members of staff. All accidents to, or serious illnesses of students must be reported to them, and it will be their responsibility:

- To inform the Headteacher or other senior member of staff at once, if necessary.
- To deal with the accident or illness in accordance with any appropriate guidance.
- To log all incidents, accidents or assaults to, or serious illnesses of students and staff in the appropriate book as set out in the individual school's Incident and Accident Procedure.
- To report incidents as set out in the school Incident's and Accident Procedure.

The School Health and Safety Co-ordinator

The designated person will be responsible for the following:

- Giving advice on the safe use and storage of equipment in the school.
- The Health and Safety files.
- Providing advice on risk assessment.
- Advising on appropriate health and safety training.

The School Business Manager

The School Business Manager will be responsible to the Headteacher for the following:

- Ordering replacement items for first aid boxes as requested by the persons with current first aid qualifications.
- The maintenance of an up to date inventory of clinical equipment. This must be available when required for inspection.
- Knowing the location of first aid equipment in the school and ensuring that staff and contractors are aware of its availability and who the first aiders are.
- Preparing and making available plans showing the location of all fire appliances in the school.
- Reporting any Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) applicable incidents, to RIDDOR, the Headteacher, Local Governing body (LGB) and Trustees.

The Site Supervisor

The Site Supervisor at each school will be responsible to the Headteacher for the following:

- The cleanliness of the site. In the event of a breakage, the site supervisor will come and remove it as soon as possible. It will be cleared, wrapped up and disposed of. This also applies to the spillage of liquids or contamination by body fluids.
- Any maintenance needs must be reported to the site supervisor immediately and then dealt with, in a timely manner. Any broken furniture must be dismantled and taken away. The Site Supervisor should conduct a regular check of the school facilities and maintain a record of maintenance services.
- Check and maintenance of fire safety equipment.
- Check and mitigate for frost danger.
- Clearing snow from paths.
- Ensuring that all points of access and egress are clear at all times throughout the site.
- Maintaining an up to date inventory of plant, including all forms of heating and ventilation and of electrical and caretaking equipment - this to be available when required for inspection.
- Training staff in relevant safety precautions i.e. handling materials, equipment etc.

Midday Assistants

All staff involved with supervision during lunchtime will be responsible for the general safety of students in:

- The dining areas throughout lunchtime.
- The playground during lunchtime, or classroom in the event of wet dinner times.

All Employees

All are responsible for the following:

- Completing the appropriate incident/accident/assault form if they sustain an accident / assault in the course of their employment with their line manager and handing it to the Headteacher who will sign it and arrange for it to be processed by the School Business Manager.
- Entering into the school inventory details of any dangerous substance they may order.
- Exercising their own judgement in determining what is safe whenever there are no relevant regulations or advice.
- Making themselves aware of Health and Safety at Work Act and other legislation, regulations, advice and safety principles relevant to their work, and observing recognised codes or practice.
- Making themselves familiar with the relevant safety policies of the School.
- Ensure a safe working environment is maintained in the classroom.

Finally all employees must have regard to Section 7 and 8 of the Health and Safety at Work etc. Act 1974:

Section 7

“It shall be the duty of every employee while at work:

a) To take reasonable care for the health and safety of himself/herself and other persons who may be affected by his/her acts or omissions at work;

b) As regards any duty or requirement imposed on his/her employer or any other person by or under any of the relevant statutory provisions, to co-operate with him/her so far as is necessary to enable that duty or requirement to be performed or complied with.”

Section 8

“No person shall intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare in pursuance of any statutory provision.”