

Health & Safety Policy

SS John & Monica Catholic Primary School



**“At SS John & Monica’s, we learn through
the example of Jesus to
Love, Respect, Understand and Value each other.”**

Approved by:	Governing Body	Date: Sept 2026
Last reviewed on:	Sept 2026	
Next review due by:	Sept 2027	

Health and Safety Policy

1. Aims

Our school aims to:

- Provide and maintain a safe and healthy environment
 - Establish and maintain safe working procedures amongst staff, pupils and all visitors to the school site
 - Have robust procedures in place in case of emergencies
 - Ensure that the premises and equipment are maintained safely and are regularly inspected
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2. Legislation

This policy is based on advice from the Department for Education on health and safety in schools and the following legislation:

- The Health and Safety at Work etc. Act 1974, which sets out the general duties employers have towards employees and duties relating to lettings
- The Management of Health and Safety at Work Regulations 1992, which require employers to make an assessment of the risks to the health and safety of their employees
- The Management of Health and Safety at Work Regulations 1999, which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training
- The Control of Substances Hazardous to Health Regulations 2002, which require employers to control substances that are hazardous to health
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013, which state that some accidents must be reported to the Health and Safety Executive and set out the timeframe for this and how long records of such accidents must be kept
- The Health and Safety (Display Screen Equipment) Regulations 1992, which require employers to carry out digital screen equipment assessments and states users' entitlement to an eyesight test
- The Gas Safety (Installation and Use) Regulations 1998, which require work on gas fittings to be carried out by someone on the Gas Safe Register
- The Regulatory Reform (Fire Safety) Order 2005, which requires employers to take general fire precautions to ensure the safety of their staff
- The Work at Height Regulations 2005, which requires employers to protect their staff from falls from height

The school follows national guidance published by the UK Health Security Agency (UKHSA) when responding to infection control issues.

Sections of this policy are also based on the statutory framework for the Early Years Foundation Stage.

3. Roles and Responsibilities

3.1 The Local Authority and Governing Board

Birmingham Local Authority has ultimate responsibility for health and safety matters in the school, but delegates responsibility for the strategic management of such matters to the school's governing board.

The governing board delegates operational matters and day-to-day tasks to the Head Teacher Mrs M Elliott and staff members.

3.2 The Governing Body

The governing body has ultimate responsibility for health and safety matters in the school but delegates day-to-day responsibility to the Head Teacher.

The governing body has a duty to take reasonable steps to ensure that staff and pupils are not exposed to risks to their health and safety. This applies to activities on or off the school premises.

The governing body, as the employer, also has a duty to:

- Assess the risks to staff and others affected by school activities in order to identify and introduce the health and safety measures necessary to manage those risks
- Inform employees about risks and the measures in place to manage them
- Ensure that adequate health and safety training is provided

The governor responsible for overseeing health and safety is Mr M Murphy.

3.3 Head Teacher

The Head Teacher is responsible for day-to-day health and safety matters. This includes:

- Implementing the health and safety policy
- Ensuring there are enough staff to safely supervise pupils
- Ensuring that the school building and premises are safe and regularly inspected
- Providing adequate training for school staff
- Reporting to the governing board on health and safety matters
- Ensuring appropriate evacuation, invacuation, partial lockdown and full lockdown procedures are in place and practised regularly
- Ensuring that in their absence, health and safety responsibilities are delegated to another member of staff
- Ensuring all risk assessments are completed and reviewed
- Monitoring cleaning contracts and ensuring cleaners are appropriately trained and have access to personal protective equipment where necessary

In the Head Teacher's absence, Mr A Ullah (Deputy Head Teacher) assumes the above day-to-day health and safety responsibilities.

3.4 Health and Safety Lead

The nominated health and safety lead is Mrs M Elliott.

3.5 Staff

School staff have a duty to take care of pupils in the same way that a prudent parent would do so.

Staff will:

- Take reasonable care of their own health and safety and that of others who may be affected by what they do at work
- Co-operate with the school on health and safety matters
- Work in accordance with training and instructions

- Inform the appropriate person of any work situation representing a serious and immediate danger so that remedial action can be taken
- Model safe and hygienic practice for pupils
- Understand emergency evacuation, invacuation and lockdown procedures and feel confident in implementing them

3.6 Pupils and Parents

Pupils and parents are responsible for following the school's health and safety advice, on-site and off-site, and for reporting any health and safety incidents to a member of staff.

3.7 Contractors

Contractors will agree health and safety practices with the Building Services Manager and Head Teacher before starting work.

Before work begins, the contractor will provide evidence that they have completed an adequate risk assessment of all planned work.

4. Site Security

Miss L Goley (Building Services Manager) is responsible for the security of the school site in and out of school hours. Responsibilities include visual inspections of the site and management of the intruder and fire alarm systems.

G4S, Miss L Goley (Building Services Manager), Mrs R Khan (Office Manager), Mrs M Elliott (Head Teacher) and Mr A Ullah (Deputy Head Teacher) are designated key holders and will respond to emergencies.

The school will maintain appropriate site security arrangements in line with current safeguarding and counter-terrorism guidance, including the principles of Martyn's Law (Protect Duty).

5. Fire Safety

Emergency exits, assembly points and assembly point instructions are clearly identified by safety signs and notices.

The fire risk assessment of the premises will be reviewed regularly.

Emergency evacuations are practised at least once a term.

The fire alarm is a loud continuous siren.

Fire alarm testing will take place once a week.

New staff will be trained in fire safety and all staff and pupils will be made aware of any new fire risks.

In the event of a fire:

- The alarm will be raised immediately by whoever discovers the fire and emergency services contacted. Evacuation procedures will also begin immediately

- Fire extinguishers may be used by staff only if they are trained and confident to do so without putting themselves or others at risk
- Staff and pupils will congregate at the designated assembly point on the KS2 playground
- Form tutors/class teachers will take a register of pupils which will be checked against the attendance register for that day
- A member of the office staff will take a register of all staff
- Staff and pupils will remain outside the building until emergency services confirm it is safe to re-enter

The school will have special arrangements in place for the evacuation of people with mobility needs and fire risk assessments will pay particular attention to those with disabilities.

A fire safety checklist can be found in Appendix 1.

6. COSHH

Schools are required to control hazardous substances, which can take many forms, including:

- Chemicals
- Products containing chemicals
- Fumes
- Dusts
- Vapours
- Mists
- Gases and asphyxiating gases
- Germs that cause diseases, such as leptospirosis or legionnaires' disease

Control of Substances Hazardous to Health (COSHH) risk assessments are completed by Miss L Goley (Building Services Manager) and circulated to all employees who work with hazardous substances.

Staff will also be provided with protective equipment where necessary.

Our staff use and store hazardous products in accordance with instructions on the product label.

All hazardous products are kept in their original containers with clear labelling and product information.

All hazardous products are securely locked away.

Any hazardous products are disposed of in accordance with specific disposal procedures.

Emergency procedures, including procedures for dealing with spillages, are displayed near where hazardous products are stored and in areas where they are routinely used.

6.1 Gas Safety

- Installation, maintenance and repair of gas appliances and fittings will be carried out by a competent Gas Safe registered engineer
- Gas pipework, appliances and flues are regularly maintained
- All rooms with gas appliances are checked to ensure adequate ventilation

6.2 Legionella

- A water risk assessment was completed in Aug 26 by Neptune Compliance, who are responsible for ensuring identified operational controls are conducted and recorded in the school's water logbook

- This risk assessment will be reviewed every 2 years and when significant changes occur to the water system or building footprint
- Risks from legionella are mitigated through temperature checks, water heating, TMV testing and regular water risk assessments

6.3 Asbestos

- Staff are briefed on the hazards of asbestos, the location of any asbestos in the school and the action to take if they suspect it has been disturbed
 - Arrangements are in place to ensure contractors are made aware of any asbestos on the premises and that it is not disturbed during work
 - Contractors who discover material suspected to contain asbestos must stop work immediately until the area is declared safe
 - A record is kept of the location of asbestos identified on the school site
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7. Equipment

- All equipment and machinery is maintained in accordance with the manufacturer's instructions
- Maintenance schedules outline when additional checks should take place
- When new equipment is purchased, it is checked to ensure that it meets appropriate educational standards
- All equipment is stored appropriately and labelled with the correct hazard signs and contents where required

7.1 Electrical Equipment

- All staff are responsible for ensuring they use and handle electrical equipment sensibly and safely
- Any pupil or volunteer handling electrical appliances must do so under staff supervision
- Potential hazards will be reported immediately to Miss L Goley (Building Services Manager)
- Permanently installed electrical equipment is connected through a dedicated isolator switch and adequately earthed
- Only trained staff members may check plugs
- Portable appliance testing (PAT) will be carried out where necessary by a competent person
- All isolator switches are clearly marked
- Electrical apparatus and connections must not be touched with wet hands and will only be used in dry conditions
- Maintenance, repair, installation and disconnection work associated with electrical equipment will only be carried out by a competent person

7.2 PE Equipment

- Pupils are taught how to carry out and set up PE equipment safely and efficiently
- Staff check that equipment is set up safely
- Any concerns regarding gym floors or apparatus will be reported to the Building Services Supervisor

7.3 Display Screen Equipment

- All staff who use computers daily as a significant part of their normal work will have a Display Screen Equipment (DSE) assessment carried out
 - 'Significant' is taken to mean continuous or near-continuous spells of an hour or more at a time
 - Staff identified as DSE users are encouraged to undertake eyesight tests upon request and at regular intervals thereafter
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8. Lone Working

Lone working may include:

- Late working
- Home or site visits
- Weekend working
- Site manager duties
- Site cleaning duties
- Working in a single occupancy office

Potentially dangerous activities, such as work involving a risk of falling from height, will not be undertaken when working alone.

If there is any doubt about the task to be performed, the task will be postponed until other staff members are available.

If lone working is undertaken, a colleague, friend or family member will be informed of the worker's whereabouts and expected return time.

The lone worker must ensure they are medically fit to work alone.

9. Working at Height

The school will ensure that work at height is properly planned, supervised and carried out by competent people with the appropriate skills, knowledge and experience.

In addition:

- The Building Services Supervisor retains ladders for working at height
 - Pupils are prohibited from using ladders
 - Staff must wear appropriate footwear and clothing when using ladders
 - Contractors are expected to provide their own ladders
 - Staff are expected to conduct visual inspections of ladders before use
 - Access to roofs and other high-level areas is permitted only to trained personnel
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10. Manual Handling

Individuals are responsible for determining whether they are fit to lift or move equipment and furniture.

If an individual feels that lifting an item could result in injury or worsen an existing condition, assistance must be requested.

The school will ensure appropriate mechanical aids and lifting equipment are available and that staff are trained in their safe use.

Staff and pupils are expected to follow safe manual handling procedures:

- Plan the lift and assess the load
- Use a mechanical aid or seek assistance where appropriate
- Use a clear and direct route

- Ensure the destination area is clear
 - Bend knees, keep the back straight and avoid twisting when lifting
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11. Off-Site Visits

When taking pupils off the school premises, the school will ensure that:

- Appropriate risk assessments are completed
 - Visits are adequately staffed
 - Staff take a school mobile phone, first aid kit, pupil medical information and emergency contact details
 - There is always at least one qualified first aider on visits
 - For Early Years Foundation Stage visits, at least one first aider will hold a current paediatric first aid certificate
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12. Lettings

This policy applies to lettings.

Those hiring any aspect of the school site or facilities will be made aware of the contents of the school's health and safety policy and will be responsible for complying with it.

13. Violence at Work

The school believes staff should not be in danger at work and will not tolerate violent or threatening behaviour towards staff.

All incidents of aggression, violence or near misses directed at staff must be reported immediately to a line manager or the Head Teacher.

14. Smoking

Smoking and vaping are not permitted anywhere on the school premises.

15. Infection Prevention and Control

The school follows national guidance published by the UK Health Security Agency (UKHSA) when responding to infection control issues.

Staff and pupils are encouraged to follow good hygiene practices.

15.1 Handwashing

- Wash hands with soap and warm water and dry thoroughly
- Always wash hands after using the toilet, before eating or handling food and after handling animals
- Cover cuts and abrasions with waterproof dressings

15.2 Coughing and Sneezing

- Cover the mouth and nose with a tissue
- Wash hands after using or disposing of tissues
- Spitting is discouraged

15.3 Personal Protective Equipment

- Wear disposable gloves and aprons where there is a risk of contamination with blood or bodily fluids
- Wear eye protection where there is a risk of splashing
- Use appropriate PPE when handling cleaning chemicals

15.4 Cleaning of the Environment

- Clean the environment frequently and thoroughly
- Toys and equipment will be cleaned regularly

15.5 Cleaning of Blood and Body Fluid Spillages

- Spillages must be cleaned immediately using appropriate PPE
- Cleaning products used must combine detergent and disinfectant
- Disposable paper towels will be used rather than mops
- Spillage kits will be available for blood spills

15.6 Laundry

- Laundry will be washed in a dedicated facility
- Soiled linen will be washed separately at the highest suitable temperature
- PPE must be worn when handling soiled linen
- Children's soiled clothing will be bagged and sent home

15.7 Clinical Waste

- Domestic and clinical waste will be segregated
- Clinical waste will be disposed of in appropriate waste bags and bins
- Waste will be removed by a registered contractor
- Clinical waste bags will be removed when two-thirds full

15.8 Pupils Vulnerable to Infection

The school will take appropriate steps to protect pupils who are vulnerable to infections and will inform parents promptly where relevant exposure occurs.

15.9 Exclusion Periods for Infectious Diseases

The school will follow recommended exclusion periods provided by UKHSA.

In the event of an epidemic or pandemic, including Covid-19, the school will follow national guidance and any additional procedures outlined in Appendix 2.

16. New and Expectant Mothers

Risk assessments will be carried out whenever an employee or pupil notifies the school that they are pregnant.

Appropriate control measures will be implemented where risks are identified.

17. Occupational Stress

The school is committed to promoting high levels of health and wellbeing and recognises the importance of identifying and reducing workplace stressors.

Systems are in place to respond to concerns and monitor workloads.

SS John & Monica School supports staff wellbeing through a range of measures outlined in the Staff Well-Being Policy.

18. Accident Reporting

18.1 Accident Record Book

- An accident form will be completed as soon as possible after an accident occurs
- Head or more serious injuries will be recorded on a Local Authority Accident Form and submitted to the Local Authority
- Information relating to pupil injuries will also be kept in educational records
- Adult accident records will be retained for a minimum of four years
- Children's accident records will be retained until the child reaches the age of 25

18.2 Reporting to Birmingham City Council Local Authority

The Office Manager will keep a record of reportable injuries, diseases and dangerous occurrences in accordance with RIDDOR 2013.

The Office Manager will report incidents to the Local Authority as soon as reasonably practicable and within statutory timescales.

18.3 Notifying Parents

Teachers will inform parents of any accident or injury sustained by a pupil and any first aid treatment given on the same day or as soon as reasonably practicable.

18.4 Reporting to Child Protection Agencies

The Head Teacher will notify Birmingham Safeguarding Children Partnership of any serious accident, injury or death involving a pupil in the school's care.

18.5 Reporting to Ofsted

The Head Teacher will notify Ofsted of any serious accident, illness, injury or death involving a pupil while in the school's care as soon as reasonably practicable and no later than 14 days after the incident.

19. Training

Staff are provided with health and safety training as part of their induction.

Staff working in higher-risk environments or with pupils with additional needs will receive additional specialist training where appropriate.

20. Monitoring

This policy will be reviewed annually by the Head Teacher.

At every review, the policy will be approved by the Head Teacher and the Governing Board.

21. Links with Other Policies

This Health and Safety Policy links to the following policies:

- First Aid Policy
- Educational Visits Policy
- Supporting Pupils with Medical Conditions Policy
- Accessibility Plan
- Evacuation, Invacuation, Lockdown and Partial Lockdown Policy
- Safeguarding and Child Protection Policy
- Staff Well-Being Policy

The school also takes account of its duties under current counter-terrorism and protective security guidance, including the principles of Martyn's Law (Protect Duty), to ensure appropriate preparedness for emergency situations, lockdown procedures, site security and staff awareness training.

- [The Management of Health and Safety at Work Regulations 1992](#), which require employers to make an assessment of the risks to the health and safety of their employees
- [The Management of Health and Safety at Work Regulations 1999](#), which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training
- [The Control of Substances Hazardous to Health Regulations 2002](#), which require employers to control substances that are hazardous to health
- [The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\) 2013](#), which state that some accidents must be reported to the Health and Safety Executive and set out the timeframe for this and how long records of such accidents must be kept
- [The Health and Safety \(Display Screen Equipment\) Regulations 1992](#), which require employers to carry out digital screen equipment assessments and states users' entitlement to an eyesight test
- [The Gas Safety \(Installation and Use\) Regulations 1998](#), which require work on gas fittings to be carried out by someone on the Gas Safe Register
- [The Regulatory Reform \(Fire Safety\) Order 2005](#), which requires employers to take general fire precautions to ensure the safety of their staff
- [The Work at Height Regulations 2005](#), which requires employers to protect their staff from falls from height

The school follows [national guidance published by Public Health England](#) when responding to infection control issues.

Sections of this policy are also based on the [statutory framework for the Early Years Foundation Stage](#).

Appendix 1. Fire safety checklist

ISSUE TO CHECK	YES/NO
Are fire regulations prominently displayed?	Yes
Is fire-fighting equipment, including fire blankets, in place?	Yes
Does fire-fighting equipment give details for the type of fire it should be used for?	Yes
Are fire exits clearly labelled?	Yes
Are fire doors fitted with self-closing mechanisms?	No – N/A
Are flammable materials stored away from open flames?	Yes
Do all staff and pupils understand what to do in the event of a fire?	Yes
Can you easily hear the fire alarm from all areas?	Yes

Appendix 2. Recommended absence period for preventing the spread of infection

Covid-19 (Guidelines followed):

<https://www.gov.uk/government/publications/health-protection-in-schools-and-other-childcare-facilities>

<https://www.gov.uk/government/publications/safe-working-in-education-childcare-and-childrens-social-care>

<https://www.gov.uk/government/publications/coronavirus-covid-19-maintaining-educational-provision>

<https://www.gov.uk/government/publications/safe-working-in-education-childcare-and-childrens-social-care/safe-working-in-education-childcare-and-childrens-social-care-settings-including-the-use-of-personal-protective-equipment-ppe>

<file:///H:/Policies/2019-20/guidance-on-infection-control.pdf>

<https://www.gov.uk/government/publications/coronavirus-covid-19-early-years-and-childcare-closures/coronavirus-covid-19-early-years-and-childcare-closures>

<https://www.gov.uk/government/publications/coronavirus-covid-19-implementing-protective-measures-in-education-and-childcare-settings/coronavirus-covid-19-implementing-protective-measures-in-education-and-childcare-settings>

This list of recommended absence periods for preventing the spread of infection is taken from non-statutory guidance for schools and other childcare settings from Public Health England. For each of these infections or complaints, there [is further information in the guidance on the symptoms, how it spreads and some 'do's and don'ts' to follow that you can check.](#)

Infection or complaint	Recommended period to be kept away from school or nursery
Athlete's foot	None.
Campylobacter	Until 48 hours after symptoms have stopped.
Chicken pox (shingles)	Cases of chickenpox are generally infectious from 2 days before the rash appears to 5 days after the onset of rash. Although the usual exclusion period is 5 days, all lesions should be crusted over before children return to nursery or school. A person with shingles is infectious to those who have not had chickenpox and should be excluded from school if the rash is weeping and cannot be covered or until the rash is dry and crusted over.
Cold sores	None.
Rubella (German measles)	5 days from appearance of the rash.
Hand, foot and mouth	Children are safe to return to school or nursery as soon as they are feeling better; there is no need to stay off until the blisters have all healed.
Impetigo	Until lesions are crusted and healed, or 48 hours after starting antibiotic treatment.
Measles	Cases are infectious from 4 days before onset of rash to 4 days after so it is important to ensure cases are excluded from school during this period.

Ringworm	Exclusion not needed once treatment has started.
Scabies	The infected child or staff member should be excluded until after the first treatment has been carried out.
Scarlet fever	Children can return to school 24 hours after commencing appropriate antibiotic treatment. If no antibiotics have been administered, the person will be infectious for 2 to 3 weeks. If there is an outbreak of scarlet fever at the school or nursery, the health protection team will assist with letters and factsheet to send to parents or carers and staff.
Slapped cheek syndrome, Parvovirus B19, Fifth's disease	None (not infectious by the time the rash has developed).

Bacillary Dysentery (Shigella)	Microbiological clearance is required for some types of shigella species prior to the child or food handler returning to school.
Diarrhoea and/or vomiting (Gastroenteritis)	Children and adults with diarrhoea or vomiting should be excluded until 48 hours after symptoms have stopped and they are well enough to return. If medication is prescribed, ensure that the full course is completed and there is no further diarrhoea or vomiting for 48 hours after the course is completed. For some gastrointestinal infections, longer periods of exclusion from school are required and there may be a need to obtain microbiological clearance. For these groups, your local health protection team, school health advisor or environmental health officer will advise. If a child has been diagnosed with cryptosporidium, they should NOT go swimming for 2 weeks following the last episode of diarrhoea.
Cryptosporidiosis	Until 48 hours after symptoms have stopped.
E. coli (verocytotoxigenic or VTEC)	The standard exclusion period is until 48 hours after symptoms have resolved. However, some people pose a greater risk to others and may be excluded until they have a negative stool sample (for example, pre-school infants, food handlers, and care staff working with vulnerable people). The health protection team will advise in these instances.
Food poisoning	Until 48 hours from the last episode of vomiting and diarrhoea and they are well enough to return. Some infections may require longer periods (local health protection team will advise).
Salmonella	Until 48 hours after symptoms have stopped.
Typhoid and Paratyphoid fever	Seek advice from environmental health officers or the local health protection team.
Flu (influenza)	Until recovered.
Tuberculosis (TB)	Pupils and staff with infectious TB can return to school after 2 weeks of treatment if well enough to do so and as long as they have responded to anti-TB therapy. Pupils and staff with non-pulmonary TB do not require exclusion and can return to school as soon as they are well enough.
Whooping cough (pertussis)	A child or staff member should not return to school until they have had 48 hours of appropriate treatment with antibiotics and they feel well enough to do so or 21 days from onset of illness if no antibiotic treatment.
Conjunctivitis	None.
Giardia	Until 48 hours after symptoms have stopped.

Glandular fever	None (can return once they feel well).
Head lice	None.
Hepatitis A	Exclude cases from school while unwell or until 7 days after the onset of jaundice (or onset of symptoms if no jaundice, or if under 5, or where hygiene is poor. There is no need to exclude well, older children with good hygiene who will have been much more infectious prior to diagnosis.
Hepatitis B	Acute cases of hepatitis B will be too ill to attend school and their doctors will advise when they can return. Do not exclude chronic cases of hepatitis B or restrict their activities. Similarly, do not exclude staff with chronic hepatitis B infection. Contact your local health protection team for more advice if required.
Hepatitis C	None.
Meningococcal meningitis/ septicaemia	If the child has been treated and has recovered, they can return to school.
Meningitis	Once the child has been treated (if necessary) and has recovered, they can return to school. No exclusion is needed.
Meningitis viral	None.
MRSA (meticillin resistant Staphylococcus aureus)	None.
Mumps	5 days after onset of swelling (if well).
Threadworm	None.
Rotavirus	Until 48 hours after symptoms have subsided.

SUPPLEMENTARY HEALTH & SAFETY POLICY
FOR
SS JOHN AND MONICA CATHOLIC PRIMARY SCHOOL 2022

APPROVED BY GOVERNORS
(This may be done as a Chair action)

	NAME	CONTACT DETAILS
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