

HEALTH AND SAFETY POLICY



Incorporating the Local Health and Safety Arrangements for:

- **Name of School** **St. Joseph's Primary School**
- **Category of School** **Catholic Primary**
- **School Number** **06508**
- **School Address** **Rigby Street, Preston, PR1 5XL**

This policy is based on the requirements of the Health and Safety at Work etc Act 1974 and associated Health and Safety and other Legislation. It should be read in conjunction with the Lancashire County Council's Health and Safety Management System which is held on the School's Portal.

The Headteacher is responsible for the day-to-day implementation and management of health, safety and welfare within the school. The Governing Body and the Headteacher should work in partnership to meet these responsibilities.

As the person(s) with responsibility for the implementation and management of proper health and safety controls within the school, I/we will, as far as is reasonably practicable:

- provide adequate control of the health and safety risks arising from our work activities;
- provide and maintain safe plant and equipment;
- ensure all employees are competent to do their tasks and ensure the provision of adequate training;
- maintain safe and health working conditions;
- ensure safe handling and use of substances;
- review and revise this policy and arrangements as necessary at regular intervals, and, as a minimum, following each 5 yearly review by the county council;
- consult with employees on matters affecting their health and safety;
- provide information, instruction and supervision for employees;
- prevent accidents and cases of work-related ill health;
- comply with appropriate directions given by the county council on health and safety requirements;
- act in accordance with the relevant provisions in the Scheme for Financing Schools in Lancashire and the School Teachers Pay and Conditions Document".

Signed:	Signed:
	On behalf of the Governing Body
Headteacher's name: Cath Monaghan	Chair of Governors name: Emma McGrath
Date: January 2024	Proposed Review date: January 2025

Responsibilities

The responsibility for implementation and management of proper health and safety controls within the school is that of:	<i>Name & Designation</i> Catherine Monaghan - Headteacher
The authorised member of staff with day-to-day responsibility for ensuring this policy is put into practice is (e.g. Health & Safety Co-ordinator):	<i>Name & Designation</i> Kevin O'Hara - Site Supervisor
To ensure health and safety standards are maintained/improved, the following people have responsibility in their specific areas e.g. premises issues, fire safety and other emergencies, out-of-hours arrangements, educational visits:	<i>Names & Designations</i> Kevin O'Hara – Site Supervisor Catherine Monaghan - Headteacher Jane Coupland – Business Manager
The Health & Safety objectives * for the school (as identified by accident/incident investigation, consultation, review of risk assessments, health & safety management support and audit visits; advice from the county council etc. or other sources e.g. DCSF, Teachernet, other schools, the HSE) will be developed and monitored by:	<i>Name & Designation</i> Catherine Monaghan – Headteacher Jane Coupland – Business Manager LCC Health and Safety Team
All employees within the school have a responsibility to: 1. Co-operate with the Headteacher and his/her nominated representatives on all matters relating to health and safety; 2. Not interfere with anything provided to safeguard their health and safety; 3. Take reasonable care of their own health and safety, and not knowingly place anyone who may be affected by their work activities at risk; and 4. Report all health and safety concerns to an appropriate person (as detailed in this policy statement). 5. The Conditions of Employment of Teachers provide that teachers' professional duties include maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.	

- * Health & Safety objectives should be set for improvements in the management of health & safety within the school. These can be formal or informal objectives e.g. within the School Development Plan or in the minutes of Governors or Staff meetings respectively. Any actions arising from those objectives should be documented e.g. as an action plan, and monitored to ensure they are achieved.

Examples of objectives might be:

- a % reduction in accidents will be achieved by changes to playground supervision;
- a revised procedure for dealing with contractors on site will be devised and implemented;
- revised arrival and departure arrangements will be put in place to separate vehicles and pedestrians on school grounds;
- raising health & safety awareness by using the County Council's e-learning courses.

Health and Safety Risks Arising from Work Activities

I/we will ensure that so far as is reasonably practicable, all areas of risk are assessed and adequate control measures are put in place to ensure the health and safety of all employees, pupils, contractors, non-employees and anyone else affected by the school's activities.

Risk assessments will be undertaken by: Risk assessments will be undertaken prior to the introduction of any new work tasks / activities that pose a significant risk to health and safety.	<i>Name & Designation</i> Cath Monaghan - Headteacher
The significant findings of risk assessments will be reported to:	<i>Name & Designation</i> Catherine Monaghan - Headteacher
Action required to remove/control risks will be approved by:	<i>Name & Designation</i> Catherine Monaghan – Headteacher
The responsibility for ensuring the action required to reduce risks is implemented is the responsibility of:	<i>Name & Designation</i> Catherine Monaghan - Headteacher
Checking that implemented actions have removed/reduced the risks is the responsibility of:	<i>Name & Designation</i> Catherine Monaghan - Headteacher
Risk Assessments will be reviewed regularly (3 yearly is the minimum review period recommended for task risk assessments and 5 yearly for COSHH assessments) or in the event of any significant changes. Responsibility for this rests with:	<i>Name & Designation</i> Catherine Monaghan – Headteacher Katie Jones – Deputy Headteacher Health and Safety Governor

School's Commitment

To meet the requirements of this Policy Statement, the Headteacher/Governing Body and/or his/her/their nominated representative(s) will:

- a) draw up and implement appropriate health & safety procedures for the school;
- b) share appropriate elements of these procedures with all employees, pupils, visitors and anyone else who may be affected by them;
- c) arrange for risk assessments to be completed for all areas of work and review them on a regular basis;
- d) as part of the risk assessment process, produce safe systems of work where necessary and arrange for their implementation including any appropriate training, resourcing, auditing and monitoring;
- e) identify adequate resources for the implementation of the health and safety policy and arrangements with the school;
- f) comply with appropriate directions given by the county council on health and safety requirements; and,
- g) act in accordance with the relevant provisions in the Scheme for Financing Schools in Lancashire and the School Teachers Pay and Conditions Document.

The school will, upon request, make available for general inspection specific, procedures and documentation and will regularly review its arrangements in respect of the applicable topics and activities listed in the table at the end of this Policy document.

Consultation with employees

The school recognises and accepts its duty to consult with employees and will do so via a union-appointed safety representative and/or through elected employee representatives where union appointed representatives are not available.

Employee representative(s) for the school are:	<i>Names & Designations</i> Catherine Monaghan – Headteacher Kevin O'Hara – Site Supervisor Jane Coupland - Premises Admin
Consultation with employees is provided via:	<i>Insert details e.g. individual staff appraisals, review of documents, team meetings, circulation of draft documents for consultation, monthly/annual health & safety meeting etc.</i> Weekly Briefing Annual Training Monthly Premises meetings Portal/ e-learning Training Induction Inset training

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Safety Representatives

The school recognises and accepts that safety representatives must be given the paid time necessary to carry out their functions, and paid time as is necessary to undergo training in those functions, as is reasonable in the circumstances.

Safety Representatives functions are to:-

- Investigate potential hazards and dangerous occurrences at the workplace, and complaints by employees relating to health, safety and welfare at work, and examine the causes of workplace accidents.
- Make representations to the Headteacher/Governing Body on the above investigations, and on general matters affecting the health and safety of the employees they represent.
- Inspect the workplace.
- Represent employees in dealings with health and safety inspectors.
- Attend health and safety committee meetings.

Safe Plant and Equipment (For example, Ladders, Scrubber Dryer etc)

The school will ensure that all plant and equipment that requires maintenance is identified, that maintenance is carried out and that new or second-hand plant and equipment meets any required health and safety standards before it is purchased.

Responsible person(s) for identifying all equipment/plant needing maintenance:	<i>Names & Designation</i> Kevin O'Hara – Site Supervisor
Responsible person(s) for ensuring effective maintenance procedures are drawn up:	<i>Names & Designation</i> Jane Coupland - Business Manager
Responsible person(s) for ensuring that all identified maintenance is carried out:	<i>Names & Designation</i> Kevin O'Hara – Site Supervisor
Any problems found with equipment should be reported to:	<i>Name & Designation</i> Kevin O'Hara – Site Supervisor
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	<i>Name & Designation</i> Kevin O'Hara – Site Supervisor

Information, Instruction and Supervision

The Health and Safety Law poster* is displayed at:	<i>Location(s)</i> Staff Room Sports Hall
Health and safety advice is available from:	<i>Name & Designation</i> Local Authority
Induction, supervision of trainees/work placements etc. will be arranged/undertaken/monitored by:	<i>Name & Designation</i> Jane Coupland/Office Staff Catherine Monaghan or Katie Jones /Teaching and Classroom Support Staff Kevin O'Hara/Cleaning Staff Jennifer Ostranica/ Student Placements Shirley Barraclough/ Volunteers and Work Experience.

* It is a legal requirement to display the Health & Safety Law Poster in a prominent position in each workplace e.g. in the school's Reception area, or to give employees a copy of the Health & Safety Law leaflet.

Competency for Tasks and Training

The school has arrangements in place to ensure that all new employees are provided with appropriate health and safety induction training when they start work. This will cover basics such as first aid and fire safety. Specific on the job and job specific health and safety training will also be provided if needed to achieve the required competency. Training provision will include regular refresher training where appropriate. Write down your arrangements for training here including arrangements for record keeping.

Induction training will be provided for all employees by:	<i>Name & Designation</i> Jane Coupland/Office Staff Catherine Monaghan or Katie Jones /Teaching and Classroom Support Staff Kevin O'Hara/Cleaning Staff
Job specific training will be provided by:	<i>Name & Designation</i> Jane Coupland/Office Staff Catherine Monaghan or Katie Jones /Teaching and Classroom Support Staff Kevin O'Hara/Cleaning Staff

Jobs requiring specific health & safety training are:	<i>List the training and method of provision</i> Manual handling Ladder Safety Restraint Use of scrubber drier machinery
Training records are kept at/by:	<i>Name & Designation</i> Jane Coupland – Business Manager
Training will be identified, arranged and monitored by:	<i>Name & Designation</i> Appraisal Process Catherine Monaghan and Jane Coupland

Accidents, First Aid and Work-related Ill Health

The school acknowledges the legal requirement to:

- Ensure that there is a recognised system in place to deal with the reporting, recording and investigation of incidents and accidents.
- Ensure that there is a recognised system in place for reporting work related injuries, diseases and dangerous occurrences under the RIDDOR Regulations.
- Provide appropriate first aid arrangements for employees and anyone attending the premises that may be affected by the school's activities.
- Provide health surveillance for any employees who may be **at risk** of ill-health as a direct result of work activities, and has made appropriate arrangements to deal with this issue.

The first aid box(es) is/are available:	<i>Detail location(s)</i> Main First Aid Station KS1 Cloakroom Nurture Room Reception Classroom Kitchen Nursery Classroom Sports Hall
The first aider(s) and appointed person(s) is/are:	<i>Name(s) and contact details or signpost to where up-to-date list is displayed</i> See lists as displayed around school
All accidents and cases of work-related ill	<i>Name & Designation</i>

health are to be reported to:	Catherine Monaghan- Headteacher
*Health surveillance is required for employees doing the following jobs within the school:	Any pregnant employee will require a specific Risk Assessment to be completed and their duties may need to be modified to take account of their changing capabilities:
Health surveillance will be arranged by:	Catherine Monaghan - Headteacher N/A
Health surveillance/records will be kept by/at:	HR Files

Performance Monitoring

The school acknowledges its requirement to monitor the health and safety of employees and anyone who may be affected by its work activities and has appropriate arrangements in place to fulfil this requirement and to keep records.

To check our working conditions and ensure our safe working practices are being followed, we will: Conduct workplace inspections. These are carried out by:	<i>Name & Designation</i> Catherine Monaghan – Headteacher LCC H&S Advisor Rob Batty (annual check) H&S Governor
Review all risk assessments regularly (3 yearly is recommended for task risk assessments and 5 yearly for COSHH assessments) or in the event of any significant changes.	See Section: Health and Safety Risks Arising from Work Activities for responsibility details
Responsible person(s) for investigating accidents - e.g. road traffic accidents, slips, trips and/or falls accidents etc. before requesting assistance from the Health, Safety and Quality Team if necessary:	<i>Name & Designation</i> Catherine Monaghan – Headteacher and Governors
Responsible person(s) for investigating work-related causes of sickness absences:	<i>Name & Designation</i> Catherine Monaghan – Headteacher and Governors
Responsible person(s) for acting on investigation findings to prevent recurrences:	<i>Name & Designation</i> Catherine Monaghan - Headteacher
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	<i>Name & Designation</i> Catherine Monaghan- Headteacher

	Jane Coupland – Business Manager
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Emergency Procedures - Fire and Evacuation

The school acknowledges its responsibility for ensuring that appropriate emergency procedures are in place and that these are communicated to all concerned, including other users of the premises, and monitored on a regular basis.

Responsibility for ensuring the fire risk assessment is undertaken and implemented rests with:	<i>Name & Designation</i> Catherine Monaghan – Headteacher Jane Coupland – H&S Admin
Escape routes are checked by/every:	<i>Name, Designation and frequency:</i> Kevin O'Hara – Site Supervisor - Daily
Fire extinguishers are maintained and checked by/every:	<i>Name, Designation and frequency:</i> Via Eric Wright – 6 Monthly
Alarms are tested by/every:	<i>Name, Designation and frequency:</i> Kevin O'Hara – Site Supervisor - weekly
The emergency evacuation procedure is tested by/every:	<i>Name, Designation and frequency</i> Catherine Monaghan - Headteacher
Responsibility for ensuring arrangements are in place to deal with other emergency situations e.g. bomb threat, flood, etc. rests with:	<i>Name & Designation</i> Catherine Monaghan - Headteacher

Table of Occupational Health & Safety Topics/Activities that apply

Occupational Health & Safety Topic/Activity (This is not a comprehensive list. Please add any further topics/activities relevant to the school). Information and Guidance is available on the web site, link below: Health, Safety & Quality web site	Applicable (✓)	Details of where information about the school's arrangements can be found
Accident Reporting, Recording and Investigation		Schools' Portal
Bodily Fluids (urine; blood; faeces; vomit) & Biological Agents		Schools' Portal
Catering		LCC
Cleaning/caretaking		Cleaning Checklist
Control of contractors		Eric Wright Facilities Management/Diocese/ Schools' Portal
Disability access (health & safety implications)		Accessibility Plan
Display Screen Equipment and Eye Tests		Schools' Portal
Electrical Safety e.g. installations, PAT tests, visual checks, local policy on bringing electrical items into school etc.		Eric Wright Facilities Management/ Staff Handbook/ Schools' Portal
Emergency Procedures other than Fire e.g. flood, services failure		Evacuation Procedure
Extended school and community use		Lettings Policy
Falling Objects/Safe storage		Health and Safety board- staffroom
Fire Safety		Posters
First Aid		First Aid Point and Policy
Gas safety e.g. installations, servicing, tests, visual checks, local policy on use of gas items in school etc.		Schools' Portal Eric Wright Facilities Management
Hot surfaces, scalds and burns		Schools' Portal
Health & Safety Induction		Checklist available on website/ Schools' Portal
Lettings to non-school groups		Lettings Policy/ Schools' Portal
Manual Handling		Health and Safety board- staffroom Schools' Portal
Needles and needle stick injuries		First Aid

Occupational Health & Safety Topic/Activity (This is not a comprehensive list. Please add any further topics/activities relevant to the school). Information and Guidance is available on the web site, link below: Health, Safety & Quality web site	Applicable (✓)	Details of where information about the school's arrangements can be found
Personal safety including lone working and violence and aggression		Lone Working policy
Play Equipment installations inspections		N/A Internal Inspections
Playgrounds and external areas		Premises Checklist
Premises Management (see Premises Management Guidance & Records on Health & Safety web site)		LCC Portal
Pupil moving and handling (special needs)		SEN Policy, PEEPs
Pregnant employees and nursing mothers		Risk Assessment
Reporting of health & safety concerns/faults		Maintenance Log
Shared use of buildings		Lettings Policy
Sharps e.g. broken glass either in school building or external grounds		Perimeter Checks
Slips and trips		A1 Form
Stress		Occupational Health – Schools’ Portal
Substances – COSHH		Schools’ Portal
Swimming pools		N/A
Vehicle and pedestrian traffic		Schools’ Portal
Visitor and volunteers safety		Volunteer Induction Pack
Waste storage and disposal		N/A
Water hygiene (Legionella, lead etc.) – a Legionella Risk Assessment should be in place as part of your premises management arrangements		Legionella Reports
Work equipment and machinery		Schools’ Portal
Working at height – ladders, access equipment etc.		Schools’ Portal/ Statement on H&S wall
Workplace Inspection		Schools’ Portal

Occupational Health & Safety Topic/Activity (This is not a comprehensive list. Please add any further topics/activities relevant to the school). Information and Guidance is available on the web site, link below: Health, Safety & Quality web site	Applicable (√)	Details of where information about the school's arrangements can be found

Table of Non-Occupational Health & Safety Topics/Activities that apply

Curriculum and other non-occupational activities (information and guidance is available in various parts of the Schools Portal)	Applicable (✓)	Details of where information about the school's arrangements can be found
Administration of medication		Medical Policy
*Educational Visits		EVC Policy
Food safety and hygiene		LCC
Outdoor activities		EVC
PE Equipment		Schools' Portal
Pupil handling and restraint		Behaviour Policy
Grounds maintenance activities		LCC
Pupil movement and flow		Behaviour Policy
School transport		Risk Assessment (Sport)
Smoking		Schools' Portal
Special needs of pupils health & safety issues		SEN Policy
Wearing of jewellery		Uniform Policy
Work experience		Volunteer Booklet

The school will also take into account the risks, and make health and safety arrangements for, non-routine, out of hours, 'one-off', seasonal or sporadic activities for example special school and community events such as school fetes, etc.

Note: Educational Visits have a separate intranet site on the Schools Portal at [Educational Visits](#).

Approved by	Resources
Date	January 2024 Updated 27/09/24 to update name of Site

	Manager/Supervisor
Review	January 2025