



# St Joseph's Catholic Primary School

## Health and Safety Policy

### **Mission Statement**

Following in the footsteps of Jesus; we live, love and learn.

### **Inclusion Statement**

In this school, we are educating our children to:

- know who they are - a special and unique gift from God
- know why they are here - we all have a purpose and responsibility to look after God's world
- work hard and aim high for their future - find and use their God given talents to become everything that God intends them to be

We are a Catholic community, in a modern society, where everyone is equal. As a Catholic School, we strive to reflect the teachings of Christ and live out the Gospel Values in everything that we do. The most loving and merciful Jesus Christ is our role model, and He welcomed everyone. All children are welcome in our school; they and their families become part of our St. Joseph's family. We will love and nurture them, and do our best to help them to become everything that God intends them to be.

At St Joseph's Catholic Primary School our values reflect our commitment to a school where there are high expectations of everyone. Children are provided with high quality learning opportunities so that each child attains and achieves all that they are able to. Everyone in our school is important and included. We promote an ethos of care and trust where every member of our school community feels that they truly belong and are valued. We work hard to ensure there are no invisible children here, recognising everyone's uniqueness and success. We recognise learning in all its forms and are committed to nurturing lifelong learners. We are a safe school, committed to improving children's confidence and self-esteem. We know that safe and happy children achieve.

<b>Adopted by Governors</b>	<i>(signed on hard copy)</i>
<b>Date</b>	<b>March 2026</b>
<b>Review Date</b>	<b>March 2027</b>

# HEALTH AND SAFETY POLICY

## Incorporating the Local Health and Safety Arrangements for:

- **St Joseph’s Catholic Primary School**
- **09009**
- **Cedar Road, Chorley PR6 0JF**

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.

\*As a Community or Voluntary Controlled School the County Council is the employer. The Governing Body is responsible for the use of the premises. The Headteacher is responsible for the day-to-day implementation and management of health, safety and welfare within the school. The County Council, the Governing Body and the Headteacher should work in partnership to meet these responsibilities.

\*As a Foundation or Voluntary Aided School the Governing Body is the employer and is responsible for the use of the premises. 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.

**(\*NB Schools should delete the paragraph that is not applicable and this instruction prior to signing. This will allow all information and the signatures to fit on the front page to facilitate display)**

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: <i>On behalf of the Governing Body</i>
Headteacher: Annie Douglas	Chair of Governors: Andrew Vose
Date: March 2026	Proposed Review date: March 2027

<b>RESPONSIBILITIES</b>	
The responsibility for implementation and management of proper health and safety controls within the school is that of:	Annie Douglas Headteacher (HT)
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):	Lesley Clarkson School Business Manager (SBM) 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:	Annie Douglas HT Lesley Clarkson SBM Site Supervisor
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. DfE, Teachers.Net, other schools, the HSE) will be developed and monitored by:	Annie Douglas HT Lesley Clarkson SBM Site Supervisor
<p>All employees within the school have a responsibility to:</p> <ul style="list-style-type: none"> <li>• Co-operate with the Headteacher and her nominated representatives on all matters relating to health and safety;</li> <li>• Not interfere with anything provided to safeguard their health and safety;</li> <li>• 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</li> <li>• Report all health and safety concerns to an appropriate person (as detailed in this policy statement).</li> <li>• Adhere to the School Teachers Pay and Conditions Document which state 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.</li> </ul>	

\*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

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.	Lesley Clarkson Designated Teaching Staff
The significant findings of risk assessments will be reported to:	Annie Douglas HT Lesley Clarkson SBM
Action required to remove/control risks will be approved by:	Annie Douglas HT Lesley Clarkson SBM
The responsibility for ensuring the action required to reduce risks is implemented is that of:	Annie Douglas HT Lesley Clarkson SBM
Checking that implemented actions have removed/reduced the risks is the responsibility of:	Annie Douglas HT Lesley Clarkson SBM
Risk Assessments will be reviewed regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes. Responsibility for this rests with:	Lesley Clarkson SBM Designated Teaching Staff

## School's Commitment

To meet the requirements of this Policy Statement, the Headteacher/Governing Body and 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:	Annie Douglas H.T.
Consultation with employees is provided via:	Individual staff appraisals Team meetings

## 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

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:	Lesley Clarkson SBM
Responsible person(s) for ensuring effective maintenance procedures are drawn up:	Lesley Clarkson SBM
Responsible person(s) for ensuring that all identified maintenance is carried out:	Lesley Clarkson SBM
Any problems found with equipment should be reported to:	Lesley Clarkson SBM
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	Lesley Clarkson SBM

## Information, Instruction and Supervision

The Health and Safety Law poster* is displayed at:	Staff Room
Health and safety advice is available from:	Annie Douglas HT Lesley Clarkson SBM Health & Safety Team
Induction, supervision of trainees/work placements etc. will be arranged/ undertaken/monitored by:	Annie Douglas HT Teaching Staff

\* 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:	Annie Douglas HT Karl Broomhead Deputy Headteacher
Job specific training will be provided by:	Annie Douglas HT
Jobs requiring specific health & safety training are:	Fire Legionella Asbestos Ladder Training
Training records are kept at/by:	Heads Office
Training will be identified, arranged and monitored by:	Annie Douglas HT

### 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:	Infant Corridor Junior Entrance Corridor Staff Room Mobile kits - Support Staff at Lunchtimes - School trips
The first aider(s) and appointed person(s) is/are:	All Staff – see displayed list within school
All accidents and cases of work-related ill health are to be reported to:	Annie Douglas HT
Health surveillance is not required for any roles within the school.	

## 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: <ul style="list-style-type: none"> <li>Conduct regular workplace inspections, carried out by:</li> </ul>	Lesley Clarkson SBM Andrew Vose Chair of Governors
Review all risk assessments regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes.	Lesley Clarkson Teaching Staff
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:	Annie Douglas HT
Responsible person(s) for investigating work-related causes of sickness absences:	Annie Douglas HT
Responsible person(s) for acting on investigation findings to prevent recurrences:	Annie Douglas HT
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	Annie Douglas HT

## 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:	Lesley Clarkson
Escape routes are checked by/every:	Site Supervisor - Monthly
Fire extinguishers are maintained and checked by/every:	Pennine Fire & Safety (DBE Services) - Annually
Alarms are tested by/every:	Site Supervisor - Weekly
The emergency evacuation procedure is tested by/every:	Lesley Clarkson - Termly
Responsibility for ensuring arrangements are in place to deal with other emergency situations e.g. bomb threat, flood, etc. rests with:	Lesley Clarkson

## Table of Occupational Health & Safety Topics/Activities that apply

<b>Occupational Health &amp; Safety Topic/Activity</b> (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: <a href="#">Health, Safety &amp; Quality web site</a>	<b>Applicable (√)</b>	<b>Details of where information about the school's arrangements can be found</b>
Accident Reporting, Recording and Investigation	✓	LCC – Health & Safety Website
Bodily Fluids (urine; blood; faeces; vomit) & Biological Agents	✓	Risk Assessment
Catering	✓	LCCG
Cleaning/caretaking	✓	Churchill
Control of contractors	✓	Contractors file - Office
Disability access (health & safety implications)	✓	
Display Screen Equipment and Eye Tests	✓	LCC – Health & Safety Website
Driving at Work	✓	
Electrical Safety e.g. installations, PAT tests, visual checks, local policy on bringing electrical items into school etc.	✓	DBE Services -
Emergency Procedures other than Fire e.g. flood, services failure	✓	School Emergency Plan
Extended school and community use	✓	Lettings Policy
Falling Objects/Safe storage	✓	Risk Assessment / Workplace inspections
Fire Safety	✓	Fire risk assessment
First Aid	✓	Appointed first aiders
Gas safety e.g. installations, servicing, tests, visual checks, local policy on use of gas items in school etc.	✓	DBE Services
Hot surfaces, scalds and burns	✓	Risk Assessment
Health & Safety Induction (checklist available on web site)	✓	LCC – Health & Safety Website
Lettings to non-school groups	✓	Lettings Policy
Manual Handling	✓	Risk Assessments
Minibuses		
Mobile phones (the use of)	✓	Induction
Needles and needle stick injuries	✓	Risk Assessments

<b>Occupational Health &amp; Safety Topic/Activity</b> (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: <a href="#">Health, Safety &amp; Quality web site</a>	<b>Applicable (√)</b>	<b>Details of where information about the school's arrangements can be found</b>
Personal safety including lone working and violence and aggression	✓	Risk Assessments
Play Equipment installations inspections	✓	DBE Services
Playgrounds and external areas	✓	Daily/Weekly inspections
Ponds and Water features		
Premises Management (see Premises Management Guidance & Records on Health & Safety web site)	✓	LCC – Health & Safety Website / DBE Services
Pupil moving and handling (special needs)	✓	Risk Assessment
Pregnant employees and nursing mothers	✓	Risk Assessment as required
Reporting of health & safety concerns/faults	✓	School Office – Premises faults book
Shared use of buildings		
Sharps e.g. broken glass either in school building or external grounds	✓	Risk Assessment
Slips and trips	✓	Risk Assessment / Work place inspection
Stress	✓	Risk Assessment as required
Substances – COSHH	✓	Risk Assessments and safety data sheets
Swimming pools		
Vehicle and pedestrian traffic	✓	Risk Assessment
Visitor and volunteers safety	✓	Signing in and out procedure
Waste storage and disposal	✓	Full contracts in place for all waste
Water hygiene (Legionella, lead etc.) – a Legionella Risk Assessment should be in place as part of your premises management arrangements	✓	Legionella risk assessment and DBE
Work equipment and machinery	✓	Risk assessment and manufacturers instructions
Working at height – ladders, access equipment etc.	✓	Risk Assessment – ladder inspections
Workplace Inspection	✓	Minutes of Governor meeting.

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

<b>Curriculum and other non-occupational activities</b> (information and guidance is available in various parts of the <a href="#">Schools Portal</a> )	<b>Applicable (✓)</b>	<b>Details of where information about the school's arrangements can be found</b>
Administration of medication	✓	Medicines policy
*Educational Visits	✓	Evolve
Food safety and hygiene	✓	Risk Assessment
Outdoor activities	✓	Risk Assessment
PE Equipment	✓	Risk Assessment
Pupil handling and restraint	✓	Policy
Grounds maintenance activities	✓	Local Contractor
Pupil movement and flow	✓	Risk Assessment
School transport		
Science (only where not covered by curriculum safety procedures set down in CLEAPSS)	✓	
Smoking	✓	LCC - No smoking policy
Special needs of pupils health & safety issues	✓	Individual care plan
Stage and drama activities	✓	Risk Assessment
Supervision of pupils	✓	
Technology rooms and equipment	✓	Risk Assessment
Wearing of jewellery	✓	Dress code policy
Work experience	✓	Induction – Risk Assessment

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](#).