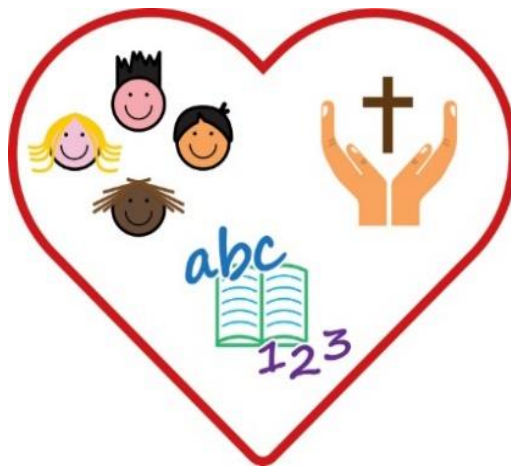


ST. MATTHEW'S C.E. PRIMARY ACADEMY & NURSERY



HEALTH & SAFETY POLICY

Reviewed: September 2022
Date of next review: September 2023
(Updated Nov 22)
Reviewed by: Michelle Jordan

'Be blessed by God, be happy and aspire to be....'

St. Matthew's Church of England Primary Academy and Nursery

Health & Safety Policy

Mission Statement

St. Matthew's C.E. Primary School and Nursery is dedicated to providing an education which enables every child to fulfil their best potential. It seeks to promote academic, emotional and spiritual growth in a Christian environment, welcoming children drawn from diverse cultures.

Vision Statement

Inspired by Jesus' words (Matthew 5: 1-12), we strive to promote academic, emotional and spiritual growth in a Christian environment for all members of our school family.

We can all **'Be blessed by God, be happy and aspire to be....'**

HEALTH AND SAFETY POLICY

Incorporating the Local Health and Safety Arrangements for:

- **Preston St. Matthew's C.E. Primary Academy**
- **Academy**
- **06030**
- **New Hall Lane, Preston, PR1 5XB**

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 implementation and management of health, safety and welfare within the school.

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 healthy 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>Mark Mackley</i>	<i>James Atkinson</i>
	On behalf of the Governing Body
Headteacher's name: Mark Mackley	Chair of Governors name: James Atkinson
Date: September 2022	Proposed Review date: September 2023

Responsibilities

The responsibility for implementation and management of proper health and safety controls within the school is that of (e.g. Headteacher):	Mark Mackley Headteacher
The delegated member of staff with day-to-day responsibility for ensuring this policy is put into practice is (e.g. School Business Manager, Health & Safety Co-ordinator etc):	Michelle Jordan School Business Manager
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:	Michelle Jordan School Business Manager Paul Jordan Site Supervisor Sally Bryden Assistant Headteacher & EVC Co-ordinator
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:	Mark Mackley Headteacher
The documented Health & Safety objectives and any associated action plan(s) can be found: <u>Note:</u> Any actions arising from those objectives should be documented e.g. as an action plan, and monitored to ensure they are achieved.	Academy Development Plan and Governor meeting minutes
All employees within the academy have a responsibility to: <ol style="list-style-type: none"> 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. 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. 	

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:	Mark Mackley Headteacher
Risk assessments will be undertaken prior to the introduction of any new work tasks / activities that pose a significant risk to health and safety.	Michelle Jordan School Business Manager
The significant findings of risk assessments will be reported to:	Mark Mackley Headteacher (and where applicable, LCC)
Action required to remove/control risks will be approved by:	Mark Mackley Headteacher
The responsibility for ensuring the action required to reduce risks is implemented is that of:	Mark Mackley Headteacher
Checking that implemented actions have removed/reduced the risks is the responsibility of:	Mark Mackley Headteacher
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:	Mark Mackley Headteacher Michelle Jordan School Business Manager

Academy'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>Julie Copeland Teacher</i>
Consultation with employees is provided via:	<i>Staff/Team meetings Annual Health & Safety meeting Circulation of draft documents for consultation</i>

Safety Representatives

The academy 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 academy 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>Paul Jordan Site Supervisor</i>
Responsible person(s) for ensuring effective maintenance procedures are drawn up:	<i>Michelle Jordan School Business Manager</i>
Responsible person(s) for ensuring that all identified maintenance is carried out:	<i>Michelle Jordan School Business Manager</i> <i>Paul Jordan Site Supervisor</i>
Any problems found with equipment should be reported to:	<i>Michelle Jordan School Business Manager</i>
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	<i>Michelle Jordan School Business Manager</i> <i>Paul Jordan Site Supervisor</i>

Information, Instruction and Supervision

<p>The Health and Safety Law poster is displayed at:</p> <p><u>Note:</u> 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.</p>	<i>Staff Room & Reception Foyer</i>
Health and safety advice is available from:	<i>Lancashire County Council and Staff Representatives</i>
Induction, supervision of trainees/work placements etc. will be arranged/ undertaken / monitored by:	<i>Michelle Jordan School Business Manager</i>

Competency for Tasks and Training

The academy 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>Michelle Jordan School Business Manager</i>
Job specific training will be provided by:	<i>Cidari MAT</i>
Jobs requiring specific health & safety training are:	<i>Asbestos Inspection & Awareness (Online & on the job training) Legionella & Water Monitoring (Online & on the job training) COSHH (Online & on the job training) Fire Prevention (Online and on the job training) Management of Contractors (Online & on the job training) DSE (Online & on the job training) Manual Handling (H&S Team & on-the-job training)</i>

	<i>Slips & Trips (Online learning)</i>
Training records are kept at/by:	<i>Michelle Jordan School Business Manager</i>
Training will be identified, arranged and monitored by:	<i>Michelle Jordan School Business Manager</i>

Accidents, First Aid and Work-related Ill Health

The academy 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 academy'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>Reception Class (inside) Reception Class (outside) Junior corridor (upstairs) Nursery Rainbow Room (Nurture Class)</i>
The first aider(s) and appointed person(s) is/are:	<i>All Teaching Assistants All Welfare Assistants Appointed person: Karen Gornall</i>
All accidents and cases of work-related ill health are to be reported to:	<i>Mark Mackley Headteacher</i>
Health surveillance is required for employees doing the following jobs within the school:	<i>DSE users</i>
Health surveillance will be arranged by:	<i>Mark Mackley Headteacher Michelle Jordan School Business Manager</i>
Health surveillance/records will be kept by/at:	<i>Michelle Jordan School Business Manager</i>

Performance Monitoring

The academy 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:	Health & Safety Representative from Lancashire County Council
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.	Michelle Jordan School Business Manager
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:	Mark Mackley Headteacher
Responsible person(s) for investigating work-related causes of sickness absences:	Mark Mackley Headteacher
Responsible person(s) for acting on investigation findings to prevent recurrences:	Mark Mackley Headteacher
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	Mark Mackley Headteacher

Emergency Procedures - Fire and Evacuation

The academy 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:	Mark Mackley Headteacher Michelle Jordan School Business Manager
Escape routes are checked by/every:	Paul Jordan Site Supervisor (Daily)
Fire extinguishers are maintained and checked by/every:	Paul Jordan Site Supervisor

	(Daily) Walker Fire (Annually)
Alarms are tested by/every:	Paul Jordan Site Supervisor (Weekly)
The emergency evacuation procedure is tested by/every:	Mark Mackley Headteacher (Termly)
Responsibility for ensuring arrangements are in place to deal with other emergency situations e.g. bomb threat, flood, etc. rests with:	Mark Mackley 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	√	See Mark Mackley or Michelle Jordan
Asbestos Management Plan	√	See Mark Mackley or Michelle Jordan
Bodily Fluids (urine; blood; faeces; vomit) & Biological Agents	√	See Mark Mackley or Michelle Jordan
Cleaning/caretaking tasks	√	See Mark Mackley or Michelle Jordan
Control of contractors	√	See Mark Mackley or Michelle Jordan
Control of Substances Hazardous to Health (COSHH)	√	See Mark Mackley or Michelle Jordan
Disability access (health & safety implications)	√	See Mark Mackley or Michelle Jordan
Display Screen Equipment and Eye Tests	√	See Mark Mackley or Michelle Jordan
Driving at Work	X	
Electrical Safety e.g. installations, PAT tests, visual checks, local policy on bringing electrical items into school etc.	√	See Mark Mackley or Michelle Jordan
Emergency Procedures other than Fire e.g. flood, services failure	√	See Mark Mackley or Michelle Jordan
Extended school and community use	√	See Mark Mackley or Michelle Jordan
Fire Safety	√	See Mark Mackley or Michelle Jordan
First Aid	√	See Mark Mackley or Michelle Jordan
Gas safety e.g. installations, servicing, tests, visual checks, local policy on use of gas items in school etc.	√	See Mark Mackley or Michelle Jordan
Health & Safety Induction (checklist available on web site)	√	See Mark Mackley or Michelle Jordan
Infection Control including needles and needle stick injuries	√	See Mark Mackley or Michelle Jordan
Lettings to non-school groups	X	
Manual Handling	√	See Mark Mackley or Michelle Jordan
Minibuses	X	
Mobile phones (the use of)	√	See Mark Mackley or Michelle Jordan
Personal safety including lone working and violence and aggression	√	See Mark Mackley or Michelle Jordan

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
Play Equipment installations inspections	√	See Mark Mackley or Michelle Jordan
Playgrounds and external areas	√	See Mark Mackley or Michelle Jordan
Ponds and Water features	X	
Premises Management (see Premises Management Guidance & Records on Health & Safety web site)	√	See Mark Mackley or Michelle Jordan
Pupil moving and handling (special needs)	√	See Mark Mackley or Michelle Jordan
Pregnant employees and nursing mothers	√	See Mark Mackley or Michelle Jordan
Reporting of health & safety concerns/faults	√	See Mark Mackley or Michelle Jordan
Severe Weather including winter gritting	√	See Mark Mackley or Michelle Jordan
Shared use of buildings	X	
Sharps e.g. broken glass either in school building or external grounds	√	See Mark Mackley or Michelle Jordan
Stress	√	See Mark Mackley or Michelle Jordan
Swimming pools	X	
Transport Safety/Vehicle Movement – arrangements for vehicle movement, car parking and vehicle/pedestrian segregation on site	√	See Mark Mackley or Michelle Jordan
Visitor and volunteers safety	√	See Mark Mackley or Michelle Jordan
Waste storage and disposal	√	See Mark Mackley or Michelle Jordan
Water hygiene (Legionella, lead etc.) – a Legionella Risk Assessment should be in place as part of your premises management arrangements	√	See Mark Mackley or Michelle Jordan
Work equipment and machinery	√	See Mark Mackley or Michelle Jordan
Working at height – ladders, access equipment etc.	√	See Mark Mackley or Michelle Jordan
Workplace Inspection	√	See Mark Mackley or Michelle Jordan

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	√	See Mark Mackley or Michelle Jordan
*Educational Visits	√	See Mark Mackley or Michelle Jordan
Food safety and hygiene	√	See Mark Mackley or Michelle Jordan
Outdoor activities	√	See Mark Mackley or Michelle Jordan
PE Equipment	√	See Mark Mackley or Michelle Jordan
Pupil handling and restraint	√	See Mark Mackley or Michelle Jordan
Grounds maintenance activities	√	See Mark Mackley or Michelle Jordan
Pupil movement and flow	√	See Mark Mackley or Michelle Jordan
School transport	√	See Mark Mackley or Michelle Jordan
Science (only where not covered by curriculum safety procedures set down in CLEAPSS)	√	See Mark Mackley or Michelle Jordan
Smoking	X	
Special needs of pupils health & safety issues	X	
Stage and drama activities	√	See Mark Mackley or Michelle Jordan
Supervision of pupils	√	See Mark Mackley or Michelle Jordan
Technology rooms and equipment	√	See Mark Mackley or Michelle Jordan
Wearing of jewellery	√	See Mark Mackley or Michelle Jordan
Work experience	X	

The academy 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](#).