



Health and Safety Policy

Responsible Person	Mrs L Stinchon
Date Created	October 2023
Date to be Reviewed	October 2024

HEALTH AND SAFETY POLICY

Incorporating the Local Health and Safety Arrangements for:

- **TRAWDEN FOREST PRIMARY SCHOOL**
- **COMMUNITY PRIMARY SCHOOL**
- **13034**
- **DEAN STREET, TRAWDEN, LANCASHIRE BB8 8RN**



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 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: <i>LJ Stinchon</i>	Signed: <i>I Ross</i> On behalf of the Governing Body
Headteacher's name: Mrs Lisa Stinchon	Chair of Governors name: Mr Iain Ross
Date: September 2022	Proposed Review date: September 2023

Responsibilities

<p>The responsibility for implementation and management of proper health and safety controls within the school is that of:</p>	<p><i>Mrs L Stinchon</i> <i>Headteacher</i></p>
<p>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):</p>	<p><i>Mrs L Stinchon</i> <i>Headteacher</i></p>
<p>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:</p>	<p><i>Mrs L Stinchon</i> <i>Headteacher</i></p> <p><i>Mr Z Plant</i> <i>Site Supervisor</i></p>
<p>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:</p>	<p><i>Mrs L Stinchon</i> <i>Headteacher</i></p> <p><i>Health and Safety Committee</i></p>
<p>All employees within the school have a responsibility to:</p> <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 & Safety objectives

- 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.
- revise lock down procedures in school.

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.

<p>Risk assessments will be undertaken by:</p> <p>Risk assessments will be undertaken prior to the introduction of any new work tasks / activities that pose a significant risk to health and safety.</p>	<p><i>Mrs L Stinchon</i> <i>Headteacher</i></p> <p><i>Curriculum - Subject Leaders</i></p> <p><i>Trips – EVC Leader</i></p>
<p>The significant findings of risk assessments will be reported to:</p>	<p><i>Mrs L Stinchon</i> <i>Headteacher</i></p>
<p>Action required to remove/control risks will be approved by:</p>	<p><i>Mrs L Stinchon</i> <i>Headteacher</i></p>
<p>The responsibility for ensuring the action required to reduce risks is implemented is that of:</p>	<p><i>Mrs L Stinchon</i> <i>Headteacher</i></p>
<p>Checking that implemented actions have removed/reduced the risks is the responsibility of:</p>	<p><i>Mrs L Stinchon</i> <i>Headteacher</i></p>
<p>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:</p>	<p><i>Mrs L Stinchon</i> <i>Headteacher</i></p>

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>Mrs S Ridehalgh</i>
Consultation with employees is provided via:	<i>individual staff appraisals, review of documents, team meetings, circulation of draft documents for consultation, monthly/annual health & safety meeting</i>

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:	<i>Mrs L Stinchon</i> <i>Headteacher</i> <i>Mr Z Plant</i> <i>Site Supervisor</i>
Responsible person(s) for ensuring effective maintenance procedures are drawn up:	<i>Mrs L Stinchon</i> <i>Headteacher</i> <i>Mr Z Plant</i> <i>Site Supervisor</i>
Responsible person(s) for ensuring that all identified maintenance is carried out:	<i>Mrs L Stinchon</i> <i>Headteacher</i> <i>Mr Z Plant</i> <i>Site Supervisor</i>
Any problems found with equipment should be reported to:	<i>Mrs L Stinchon</i> <i>Headteacher</i>

	<p><i>Mr Z Plant</i> <i>Site Supervisor</i></p>
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	<p><i>Mrs L Stinchon</i> <i>Headteacher</i></p> <p><i>Mr Z Plant</i> <i>Site Supervisor</i></p>

Information, Instruction and Supervision

The Health and Safety Law poster* is displayed at:	<i>Main entrance</i>
Health and safety advice is available from:	<p><i>Mrs L Stinchon</i> <i>Headteacher</i></p> <p><i>Mr Z Plant</i> <i>Site Supervisor</i></p> <p><i>Mrs L Sims</i> <i>School Bursar</i></p>
Induction, supervision of trainees/work placements etc. will be arranged/ undertaken/monitored by:	<i>Name & Designation</i>
Health & Safety in shared premises (where applicable) is managed by:	The Headteacher will ensure that any employees working at locations under the control of other employers are provided with relevant information to ensure their health and safety.

* 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>Mrs L Stinchon</i> <i>Headteacher</i>
Job specific training will be provided by:	<i>Mrs L Stinchon</i> <i>Headteacher</i> <i>Mr Z Plant</i> <i>Site Supervisor</i>
Jobs requiring specific health & safety training are: Manual handling Working at height Lone working COSHH DSP	<i>LCC</i> <i>Elearning</i>
Training records are kept in: Health and Safety File	<i>Mrs L Stinchon</i> <i>Headteacher</i> <i>Mr Z Plant</i> <i>Site Supervisor</i> <i>Mrs L Sims</i> <i>School Bursar</i>
Training will be identified, arranged and monitored by:	<i>Mrs L Stinchon</i> <i>Headteacher</i>

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>KS1 entrance</i> <i>KS2 entrance</i> <i>Main entrance</i>
The first aider(s) and appointed person(s) is/are:	<i>List displayed in the office</i>
All accidents and cases of work-related ill health are to be reported to:	<i>Mrs L Stinchon</i> <i>Headteacher</i>
*Health surveillance is required for employees doing the following jobs within the school:	<i>Use of ladders</i>
Health surveillance will be arranged by:	<i>Mrs L Stinchon</i> <i>Headteacher</i> <i>Mr Z Plant</i> <i>Site Supervisor</i>
Health surveillance/records will be kept in: Health and Safety File	<i>Mrs L Stinchon</i> <i>Headteacher</i> <i>Mr Z Plant</i> <i>Site Supervisor</i>

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.

<p>To check our working conditions and ensure our safe working practices are being followed, we will:</p> <ul style="list-style-type: none"> - Conduct workplace inspections. These are carried out by: 	<p><i>Mrs L Stinchon</i> <i>Headteacher</i></p> <p><i>Mr Z Plant</i> <i>Site Supervisor</i></p> <p><i>Mr I Ross</i> <i>Chair of Governors</i></p> <p><i>Health and Safety Committee</i></p>
<p>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.</p>	<p>See Section: Health and Safety Risks Arising from Work Activities for responsibility details</p>
<p>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:</p>	<p><i>Mrs L Stinchon</i> <i>Headteacher</i></p> <p><i>Mr Z Plant</i> <i>Site Supervisor</i></p> <p><i>Mr I Ross</i> <i>Chair of Governors</i></p>
<p>Responsible person(s) for investigating work-related causes of sickness absences:</p>	<p><i>Mrs L Stinchon</i> <i>Headteacher</i></p>
<p>Responsible person(s) for acting on investigation findings to prevent recurrences:</p>	<p><i>Mrs L Stinchon</i></p>

	<i>Headteacher</i> <i>Mr Z Plant</i> <i>Site Supervisor</i> <i>Mr I Ross</i> <i>Chair of Governors</i>
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	<i>Mrs L Stinchon</i> <i>Headteacher</i> <i>Mr Z Plant</i> <i>Site Supervisor</i> <i>Mr I Ross</i> <i>Chair of Governors</i>

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>Mrs L Stinchon</i> <i>Headteacher</i>
Escape routes are checked by/every:	<i>Mr Z Plant</i> <i>Site Supervisor</i> <i>weekly</i>
Fire extinguishers are maintained and checked by/every:	<i>Procyon Fire and Security -</i> <i>arranged by LCC</i> <i>annually</i>
Alarms are tested by/every:	<i>Mr Z Plant</i>

	<p><i>Site Supervisor</i></p> <p><i>weekly</i></p>
<p>The emergency evacuation procedure is tested by/every:</p>	<p><i>Mrs L Stinchon</i></p> <p><i>Headteacher</i></p> <p><i>Termly</i></p>
<p>Responsibility for ensuring arrangements are in place to deal with other emergency situations e.g. bomb threat, flood, etc. rests with:</p>	<p><i>Mrs L Stinchon</i></p> <p><i>Headteacher</i></p> <p><i>School evacuated to the community centre, Trawden.</i></p>