



Sir Alexander Fleming Primary School and Nursery Health and Safety Policy

Reviewed September 2024
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1: SCHOOL HEALTH AND SAFETY POLICY STATEMENT

The School Governors and Headteacher recognise their responsibility to provide a safe and healthy environment for staff, pupils, visitors, contractors at the premises and those affected by the school's activities elsewhere. The governors and Headteacher will, so far as is reasonably practicable, ensure a safe place of work and safe systems of work.

In order to implement this policy the Governors and Headteacher undertake, so far as is reasonably practicable, to:

- seek the co-operation, through consultation and involvement, of all employees with a view to implementing the requirements of the Health and Safety at Work Act 1974, and associated legislation;
- maintain all places of work, including the means of access and exit from such places, in a safe condition and ensure that work equipment and systems of work are maintained to be safe and without risks to health;
- provide and maintain facilities and arrangements for the welfare of employees and pupils, including adequate provision for first aid treatment;
- ensure safety and the absence of risks to health and damage to the general environment in connection with the use, handling, storage, transport and disposal of articles and substances, and to provide appropriate personal protective equipment where necessary.
- bring to the attention of all employees, pupils, volunteers, visitors, and contractors, at the school premises, their responsibilities with regards to their own safety and the safety of others who may be affected by their acts or omissions. This will involve the provision of an initial induction and further information, training and supervision as is necessary;
- identify then eliminate or reduce by controls, dangers which exist at the place of work through risk assessment and bring such hazards to the attention of employees and others who may be affected. This will include procedures for use in the event of a serious risk or imminent danger such as a fire.

In addition, the Governors and Headteacher will:

- keep abreast of legislation and best practice by ensuring that adequate and appropriate advice is provided by persons competent in health and safety matters;
- allocate sufficient resources to ensure effective safety management;
- monitoring health and safety performance on a regular basis and keep necessary records;
- bring this policy statement and relevant safety arrangements to the attention of all employees and, as appropriate, other persons affected by the school's activities,
- review and amend this policy statement, organisation and arrangements as often as necessary.

2. KEY PERSONNEL WITH HEALTH AND SAFETY RESPONSIBILITIES

TITLE	NAME
Chair of Governors	Matt Downes-Ward
School Governors	Matt Downes-Ward
Headteacher	Mrs Katy Tomlinson
Teaching Assistants	n/a
Lunch time supervisor	Miss Tracy Downs
School Health and Safety Coordinator	Mr Ross Broderick
Cleaning manager	Mrs Lorraine Pilgrim
Administrator	Mrs Lorraine Pilgrim
Site Manager/ Caretaker	Mr Paul Levy
Governors Finance and Health and Safety Committee	Matt Downes-Ward, Caroline Riley, Lisa Pigg, Katy Tomlinson

Health, Safety and Welfare Advice and Training:

Telford & Wrekin Council's Health, Safety & Resilience Manager 01952 383627
 Health and Safety Adviser for Schools 01952 383629
 Corporate Health and Safety Training 01952 383618

Fire Control/Emergency Evacuation:

Fire Safety Officer (Shropshire Fire & Rescue Service) 01743 260260
 Nominated Premise Fire/Emergency Co-ordinator – Mrs L Pilgrim
 Deputy Fire/Emergency Co-ordinator - Mrs L Pilgrim

Reporting and Recording of Accidents etc:

Persons nominated for overseeing the recording and notification of accidents, near misses, violent incidents, diseases and dangerous occurrences - Mrs L Pilgrim.

First Aid

Certificated First Aiders: Please see Health & Safety board for list
 Paediatric First Aiders: As above

Educational Visits Co-ordinator (EVC):

Mr Ross Broderick

Legionnaires Coordinator:

Mr Paul Levy

Portable Electrical Appliance Testing Nominated Co-ordinator:

N/A buy back T&W

Control of Substances Hazardous to Health Assessment Co-ordinator (COSHH)

Mr Paul Levy

3. RESPONSIBILITIES OF NOMINATED PERSONNEL

3.1 School Governors

- will be responsible in conjunction with the Headteacher to ensure formulation, reviewing and subsequent amendment to the School Health and Safety Policy.
- will ensure the Health and Safety Policy is translated into effective action at all levels within the school
- will ensure that the school complies with Health and Safety Legislation and that Codes of Practice and Guidance are followed to ensure safe working practices
- will ensure that Health and Safety is put on the agenda when necessary
- in liaison with the Headteacher, will ensure that professional, competent health and safety advice is available
- in liaison with the Headteacher, will ensure that there is a nominated Health and Safety Coordinator appointed for the school premises
- will make adequate financial provision for enabling the policy to be put into effect
- will ensure the effectiveness of the policy and the safety performance of the school is monitored on a regular basis
- will ensure the health and safety policy is amended whenever necessary
- will promote a positive culture and an interest in health and safety matters throughout the school
- will ensure that the Fire Risk Assessment is reviewed annually in conjunction with the Headteacher and the H/S Co-Ordinator.

3.2 The Headteacher

- will be responsible for the implementation of the Health and Safety Policy and will liaise with the Governors to ensure full compliance with all its requirements
- will appoint key personnel to take responsibility for operational health, safety and welfare issues
- will periodically review the policy and draft amendments to it whenever necessary
- will monitor the safety performance and take such steps as may be necessary to improve performance
- will ensure that all employees have access to a copy of the school's health and safety policy and are aware of their responsibilities.
- will ensure that effective channels of communication and consultation with staff and safety representatives are maintained
- will be responsible for facilitating the necessary health and safety training for staff, in order for them to undertake their work safely
- will ensure that suitable and sufficient assessments of risks to the health and safety of all persons on the school premises or affected by school activities are carried out and that risks are controlled by effective and proportionate means. The assessments are recorded, together with the significant findings of the assessment and highlight any employees identified as being especially at risk
- will promote a positive culture and an interest in health and safety matters throughout the school
- will ensure that appropriate staff liaise with subject advisers and health and safety officer/coordinator on health and safety matters

- will make recommendations for improvement and report on Health and Safety to the Governing Body.
- will be responsible for dealing with visits from the Health and Safety Executive and other enforcing agencies.
- will be responsible for ensuring that the Fire Risk Assessment has been completed and is reviewed at least annually
- will be responsible for ensuring that there is liaison with Business, Development and Housing on matters of health and safety relating to electricity, gas, water supplies, waste disposal, safe access of pedestrians and vehicles, building regulations and planning;
- will be responsible for ensuring that health and safety repairs and necessary emergency work required to ensure the health and safety of staff, pupils and others are undertaken;
- will be responsible for ensuring that plans, schedules and other data relating to the maintenance and building alterations as they affect health and safety issues are maintained;

3.3 The School Health and Safety Co-ordinator

- will encourage a positive approach to accident prevention and the health and safety of staff, pupils and others on the school premises and affected by school activities
- will carry out investigations and periodically inspect the premises and activities in order to determine whether the law is being complied with and whether adequate standards of health, safety and welfare are being achieved
- will ensure that effective measures are in place to deal with and prevent emergencies, this includes the organisation of periodic fire drills and all necessary checks to safety equipment (Fire Extinguishers, First Aid Kits, Electrical Equipment etc) working with the School Administrator/Business Manager
- will ensure that all staff regularly check the electrical leads and plugs of the equipment they use. A system to report any defects e.g. a defects book must be set up so that defective equipment can be taken out of use and repaired by a competent person. The Cleaner in charge will be responsible for checking electrical items of cleaning equipment
- will liaise with and seek advice from outside Health and Safety Advisers (e.g. Corporate Health and Safety Adviser), Enforcement Authorities (Health and Safety Executive and Environmental Health Officers, The Fire Prevention Officer, etc) when necessary.
- will ensure that they understand current legislation affecting health, safety and welfare of staff, pupils and others.
- will identify health and safety repairs and put into operation as necessary emergency work required to ensure the health and safety of staff, pupils and others;
- will maintain plans, schedules and other data relating to the maintenance and building alterations as they affect health and safety issues;
- will liaise with Business, Development and Housing on matters of health and safety relating to electricity, gas, water supplies, waste disposal, safe access of pedestrians and vehicles, building regulations and planning;
- will ensure that vehicles belonging to the school are maintained in a safe condition.

3.4 Teaching Staff

- will take reasonable care of their own health and safety and that of the pupils and others who may be affected by what they do;
- will co-operate with school management on matters of health and safety and will not interfere with or misuse anything provided in the interest of health and safety;
- will promptly report all accidents, dangerous occurrences and potentially dangerous

practices and situations to Management\Health and Safety Coordinator etc. as appropriate.

3.5 Support Staff

- will take reasonable care of their own health and safety and that of the pupils and others who may be affected by what they do
- will co-operate with school management on matters of health and safety and will not interfere with or misuse anything provided in the interest of health and safety
- will promptly report all accidents, dangerous occurrences and potentially dangerous practices and situations to the Headteacher\delegated senior member of staff\line manager.

4. GOVERNORS HEALTH AND SAFETY COMMITTEE

TERMS OF REFERENCE - PREMISES

1. To monitor the state of repair of the school buildings
2. Through the head, to liaise with the school's building surveyor or other adviser over repairs and maintenance work to be undertaken each year.
3. Through the head, to take any action required to carry out repairs in an emergency.
4. To consider and recommend to the governing body any proposed improvement projects.
5. To be responsible for the safe management, co-ordination, progress and successful completion of any self-help projects approved by the governing body.
6. To recommend to the governing body a lettings policy for the school, to keep this under review, including lettings charges and any proposals or requirements for insurance cover.

TERMS OF REFERENCE - HEALTH AND SAFETY

1. To prepare a health and safety policy and recommend it to the governing body. Keep the policy under review and to recommend to the governing body such amendments as may be necessary
2. To monitor the application and effectiveness of the health and safety policy.
3. To recommend to the governing body procedures for implementing the health and safety policy and then to ensure, by means of periodic checks and reports, that those procedures are followed. Procedures for dealing with a wide variety of health and safety issues have already been provided by Telford & Wrekin Council, including those for Educational Visits and Journeys and these should be adopted and monitored.
4. To recommend to the governing body a school security procedure that addresses the security of pupils and staff as well as the protection of buildings and property. Review this regularly and make recommendations where appropriate.
5. To make arrangements and establish any necessary procedures to ensure the school site is kept free of litter and refuse.
6. Through the head, to undertake the annual health and safety audit and to report to the governing body including recommended priorities for action.
7. With the head draft a documented emergency plan for the school for approval by the governing body.
8. To consider and recommend to the governing body suitable arrangements to ensure safeguarding and the promotion of the health, welfare and inclusion of pupils.

Membership

- The school has a health and safety committee formed of 1 Governor and a member of staff.
- Members of the committee shall be appointed annually at the autumn term meeting of the Governing Body.
- The committee shall appoint its own chair at its first meeting in each academic year.
- The Headteacher, any teacher Governor, or anyone else employed at the school appointed to the committee shall not be chair.
- In the event of a vacancy arising on the Committee, a successor shall be appointed by the Governing Body at its next meeting following receipt of the resignation.
- The Governing Body will appoint the Clerk who shall not be the Headteacher.

Quorum

The quorum for any meeting shall be 2 members.

Meetings

The Committee will meet at least 3 times a year to fulfil its responsibilities and to meet any prescribed deadlines.

Meetings of the committee shall be called by the clerk to the committee and seven days notice will be given with an explanation of the purpose of the meeting.

5. SCHOOL HEALTH AND SAFETY POLICY ARRANGEMENTS

5.1 ACCESS ON TO AND EXIT FROM THE SCHOOL SITE

The school premises is organised in such a way as to ensure that pedestrian and restricted traffic can circulate in a safe manner. Signs and lines have been put in place for designated parking e.g. staff, visitors. Barriers are in place to control the risk of children coming into contact with vehicles when walking along the foot paths on site.

5.2 ACCIDENTS, INCIDENTS AND NEAR MISSES AND ACCIDENT REPORTING

See Accident Reporting Procedure:

<http://ecouncil/CommunityProtection/OccupationalHealthSafety/Documents/Accident%20Reporting%20and%20Investigation%20Procedure%20e.DOC>

If there is any uncertainty to what needs reporting staff can contact the Health and Safety Advisors for advice and support 01952 383629. Staff should be aware that in the event of a serious accident/injury the Health and Safety Advisors may need to investigate the incident. Therefore it is advisable to take witness statements and photos of the site of the incident as soon as possible while it is still fresh in everyone's mind.

The report form will be completed by the Headteacher or nominated senior member of staff in their absence.

- A copy is retained for the school files in the Administrator's office,

- A copy must be sent to: Gill Knowles, Business & Housing, Wellington Civic & Leisure Centre (2nd Floor Mezz), Larkin Way, off Tan bank, Telford TF1 1LX

Also see section 5.9. for recording minor injuries and first aid treatment.

Reviewing accidents

An analysis of the accident reports and near-misses will be undertaken at intervals and considered by both school management and the Governors' Committee with Health and Safety Responsibilities for consideration of further action.

STAFF must be aware of the following:

- Parents are advised of incidents in writing by means of a note where deemed necessary. Details of the injury, time and date must be included, this is essential for head injuries. Parent slips are kept by the accident book in the administrator's office.
- Information about children's allergies are readily accessible to staff and supply teachers in the school office and the schools facility administration computer system.

5.3 BAD WEATHER CONTINGENCY PLANS

Site staff will be responsible for ensuring the site remains in a safe condition and will produce a risk assessment for gritting the site during icy and snowy conditions. Staff must stick to the agreed routes during icy/snowy conditions because some areas may not have been gritted. Staff will be notified of these areas and/or they will be cordoned off.

5.4 CHEMICAL AND SUBSTANCE SAFETY

NO SUBSTANCES WILL BE USED OR GENERATED WITHIN THE SCHOOL UNLESS AN ASSESSMENT OF THE RISKS THAT THEY PRESENT HAS BEEN MADE.

Whenever the school intends to use, or create a substance that could be a risk to the health of staff, pupils and others, the School's COSHH Assessment Co-ordinators (named in section 2) will:

- identify and control these substances, minimising the risk of exposure to staff and others.
- ensure staff are aware that certain substances are hazardous to health. Wherever possible these will be taken out of use. Where substitution proves to be impracticable then a full COSHH risk assessment will need to be carried out and documented. Copies of these documents will be available in the admin office
- ensure all users are informed, trained and instructed in the safe use of these substances and have access to the COSHH assessments.
- ensure staff know that they are to read labels and instructions, practise sensible, safe working habits and follow and understand the emergency procedures.
- ensure equipment is used as instructed.
- ensure personal protective equipment/clothing is available and used when required (See Section 5.15 PPE.) All staff must be aware that they have a responsibility for reporting hazards, potential hazards and "near misses" to the Headteacher or if not available, Business Manager/administrator

5.5 COMPUTERS

Staff who use computers, including laptops, Ipads, for 1 hour or more at any one time during their working day must take regular breaks. It is Staff's responsibility to ensure that they close down computers at the end of the day but do not unplug any of the computers in their room or in the ICT suite. The Site Manager will check this at the end of the school day.

If any changes or equipment is required that cannot be resolved directly by the user staff should report back to the Headteacher who will see if it is appropriate to order the equipment e.g. screen riser, foot rest etc. Further advice can be obtained from the Health and Safety Advisor.

5.6 CONFIDENTIAL COUNSELLING SERVICE

Telford & Wrekin Council provides a confidential counselling service for all employees. Governors commend the use of this service to staff. Staff can find out more details via the Health & Safety Advisors. Counselling leaflets can be readily accessed in the staffroom.

5.7 CONTRACTORS

All contractors working on the school premises are to report to the school office prior to starting work and all issued with Visitor passes.

For extensive work or high risk jobs the contractor must comply with the recommendations and procedures issued by Telford & Wrekin Council and current health and safety legislation. Close liaison between the Council representative and contractors must be maintained.

The procedure for this type of work will be agreed prior to work commencing and amended during the work activity as necessary especially when there are unforeseen developments.

School safety arrangements regarding contractors

Telford & Wrekin Council requires contractors included on their approved list to be CHAS registered or registered by another of the other Safety Schemes in Procurement. This provides a measure of confidence in the contractor's ability to manage health and safety. Schools should select contractors from the approved list wherever possible.

Once a competent contractor has been appointed the school will:

- discuss with the contractor details of current relevant issues, supported by documentation where necessary;
- require the contractor to provide method statements, permits to work etc., as applicable;
- seek confirmation that the contractor agrees to work in accordance with the School's Health and Safety Policy and arrangements, and the health and safety requirements that are laid down in the contract;
- clarify the responsibility for provision of first aid and fire fighting equipment and the procedures to be followed in the event of emergency;
- obtain details of articles and hazardous substances intended to be brought onto site, including any arrangements for safe transportation, handling, use, storage and disposal;
- obtain details of plant and equipment brought onto site, including arrangements for storage, use, maintenance and inspection;
- agree key points of contact, arrangements for communication during work, including arrangements for reporting problems or stopping work in cases where there is a serious risk

- agree arrangements for suitable working times and segregation of school activities from the contractors work areas;
- seek confirmation that all workers are suitably qualified and competent for the work

5.8 FIRE SAFETY AND EMERGENCY EVACUATION

The Fire Risk assessment is in the Fire Safety policy is in the 'Policy documents' file on the T drive. This is reviewed on an annual basis unless there are significant changes before this. An assessment on the risks of fire is carried out by school caretaker. As a result of the assessment, if any additional precautions are identified as necessary the school will implement these as a matter of priority.

Notices setting out emergency evacuation procedures are displayed at key points around the school and in every classroom

Emergency exit doors and routes are kept clear at all times and not obstructed at any time. All fire doors are kept permanently unlocked while the premises are in use.

The caretaker checks all fire fighting and detection equipment to ensure that is present in the correct locations and has been subject to a service check within the last 12 months. In addition there is an annual check of all fire extinguishers by Chubb.

The fire alarms are tested weekly by the caretaker and emergency lighting monthly. Records are kept in the book found in the school office.

Notices around school have the following information. (Signs should comply with Health and Safety (Signs and Signal) Regulations 1996)

FIRE ALARM / BOMB THREAT INSTRUCTIONS:

IF YOU DISCOVER A FIRE

Press the fire alarm nearest to where you are:

- 1. The alarm will sound.**
- 2. Pupils and staff will walk out of school by the nearest safe exit**
- 3. Classes line up on the lower playground**
- 4. Administrator to take Attendance Registers and check that all children in their classes are out of the building, Mrs Pilgrim, Mr Broderick, Mrs Tomlinson, Miss Hullin will check the toilets and restrooms.**
- 5. DO NOT PANIC. Walk quickly and quietly in line, DO NOT return to the classroom or cloakroom to pick up personal belongings.**
- 6. Await further instruction before returning to the building.**

Fire and lockdown drills take place every term. Details are recorded and notes made of any problems which needing remedying.

- **In the case of a fire**, the first requirement is for staff to ensure the safe evacuation of all persons from the building to the safe places indicated on the fire procedures notices. Building should NOT then be re-entered until it has been confirmed that it is safe to do so.
- The Fire Brigade will be summoned by the Senior Administrator or in their absence by Assistant Administrator
- All attendance registers will be properly marked for the morning and afternoon sessions.
- A roll call will be taken when all have reached the place of safety.
- All visitors/contractors report their presence on site to reception and sign the 'Visitors' book and ensure they are familiar with the fire precautions. Reception staff must remind visitors to read the emergency arrangements.
- In the event that anyone by reason of any sort of disability or special need on the premises would be unable to evacuate the building without assistance a Personal Emergency Evacuation Plan will be drawn up, agreed with them if possible and implemented.
- Staff or others taking after school clubs must ensure they are familiar with the fire precautions.
- The school premises are organised in such a way as to ensure that adults and children can circulate in a safe manner.
- All access routes will be maintained in a safe condition and be free from obstructions. So far as reasonably practicable any hole, slope, uneven or slippery surface which is likely to cause a person to slip, trip or fall preventing them getting out of the building safety will be repaired.
- Drills to practice evacuation of the playground and field will take place every term.

In case of a lockdown drill:

- On hearing the continuous bell implement lock down procedures. Children and staff are to be ushered into the school building and into their class bases. Visitors are to head to a class base (if working with that particular class) or the nurture room
- Once all children and staff are accounted for in the rooms, the doors and windows will be locked and the blinds drawn.
- Kitchen staff will lock themselves in the kitchen and any cleaners on the premisses will enter the nearest classroom.
- Mr Graham will perform a sweep of the playground and the central toilets ensuring the outside door is secured shut and make their way to the closest classroom.
- Mr Broderick and Mr Johnson will check the KS2 corridor.
- Miss Hullin and Miss Reese will check the KS1 corridor.
- Once all classes are locked and children are accounted for the class teacher will email lockdown@alexanderfleming.org.uk (Mrs Tomlinson, Mrs Pilgrim, Mrs Davies, Mrs Adams, Mrs O'Donnell and Miss Hullin) The teacher will say if all their children and adults are present, if they have an additional child or adult in their room and if a child is not in their room.
- If you have a child that is not meant to be in your class, please email that teacher as soon as possible (where possible all children should go to their class bases)

- As appropriate Sir Alexander Fleming Primary School will establish communication with the emergency services and notify Telford and Wrekin Council.
- All teachers to have mobile phones available to receive incoming emails from school with further messages.
- **NO ONE SHOULD MOVE ABOUT THE SCHOOL**
- Staff to support children in keeping calm and quiet.
- Staff to remain in lockdown positions until a member of the SLT confirms lock down is ended.
- As soon as possible after the lockdown teachers return to their base classrooms and conduct a roll call and notify the office immediately of any pupils not accounted for. If someone is taken hostage on the premises, staff will be notified, and the class should seek to evacuate the rest of the site to the Sutton Hill Community Centre as quietly and calmly as possible.
- Staff Roles
- Class teachers to lock / close classroom door(s) and windows
- Head Teacher to liaise with parents as soon as it is practicable to do so
- Communication with parents
 - If necessary, parents will be notified as soon as it is practical to do so via the schools established communication channel - email
- Parents will be told
- **THE SCHOOL IS IN A FULL LOCKDOWN SITUATION. DURING THIS PERIOD THE SWITCHBOARD AND ENTRANCES WILL BE UN-MANNED, EXTERNAL DOORS LOCKED AND NOBODY ALLOWED IN OR OUT. AFTER AN INCIDENT TODAY THE SCHOOL WAS PLACED IN LOCKDOWN AT... PROCEDURES AND POLICIES WERE FOLLOWED AND ALL MEMBERS OF STAFF AND CHILDREN ARE SAFE.**
- Depending on the type and severity of the incident, parents may be asked NOT to collect their children from school as it may put them and their child at risk.
- Pupils will not be released to parents during a lock down.
- Parents will be asked not to call school as this may tie up emergency lines.
- If the end of the day is extended due to the lock down, parents will be notified and will receive information about the time and place pupils can be picked up from office staff or emergency services.
- A letter to parents will be sent home the nearest possible day following any serious incident to inform parents of context of lockdown and to encourage parent to reinforce with their children the importance of following procedures in these very rare circumstances.

5.9 FIRST AID

The school will ensure that first aid can be rendered to staff and pupils should they be injured or become ill. A risk assessment has been undertaken to ensure the provision is always suitable for the school including out of normal working hours and on visits and journeys.

If immediate medical assistance is thought to be necessary for a pupil, parents will be contacted. However, should the parent(s) be unavailable medical assistance will be sought by the school and the child will be accompanied to the doctor or hospital by a member of staff.

The school seeks to ensure that at least two members of staff have received training on an approved first aid course and two other members of staff have the additional paediatric training.

Copies of the First Aider's certificates are displayed in the First Aid Area.

First Aid Facilities

- The first aid boxes are placed in clearly identified and accessible locations in the First Aid Area and each Key Stage.
- Each first aid box contains a list of required first aid items and sufficient quantities of suitable first aid material and nothing else. Contents of the box will be replenished as soon as possible after use in order to ensure there is always adequate supply of all materials. Additional supplies are ordered through the office and First Aid administrators are responsible for ensuring these are replenished as soon as possible after use.
- Disposable plastic gloves will be provided in the first aid box which will be properly stored and checked regularly to ensure that they remain in good condition.
- Notices are posted in prominent positions throughout the school giving locations of first aid equipment and the names of the first aiders.

Recording First Aid Treatment

Records of treatment provided will be made in the accident/Incident book for pupils/students. If the incident was work related then this will be reported and recorded using the Telford & Wrekin Accident Report form and a copy kept securely in case of follow up investigation or claim. See section 5.2 for further information on accident/incident reporting.

Administration of Medicines

First Aid does not include administering medicines to children. Only Lorraine Pilgrim or Karen Davis can administer any medicine. Staff will access appropriate training eg use of Epi-Pen / asthma. This will only be after full consultation with the parents and the school/ district nurse.

School will follow all of the agreed protocols for Asthma.

Parents/Guardians will need to fill in a consent form asking for inhalers to be stored in the school. Parents/Guardians must be made aware they will be responsible for making sure the medicine is kept within date.

5.10 HOUSEKEEPING

The school has adopted policies and practices which lead to a safe working environment. Good housekeeping is practiced at all times and sets a good example to the children.

- Staff should ensure that all spillages are cleaned up immediately with safe disposal of the waste. If there is a large spillage the Site Manager or the cleaner in charge should be contacted to assist.
- All rubbish and waste paper will be disposed of every day so as to minimise the amount of combustible material in case of a fire.
- All storage areas will be kept orderly, safe and provided with easy access.
- The school premises will be cleaned to an acceptable standard on a daily basis.
- Good food hygiene standards are observed by all staff serving school meals.
- All school staff are responsible for reporting health and safety issues as these arise to the Headteacher or another person with delegated responsibilities for health and safety.

5.11 LONE WORKING

Working Alone should be avoided wherever possible.

It is recognised that, from time to time, it may be necessary for school employees to work in situations or locations, which are remote from other members of staff. This could include employees working in the evenings, or during the school holidays.

In such circumstances, the school will assess the risk to these individuals and introduce suitable controls to ensure that all risks are minimised.

Any staff wishing to work on the premises outside normal school hours must have prior agreement from Headteacher or designated senior manager.

Also see section 5.21 for school security and people responding to call-outs

5.12 MANUAL HANDLING

Moving heavy and awkward loads can cause injury. Where staff roles require them to undertake significant manual handling, training will be provided.

A specific manual handling risk assessment will be undertaken for the task and reviewed regularly, staff must follow the control measure at all times.

General manual handling guidance for all staff

To avoid manual handling injuries all staff should follow the basic manual handling procedures:

- Plan the lift before you start.
- Assess the load – if it is awkward or heavy, find out whether there is a mechanical aid to use e.g. trolley or a second person to help.
- Ensure the route you are going to take is the most direct, clear from obstruction and as flat as is possible. When you off-load the object make sure the area is clear for you to do so.
- When lifting, bend your knees and keep your back straight, feet apart and angled out and ensure the load is held close to the body and firmly.
- Lift smoothly and slowly and avoid twisting, stretching and reaching where practicable.

5.13 Use of Private Cars

- Teachers, parents and others who drive pupils in their own private cars will ensure their passengers' safety by confirming the vehicle is roadworthy, and they have an appropriate license and insurance cover for carrying pupils. The headteacher will request assurances as necessary. This will be included in the risk assessment for trips where necessary.
- The driver is responsible for making sure that pupils wear a seat belt at all times and if necessary use booster seats. Staff hiring a mini bus or other vehicle must make sure pupils wear seat belts at all times. Vehicles without seat belts will not be used.
- Parents agreement will be sought (on the consent form for the visit/journey) for their children to be carried in other parents', volunteers' or other pupils' cars. Parent's volunteers or other pupils driving pupils will not be allowed to be alone with the pupil.

5.14 OUT OF HOURS USE OF SCHOOL PREMISES

Consideration will be given to persons using the premises outside school hours in order to ensure their safety.

A responsible person will be nominated to represent the school and a user representative sought for liaison, to ensure that all visitors understand the procedures to be adopted in the case of fire/emergency evacuation, first aid provision, and safe use of buildings, equipment, substances and other facilities.

There will be control over the number of persons attending functions at the school to ensure that they could all evacuate quickly and safely in the event of an emergency. If necessary further advice will be sought from the Fire Safety Officer; details are in Section 2.

Events and entertainment programmes will be scrutinised beforehand with regard to any licensing requirements.

5.15 PARENTAL/ADULT HELP

- All parents and adults must be CRB / DBS (Criminal Records Bureau/Disclosure and Barring Service) checked if they offer to help with clubs, transport or any other school activity.

5.16 PERSONAL PROTECTIVE EQUIPMENT (PPE)

PPE will be provided to staff as a last resort if no alternative control measures are available to reduce the risk to an acceptable level.

PPE will be provided to staff or pupils where this is a necessary control identified by a risk assessment. This could be eye protection, hearing protection, gloves, high visibility wear, helmets and footwear.

The Senior Administrator will be responsible for purchasing the correct type of PPE which is suitable for the task in hand. The person who will be wearing the equipment should be involved in the process of purchase, to ensure that it is correct in size and fit so that it is comfortable to wear.

There will be suitable arrangements in place for the storage, cleaning and replacement of PPE.

Staff will receive training as appropriate and will be required to wear the PPE provided. They will be responsible to keep it clean, store it correctly and report any faults so that replacements can be provided.

5.17 PLAY EQUIPMENT (indoors and outdoors).

All play equipment must be used in accordance to the manufacturers/installers instructions. All new pupils are given an induction on the equipment before they first use it.

Staff rota for break time supervision can be found in: the staff room. When on duty all staff must visually check the play equipment before the pupils use it and check that the weather conditions are suitable for its use. The Headteacher /Playground Supervisor will make the final decision for the equipment to be used.

Indoor and outdoor play equipment daily checks are undertaken by the Site Manager. Records of the inspections are recorded and kept in the school admin office. Annual inspections are undertaken by 'ROSPA' and the reports are kept electronically.

For further information and details of the checks required see the Playground Inspection & Maintenance Guidance contained in the Education Health & Safety Manual or ECouncil site.

5.18 PORTABLE ELECTRICAL APPLIANCE TESTING

The Headteacher or delegated responsible person is responsible for ensuring that all portable electrical equipment is tested regularly by an approved contractor.

A register of all such electrical equipment used in the school is kept in the school office.

No equipment other than that purchased as new may be used unless tested. This includes personal equipment brought into school by members of staff. All new equipment must be entered into the register as soon as practicable and not left until required to be tested.

The Site Manager or administrator will be responsible for co-ordinating the registration, inspection and testing of equipment. (See section 2 for name person responsible).

All staff will be instructed to visually check electrical equipment for obvious defects before use.

All hard wired electrical installations are maintained by the Facilities Management Team at Telford & Wrekin Council at least every 5 years unless changes have occurred.

5.19 PREGNANCY AND NEW MOTHERS

Risk assessments must be produced to identify any further precautionary measures that are needed to protect pregnant employees. If a member of staff is expecting a baby (or have given birth in the last six months) they will need to let the Headteacher know as soon as possible. The Headteacher will review the risk assessments applicable to ensure that they are as safe as possible during their pregnancy and will take any additional measures needed to protect them.

5.20 RISK ASSESSMENT

The school will assess all risks to safety and health as required by the Management of Health and Safety at Work Regulations.

All significant risks will be recorded on the Telford & Wrekin Council risk assessment template. Risk assessments should be reviewed annually or when significant changes require this to be done earlier. The relevant staff will be made fully aware of any risks or additional control measures required which have been brought about by the changes. This will be monitored by the School's Health and Safety Co-ordinator.

- Risk assessments will be carried out or reviewed before every educational visit
- Arthog Outdoor Education Centre does its own risk assessment which staff are familiar with. They will check the control measures to ensure they correspond with the school risk assessment.
- Kingswood residential Outdoor Education Centre does its own risk assessment which staff are familiar with. They will check the control measures to ensure they correspond with the school risk assessment.

There is guidance on risk assessment in the Education Health & Safety Manual and a resource called the risk assessment bank that can be used to help record suitable risk assessments. Training on risk assessment can be provided by Telford & Wrekin Council's Workforce Development Team.

5.21 SCHOOL SECURITY (Safeguarding)

This will be monitored at least annually by the Health and Safety committee.

- Gates are locked at the same time each day in the morning at 8.30am and after school at 3.30pm. After which time, access to school is through the main office. After school clubs use main door.
- The school administrator monitors those that come to the door at reception before deciding who to let into the building.
- All visitors sign in and out and wear badges of identification or a visitor's badge.
- The main doors have good locking mechanisms.
- Intruder alarms are installed.
- The following staff have a set of keys to access the school at any time: caretaker, Mrs Pilgrim & Mrs Tomlinson. They can also activate the school's electronic security system. The School Administrator has a full inventory of key holders and keys that have been allocated.
- Blinds or curtains have been installed in all classrooms and corridors for security, the classroom blinds or curtains are closed at the end of each school day.

The Site Manager is responsible for the security of the school at the end of the day by ensuring that doors, windows, skylights etc are secured. All staff have responsibilities for ensuring their classroom windows are shut and lights and computers are switched off at the end of the day.

Responding to call outs

The following are the school's nominated representatives who will respond in the event of an out-of-hours call out from Schools Watch: the caretaker, Mrs Pilgrim or Mrs Tomlinson.

The school will assess the risks to these individuals and introduce suitable control measures to ensure that all risks are minimised.

Lone person attending call outs.

If anyone has to attend to a call out on their own, procedures must be in place so that the individual on site keeps in contact with someone on arrival at site, at regular intervals whilst on site, when leaving site and on arriving safely at home. If the lone worker fails to make contact within the agreed time further steps to establish their whereabouts will be needed. Also see section 5.11 Lone Working.

No employee will enter a building alone unless there is an urgent and important need to do so before assistance arrives. No employee is expected to enter a building where it is believed there is a significant risk.

Following any event the risk assessment should be reviewed and further control measures implemented where appropriate.

5.22 SMOKING

Everyone's health is important so smoking is not permitted during the school day either by staff or pupils whilst on the school premises. See the Telford & Wrekin smoking policy for full details. Help to give up smoking is available from Telford & Wrekin Council Occupational Health Team can give advice.

5.23 STRESS

Although pressure is necessary for us to live normal lives, excessive pressure can cause stress which in turn can lead to real physical and mental problems. Training is available on handling personal stress and employees are encouraged to take their PPA time and take regular exercise. Heads are expected to be able to recognise and manage stress and try to promote a harmonious working environment within their teams. Training is available to help with this.

If a member of staff feels that work is causing too much stress or even that stress caused by other things is affecting them at work, then they need to tell their manager/Headteacher or contact the Telford & Wrekin Occupational Health Team (tel: 383630/383631). If they wish, all such contact can be confidential. All employees can also contact one of the independent employee counsellors for free, confidential counselling. Leaflets giving the numbers are available in school on the staff notice board and on the ECouncil site.

5.24 SUPERVISION OF PUPILS

The nursery will be open from 8.30am to 3.15pm, the school will be open from 8.30am to 3.00pm on weekdays during term times. Between these times supervision will be provided. Pupils will not be allowed on site outside these times. Parents are informed of the details of the school arrangement at the beginning of the school year and reminders sent throughout the year when necessary. The school website gives details of arrangements for Breakfast Club times and After school clubs.

5.25 TRAINING IN HEALTH AND SAFETY

Training on various aspects of health and safety is a legal requirement. Initial training is organised on induction and more specialist training is arranged as needed. Some training may be provided on the job. The head teacher or manager will have details of any courses that a member of staff needs to attend or other opportunities to improve their health and safety skills. They should be given the opportunity to put their health and safety skills into practice and the head teacher or manager will need to follow up to check that the training they've received has been effective.

Some training is very specific to the job and should be undertaken *before* commencing work. Examples include The Moving and Handling of People, Driving Skills and Control of Substances Hazardous to Health.

One of the core competencies for Headteachers and managers is health and safety and all Headteachers and managers will be assessed on this and encouraged to improve their skills and knowledge.

5.26 VIOLENCE

The School follows Telford & Wrekin Council's Policy and Guidance on Personal Safety at work. The Headteacher is responsible for ensuring that **all** staff:

- are aware of the policy and procedures for avoiding violence at work and reporting and recording all incidents of verbal and physical abuse see 5.2. for Accident Reporting.
- are aware of Telford & Wrekin Council's arrangements available for victims of violence at work.
- Know that when they have meetings with potentially hostile parents these must be in the presence of another member of staff.

Staff will be trained to handle aggressive or unacceptable behaviour where required.

5.27 VISITS AND JOURNEYS

Telford & Wrekin Council's Educational Visits and Journeys Guidance is followed and the Educational Visits Coordinator (EVC) is listed on page 4 of this policy. The EVC will liaise with the members of staff who will be undertaking the trip to ensure the procedures have been followed. (N.B. If the EVC is not the Headteacher then the EVC must make sure the Headteacher countersigns the approval documents including the risk assessment.)

Risk assessments for Educational visits

- Where appropriate, teachers will make a pre-visit to the place of their visit.
- They will complete a risk assessment form and return it to the EVC or Head teacher for approval.
- They will read and be aware of the Telford & Wrekin Council Educational Visits and Journeys Guidance.
- They must ensure the ratio of adults to children will comply with Telford & Wrekin Council's Guidance and approved by the EVC\ Headteacher.
- They must get the consent of every child's parents/guardian before taking them on a visit. Parents/guardians may have signed a consent form at the beginning of the school year for regular visits that are organised as part of the curriculum.

- On a visit which will extend beyond the school day, the teacher will establish a telephone pyramid in case of a coach breakdown or any other delay.
- First aid provision will be arranged.
- Teachers must remind children to wear seatbelts.
- DBS checks will be required for parents/helpers/volunteers.
- For visits requiring transport, there is a 'generic coach risk assessment' on the T drive which can be adapted.

5.28 WORKING AT HEIGHT

Working at height, such as on a roof or up a ladder, can be very hazardous. An assessment must be made of the risks from such work, which should be designed out wherever possible. Equipment used for working at height must be suitable for the job, regularly inspected and well maintained. Relevant staff, particularly site managers/caretakers, must have completed ladder safety training if using a ladder is an unavoidable part of their work.

5.29 WORK EQUIPMENT

Work equipment relates to all things that assist staff to do their job from tables and chairs, ladders, vacuum cleaners, utensils, computers, photocopiers, fire extinguisher's etc.

The equipment must be suitable and fit for purpose. Therefore, before any equipment is purchased, staff must ensure they understand what is required and consult with all those that will be using the equipment:

- Consideration will be given to the installation, storage and positioning of the equipment.
- Training and use of the equipment will be required and where practical provided by the companies that provide the equipment.
- The equipment will be maintained to ensure that it remains in good condition by the Caretaker/Site Manager/or will be under contact for maintenance and repairs either via Telford & Wrekin Council - or the Supplier.

It is the responsibility of the person using the equipment to ensure it is in a safe condition before using it. They may require instruction and/or training before the initial use to know how to undertake the checks.

The school keeps a record of the inspections and checks that are made to all equipment. The log/record is kept in the Site Manager's Office.

6. MONITORING AND REVIEW

Internal monitoring and review of the health and safety policy and procedures will be undertaken on an annual basis.

The Headteacher and the Health and Safety Committee will be responsible for reviewing and amending this policy in conjunction with the Annual Health and Safety Self Monitoring Checklist and Fire Risk Assessment which is required by Telford & Wrekin Council.

Arrangements have been made to carry out a systematic and regular programme of monitoring and reviewing of:

1. All accident and incident reports
2. All advisory reports received
3. All termly audit reports (where appropriate)
4. The annual audit report
5. Progress on health and safety and fire action plans, policy and procedure updates
6. Other information about changes in requirements as they occur.

Aspects of these will be reported on to the appropriate Committee of Governors responsible for Health and Safety so that any review of policy that may be necessary or contemplated can be informed by them.

7. School minibus.

Only staff who have a relevant licence and have attended the MiDas Standards and Accessible course (or similar) are permitted to drive the minibus.

Driver to visually inspect the bus prior to each use.

Mini bus is under a service contract with hire company.

First aid kit stored on bus.

School staff are made aware when the minibus is in use and who is using it.