

HEALTH AND SAFETY POLICY

Incorporating the Local Health and Safety Arrangements for:


- **Nateby Primary School**
- **Community Primary School**
- **888/2030 02038**
- **Longmoor Lane Nateby PR3 0JH**

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 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 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:
	On behalf of the Governing Body
Headteacher's name: MRS C L VARDEY	Chair of Governors name: MR M BARLOW

Date: 26.01.2022	Proposed Review date: 26.01.2023 or where there are significant changes

Responsibilities

<p>The responsibility for implementation and management of proper health and safety controls within the school is that of (e.g. Headteacher):</p>	<p>MRS C L VARDEY</p>
<p>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):</p>	<p>MRS C L VARDEY</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>Names & Designations e.g.</i> <i>Premises – MRS C L VARDEY</i> <i>Fire Safety – MRS C L VARDEY</i> <i>Emergency Plans - MRS C L VARDEY</i> <i>Educational Visits – MRS C L VARDEY</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>Main entrance & staffroom</p>
<p>The documented Health & Safety objectives and any associated action plan(s) can be found:</p> <p><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.</p>	<p>See below</p>
<p>Action Plan:</p> <ol style="list-style-type: none"> 1. Ensure all fire doors are closed 2. Media displays should not obscure call points 3. Directional escape and fire exit signage should be provided in the Corridor outside Office (room 2) and fire exit signage in room 4 at the bottom of the stairs outside the Office 4. Ensure CI2 fire door closes correctly 5. CI 2 objects removed from around fire extinguishers 6. Display a fire action notice in a conspicuous position adjacent to the fire alarm call point in the Boiler Room (room 37). 7. Review the usage of store rooms to establish if their "Fire door keep locked shut" signs could be replaced with a "Fire door keep shut" sign. Ensure all fire doors marked "Fire door keep locked shut" are locked as indicated. 8. Remove or relocate the combustible items stored at the top of the stairs outside the Head teacher's office (room 24). In addition the store room (room 40) should be reorganised to allow easy access to the electrical box and monitored to avoid build-up of combustible items in the future. 	
<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 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:	MRS C L VARDEY
Risk assessments will be undertaken prior to the introduction of any new work tasks / activities that pose a significant risk to health and safety.	
The significant findings of risk assessments will be reported to:	MRS C L VARDEY
Action required to remove/control risks will be approved by:	B H & S COMMITTEE
The responsibility for ensuring the action required to reduce risks is implemented is that of:	B H & S COMMITTEE
Checking that implemented actions have removed/reduced the risks is the responsibility of:	B H & S COMMITTEE
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:	MRS C L VARDEY

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 V Houghton</i>
Consultation with employees is provided via:	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;
- Report concerns and breaches to 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 C L VARDEY HEADTEACHER</i>
Responsible person(s) for ensuring effective maintenance procedures are drawn up:	<i>MRS C L VARDEY HEADTEACHER</i>
Responsible person(s) for ensuring that all identified maintenance is carried out:	<i>MRS C L VARDEY HEADTEACHER</i>
Any problems found with equipment should be reported to:	<i>MRS C L VARDEY HEADTEACHER</i>
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	<i>MRS C L VARDEY HEADTEACHER</i>

Information, Instruction and Supervision

The Health and Safety Law poster is displayed at: <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.	STAFFROOM
Health and safety advice is available from:	<i>MRS C L VARDEY HEADTEACHER</i>
Induction, supervision of trainees/work placements etc. will be arranged/ undertaken /	<i>MRS C L VARDEY HEADTEACHER</i>

monitored by:	
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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:	MRS C L VARDEY HEADTEACHER OR MRS H SMITH (DHT)
Job specific training will be provided by:	MRS C L VARDEY HEADTEACHER or other trained person where appropriate
Jobs requiring specific health & safety training are:	Asbestos Inspection & Awareness – H&S Team & on the job training Legionella & Water Monitoring – H&S Team & on the job training COSHH – H&S Team & on the job training Management of Contractors – H&S eLearning & on-the-job training DSE – H&S eLearning Working at Height – H&S eLearning & on-the-job training Manual Handling of people - H&S Team & on-the-job training
Training records are kept at/by:	MRS C L VARDEY HEADTEACHER
Training will be identified, arranged and monitored by:	MRS C L VARDEY HEADTEACHER

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:	DISABLED TOILETS	
The first aider(s) and appointed person(s) is/are:	Up-to-date lists are located in the disabled toilet, in the office and in the hall.	
All accidents and cases of work-related ill health are to be reported to:	C L VARDEY HEADTEACHER	
Health surveillance is not required for any roles within the school.		
Health surveillance will be arranged by:	/	
Health surveillance/records will be kept by/at:	/	

Performance Monitoring

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

To check our working conditions and ensure our safe working practices are being followed, we will: - Conduct workplace inspections. These are carried out by:	H & S Governing Body	
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.	See Section: Health and Safety Risks Arising from Work Activities for responsibility details	
Responsible person(s) for investigating accidents - e.g. road traffic accidents, slips, trips and/or falls accidents etc. before requesting assistance from the Health, Safety and Quality Team if necessary:	C L VARDEY HEADTEACHER WITH HELEN SMITH ASSISTANT HEADTEACHER	

Responsible person(s) for investigating work-related causes of sickness absences:	C L VARDEY HEADTEACHER WITH HELEN SMITH ASSISTANT HEADTEACHER	
Responsible person(s) for acting on investigation findings to prevent recurrences:	C L VARDEY HEADTEACHER WITH HELEN SMITH ASSISTANT HEADTEACHER	
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	C L VARDEY HEADTEACHER	

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:	C L VARDEY HEADTEACHER	
Escape routes are checked by/every:	WEEK	
Fire extinguishers are maintained and checked by/every:	6 MTHS	
Alarms are tested by/every:	WEEK	
The emergency evacuation procedure is tested by/every:	TERM	
Responsibility for ensuring arrangements are in place to deal with other emergency situations e.g. bomb threat, flood, etc. rests with:	C L VARDEY 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 website, link below: Health, Safety & Wellbeing intranet site	Applicable (√)	Inf ab sc arr ca on Ris As fol T D
Reporting of H&S concerns/faults Whistle Blowing Policy H & S policy		
Accident Reporting, Recording and Investigation	/	
Bodily Fluids (urine; blood; faeces; vomit) & Biological Agents	/	
Premises Management Catering	/	
Cleaning/caretaking	/	
Control of contractors	/	
Disability access – H&S implications	/	
Display Screen Equipment and eye tests	/	
Driving at Work		
Electrical Safety	/	
Emergency Preparedness	/	
Extended school and community use	/	

Hire of the hall responsibilities		
Fire audit	/	
Fire Safety	/	
First Aid	/	
Floats		
Hot surfaces, scalds and burns	/	
Use of glue guns		
Laminators		
Cooking Club Risk Assessment		
Heating and Burning Risk Assessment		
Induction	/	
Information communication	/	
Including use of mobile phones		
Lettings	/	
Insurance- hire of the school		
Hire of the hall responsibilities		
Management and other Health and Safety responsibilities	/	
Manual Handling	/	
Risk Assessment		
Needles and needle stick injuries	/	
Out-door events		
Performance Monitoring	/	
Training		
Personal safety including lone working- general	/	

Lone working teachers		
Violence and aggression - guidance		
Violence and aggression - risk assessment		
Emergency Key Holders		
Performances and concerts	/	
Play Equipment installations inspections	/	
Use of playground and fitness trails		
Pupil moving and handling (Special needs)	/	
Pregnant employees and nursing mothers	/	
Risk Assessment and hazard identification	/	
Safety Committee	/	
Safety Representatives	/	
Severe weather		
Slips and trips	/	
Stress	/	
3e competency stress		
Team risk assessment flow chart		
Temporary and supply staff	/	
Visitor and volunteers safety		
Governor visits		
Young person in the work place		
Vehicle and pedestrian traffic	/	
Transport and vehicles on site		
Waste storage and disposal	/	

Waste disposal policy		
Water hygiene (Legionella, lead etc.) https://schoolsportal.lancsngfl.ac.uk/view_sp.asp?siteid=3492&pageid=9846&e=e	/	
Work equipment and machinery https://schoolsportal.lancsngfl.ac.uk/view_sp.asp?siteid=3726&pageid=16146&e=e#anchor72057 Risk Assessment	/	
Working at height – ladders, access equipment etc.	/	
Workplace Inspection	/	

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		
Asbestos Management Plan		
Bodily Fluids (urine; blood; faeces; vomit) & Biological Agents		
Cleaning/caretaking tasks		
Control of contractors		
Control of Substances Hazardous to Health (COSHH)		
Disability access (health & safety implications)		
Display Screen Equipment and Eye Tests		
Driving at Work		
Electrical Safety e.g. installations, PAT tests, visual checks, local policy on bringing electrical items into school etc.		
Emergency Procedures other than Fire e.g. flood, services failure		
Extended school and community use		

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
Fire Safety		
First Aid		
Gas safety e.g. installations, servicing, tests, visual checks, local policy on use of gas items in school etc.		
Health & Safety Induction (checklist available on web site)		
Infection Control including needles and needle stick injuries		
Lettings to non-school groups		
Manual Handling		
Minibuses		
Mobile phones (the use of)		
Personal safety including lone working and violence and aggression		
Play Equipment installations inspections		
Playgrounds and external areas		
Ponds and Water features		
Premises Management (see Premises Management Guidance & Records on Health & Safety web site)		
Pupil moving and handling (special needs)		
Pregnant employees and nursing mothers		
Reporting of health & safety concerns/faults		
Severe Weather including winter gritting		
Shared use of buildings		
Sharps e.g. broken glass either in school building or external grounds		
Stress		
Swimming pools		
Transport Safety/Vehicle Movement – arrangements for vehicle movement, car parking and vehicle/pedestrian segregation on site		

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
Visitor and volunteers safety		
Waste storage and disposal		
Water hygiene (Legionella, lead etc.) – a Legionella Risk Assessment should be in place as part of your premises management arrangements		
Work equipment and machinery		
Working at height – ladders, access equipment etc.		
Workplace Inspection		

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

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](#).